

## Voting results Annual General Meeting of Shareholders Heineken Holding N.V. 17 April 2025

| Agenda item  | For           | %      | Against    | %     | Abstain   |
|--|---------------|--------|------------|-------|-----------|
| 2. Advisory vote on the remuneration report for the 2024 financial year  | 245,024,086   | 99.54  | 1,132,823  | 0.46  | 4,585,302 |
| 3. Adoption of the financial statements for the 2024 financial year  | 250,678,161   | 100.00 | 3,303      | 0.00  | 61,766    |
| 5. Discharge of the members of the Board of Directors  | 245,576,078   | 99.79  | 514,465    | 0.21  | 4,653,087 |
| 6a. Authorisation of the Board of Directors to acquire own shares  | 250,568,024   | 99.94  | 162,260    | 0.06  | 13,346    |
| 6b. Authorisation of the Board of Directors to issue (rights to) shares  | 250,308,885   | 99.83  | 426,326    | 0.17  | 8,419     |
| 6c. Authorisation of the Board of Directors to restrict or exclude shareholders' pre-emptive rights                  | 242,788,213   | 96.83  | 7,948,669  | 3.17  | 6,748     |
| 6d. Cancellation of shares   | 250,619,105   | 99.95  | 119,348    | 0.05  | 5,177     |
| 7a. Reappointment of Mr A,A,C, de Carvalho as non-executive member of the Board of Directors                         | 206,933,363   | 82.54  | 43,763,575 | 17.46 | 46,692    |
| 7b. Appointment of Mr R,J,M,S, Huët as non-executive member of the Board of Directors                                | 247,164,674   | 98.59  | 3,532,264  | 1.41  | 46,692    |
| 8a. Reappointment of KPMG Accountants N,V, as external auditor for financial reporting for the financial year 2026   | 250,727,691   | 100.00 | 10,501     | 0.00  | 5,038     |
| 8b. Appointment of KPMG Accountants N,V as external auditor for sustainability reporting for the financial year 2025 | 250,728,135   | 100.00 | 10,457     | 0.00  | 5,038     |
| 8c. Appointment of KPMG Accountants N,V as external auditor for sustainability reporting for the financial year 2026 | 250,728,102   | 100.00 | 10,490     | 0.00  | 4,039     |
| Number of issued shares  | : 288,030,168 |        |            |       |           |
| Attendance percentage of issued share capital  | : 88.74%      |        |            |       |           |