Summary of the 2020-2024 Assignment Agreement with Mr. Dolf van den Brink

In conformity with the Dutch Corporate Governance Code, subject to his appointment as member of the Executive Board of Heineken N.V. by the Annual General Meeting of Shareholders on 23 April 2020, an Assignment Agreement with Mr. Van den Brink has been entered into for a period of four years (i.e. up to the 2024 Annual General Meeting), which will take effect as from 1 June 2020 upon his appointment as CEO becoming effective. Re-appointments can take place for consecutive periods not exceeding four years each.

As of 1 June 2020, the remuneration of Mr. Van den Brink will be in line with the remuneration policy as applicable to the Executive Board. As summarised on page 55 through 57 of the Annual Report 2019, the fixed remuneration component consists of a management fee of EUR 1,250,000 and a non-qualified pension contribution of 18%. Within the remuneration policy, adjustment of the management fee may take place if and when the Supervisory Board of Heineken N.V. considers this appropriate. In line with the remuneration policy, the variable remuneration component consists of a short-term and a long term incentive. This package is similar to the package of the current CEO as set out in the Remuneration Report section of the Annual Report 2019 -.

In addition to the main conditions of the Assignment Agreement, a number of additional arrangements apply at the cost of the Company, travel and accident insurance, life insurance - and company car arrangements and coverage under the Company's Directors and Officers (D&O) policies.

The remuneration in the event of a dismissal will not exceed the management fee of one year.

Until 1 June 2020, the remuneration of Mr. Van den Brink is paid as per his current contract. The remuneration package according to that contract is within the boundaries of the remuneration policy as applicable to the Executive Board.

Amsterdam, 10 March 2020