



## Voting results Annual General Meeting of Shareholders Heineken N.V. 23 April 2026

Agenda Item	For	%	Against	%	Abstain
1c Advisory vote on the 2025 Remuneration Report	484,094,563	96.57%	17,196,325	3.43%	241,011
1d Adoption of the 2025 financial statements of the company	500,177,619	100.00%	496	0.00%	1,353,784
1f Adoption of the dividend proposal for 2025	501,448,815	99.98%	77,426	0.02%	5,658
1g Discharge of the members of the Executive Board	491,630,014	98.55%	7,252,405	1.45%	2,649,480
1h Discharge of the members of the Supervisory Board	491,588,683	98.54%	7,293,812	1.46%	2,649,404
2a Authorisation of the Executive Board to acquire own shares	500,068,245	99.79%	1,074,811	0.21%	388,843
2b Authorisation of the Executive Board to issue (rights to) shares	500,900,517	99.88%	617,584	0.12%	13,798
2c Authorisation of the Executive Board to restrict or exclude shareholders' pre-emptive rights	497,841,766	99.27%	3,655,037	0.73%	35,096
2d Cancellation of ordinary shares	501,350,551	99.97%	153,487	0.03%	27,861
3 Adjustment of the Remuneration Policy for the Executive Board	488,806,805	97.47%	12,688,666	2.53%	36,428
4a Re-appointment of Mrs. P. Mars Wright as member of the Supervisory Board	494,726,257	98.65%	6,788,524	1.35%	17,118
4b Re-appointment of Mrs. M. Helmes as member of the Supervisory Board	498,181,187	99.34%	3,333,518	0.66%	17,134
5a Re-appointment of KPMG Accountants N.V. as external auditor for financial reporting for the financial year 2027	501,315,376	99.96%	201,081	0.04%	15,442
5b Re-appointment of KPMG Accountants N.V. as external auditor for sustainability reporting for the financial year 2027	501,172,369	99.93%	344,087	0.07%	15,443

Number of issued shares (at Record Date, 26 March 2026): 576,002,613

Attendance percentage of issued share capital: 90.53%