



Voting results Annual General Meeting of Shareholders Heineken N.V. 21 April 2022

	Agendapunt	For	%	Against	%	Abstain
1b	Advisory vote on the 2021 remuneration report	409,042,352	79.49	105,549,233	20.51	349,082
1c	Adoption of the 2021 financial statements of the Company	514,800,545	99.97	130,400	0.03	10,190
1e	Adoption of the dividend proposal for 2021	514,935,253	100.00	170	0.00	5,712
1f	Discharge of the members of the Executive Board	510,669,675	99.49	2,608,078	0.51	1,663,382
1g	Discharge of the members of the Supervisory Board	510,669,273	99.49	2,608,483	0.51	1,663,379
2a	Authorisation of the Executive Board to acquire own shares	512,954,687	99.63	1,927,377	0.37	59,071
2b	Authorisation of the Executive Board to issue (rights to) shares	513,705,392	99.76	1,232,959	0.24	2,784
2c	Authorisation of the Executive Board to restrict or exclude shareholders' pre-emptive rights	510,664,116	99.17	4,274,133	0.83	2,886
3	Adjustments to the remuneration policy for the Executive Board	501,927,783	97.49	12,898,198	2.51	115,154
4a	Re-appointment of Mr. J.M. Huët as member of the Supervisory Board	497,847,680	96.68	17,086,946	3.32	6,309
4b	Re-appointment of Mr. J.A. Fernández Carbajal as member of the Supervisory Board	425,114,005	82.56	89,821,517	17.44	5,641
4c	Re-appointment of Mrs. M. Helmes as member of the Supervisory Board	506,258,539	98.47	7,886,060	1.53	796,539
4d	Appointment of Mr. F.J. Camacho Beltrán as member of the Supervisory Board	492,916,130	95.72	22,019,392	4.28	5,641
5	Re-appointment of the External Auditor for a period of one year	514,271,456	99.89	557,012	0.11	112,694

Number of issued shares: 576,002,613

Attendance percentage of issued share capital: 89.5%