



Summary of the 2025-2029 Assignment Agreement with Mr Harold van den Broek

In accordance with the Dutch Corporate Governance Code, an Assignment Agreement has been entered into with Mr. Van den Broek for a period of four years, contingent upon his re-appointment as member of the Executive Board of Heineken N.V. by the Annual General Meeting of Shareholders on 17 April 2025 and commencing the following day. This agreement will remain effective until the Annual General Meeting of Shareholders in 2029. Subsequent re-appointments may occur for consecutive periods not exceeding four years each.

Mr. Van den Broek's remuneration is in accordance with the Executive Board remuneration policy. As detailed on pages 66-78 of the 2024 Annual Report, the fixed remuneration includes a management fee in the amount of EUR 988,312 per annum and a non-qualified pension contribution of 18% of the management fee.

His variable remuneration consists of both a short-term incentive, which has a target opportunity of 110%, and a long-term incentive, with a target opportunity of 135%. The Company furthermore provides several additional benefits, including travel and accident insurance, life insurance, company car provisions, and coverage under Directors and Officers (D&O) policies.

The compensation in the event of dismissal shall not exceed the management fee for one year.

Amsterdam, 6 March 2025