

A new pension scheme: what will happen to your pension?

Your pension changes, but a lot also remains the same. We intend to start the new pension scheme on January 1, 2026. Your existing pension will be converted into a capital for pension in the new scheme. In addition, the fund's assets are distributed.

The new pension scheme

In the new pension scheme, you build up a **capital** for your pension: a personal pension pot. This pot is filled with the premium that you and HEINEKEN pay. There is also a pension for your partner and children. They will receive this in the event of your death. And your pension accrual will continue if you become incapacitated for work.

Have you accrued a partner's or orphan's pension?

You keep this pension. This will also be converted into a pension in the new pension scheme.

Your pension capital will move in line with the results of the investments

Your capital will move along with the results of the investments. The Heineken Pension Fund invests your pension. This yields returns. Every month, this return is added to your pension. The return can also be negative once. Then there is a reduction in your pension.

When you retire, you use the capital for retirement to buy a monthly pension benefit. Your pension benefit will move in line with the results of the investments. The Heineken Pension Fund invests your pension. This yields returns. Once a year, this return is added to your pension. The return can also be negative once. For this we have the solidarity reserve. The solidarity reserve protects your final pension benefit against (large) decreases. This will keep your pension benefit as stable as possible.

Effective date of new pension scheme January 1, 2026 not yet certain

We intend to implement the new scheme as of January 1, 2026. Circumstances may cause the new pension scheme to take effect at a later date. If this is the case, we will inform you.

When will the conversion of your pension take place?

Your accrued pension will be converted into a pension capital in the new pension scheme on January 1, 2026. In addition, the assets of the Heineken Pension Fund will be divided. Not everything will be immediately visible as of January 1, 2026. A number of components will be processed in the second course of 2026.

Allowance as of January 1, 2026

As of January 1, 2026, your pension will be increased by the indexation based on the current pension scheme. The amount of the indexation will be announced in December 2025.

Increase of 8% in the event of a transfer in the event of a high funding ratio

If the funding ratio of the Heineken Pension Fund is more than approximately 125% on December 31, 2025, your pension capital will be increased as of January 1, 2026*.

What does compensation mean under the new scheme and when will it take place

It is possible that the transition to the new pension scheme would cause you to accrue less pension than is currently the case. You will be compensated for this with a one-off increase in your pension capital. The compensation will take place in the second quarter of 2026. The compensation is calculated based on your age and your salary on January 1, 2026. If you leave employment or retire before January 1, 2026, you will not receive any compensation.

If there is still capital left after that, then further increase in pension capital

If there is still capital left after that, your pension capital will be further increased. The amount of this increase depends on the assets of the pension fund as at December 31, 2025. This will not happen immediately on January 1, 2026. A further increase will take place in the second quarter of 2026.

* The 8% increase will in principle take place on January 1, 2026. If it is less clear whether there are sufficient assets to increase the capital for pensions, this increase will take place partially or at a later date.

Distribution of assets: this is what it looks like

100%	<p>The level of the funding ratio on December 31, 2025 is important. The funding ratio is the ratio between the value of all pensions together and the assets that we have 'in cash'.</p> <p>The funding ratio must be 100% in order to keep the capital for pension at least equal to the pension in the old pension scheme.</p>
2%	<p>We have to keep some aside for covering various legal risks. This is 2% of the funding ratio.</p>
3,75%	<p>The solidarity reserve is filled with 3.75% of the assets.</p>
6%	<p>To compensate for the adverse effects of the transition to the new pension scheme for the future pension accrual of participants, 6% of the funding ratio will be used</p>
3,75%	<p>The solidarity reserve will also be filled with 3.75% of the assets.</p>
8%	<p>The first 8% of the assets that remain are distributed immediately in proportion to the capital for pension.</p>
	<p>The remaining assets are divided among all participants on the basis of statutory rules.</p>

Do you want to retire around January 1, 2026? Contact us

If you want your pension to start around the date of transition, please contact us (+31 (0)20 523 93 93 or pensioenfond@heineken.nl). We can then explain the consequences for your pension.

Find out more

Read more detailed information about the new pension scheme in the summary of the transition plan on our [website](#).

In November 2025, you will receive an estimate of your pension in the new scheme. Then we also organize various (online) information meetings. More information about this will follow soon.