



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

Agenda Item	For	%	Against	%	Abstain
1b Advisory vote on the 2024 Remuneration Report	480,990,394	95.26%	23,919,566	4.74%	512,059
1c Adoption of the 2024 financial statements of the company	504,505,225	99.99%	31,526	0.01%	885,269
1e Adoption of the dividend proposal for 2024	503,313,108	99.59%	2,094,431	0.41%	14,481
1f Discharge of the members of the Executive Board	495,976,129	98.69%	6,570,748	1.31%	2,875,143
1g Discharge of the members of the Supervisory Board	495,855,908	98.53%	7,406,884	1.47%	2,159,228
2a Authorisation of the Executive Board to acquire own shares	503,664,505	99.70%	1,498,339	0.30%	259,176
2b Authorisation of the Executive Board to issue (rights to) shares	503,276,787	99.58%	2,126,142	0.42%	19,091
2c Authorisation of the Executive Board to restrict or exclude shareholders' pre-emptive rights	499,594,289	98.85%	5,800,687	1.15%	27,044
2d Cancellation of ordinary shares	505,046,363	99.93%	342,675	0.07%	32,982
3 Re-appointment of Mr. H.P.J. van den Broek as member of the Executive Board	503,177,875	99.88%	612,693	0.12%	1,631,452
4a Re-appointment of Mr. N. Paranjpe as member of the Supervisory Board	496,451,615	98.58%	7,130,550	1.42%	1,839,855
4b Appointment of Mr. A.A.C. de Carvalho as member (and delegated member) of the Supervisory Board	458,569,515	90.98%	45,453,053	9.02%	1,399,452
5a Re-appointment of KPMG Accountants N.V. as external auditor for financial reporting for the financial year 2026	504,765,328	99.91%	478,303	0.09%	178,389
5b Appointment of KPMG Accountants N.V. as external auditor for sustainability reporting for the financial year 2025	504,542,304	99.83%	859,537	0.17%	20,179
5c Appointment of KPMG Accountants N.V. as external auditor for sustainability reporting for the financial year 2026	504,542,263	99.83%	859,539	0.17%	20,218

Number of issued shares: 576,002,613

Attendance percentage of issued share capital: 89.52%