



Summary of the 2024-2028 Assignment Agreement with Mr Dolf van den Brink

In accordance with the Dutch Corporate Governance Code, an Assignment Agreement has been entered into with Mr. Van den Brink for a period of four years, subject to his re-appointment as a member of the Executive Board of Heineken N.V. by the Annual General Meeting of Shareholders on 25 April 2024 and commencing the following day. This agreement will remain effective until the 2028 Annual General Meeting. Subsequent re-appointments can take place for consecutive periods not exceeding four years each.

The remuneration of Mr. Van den Brink is in line with the Executive Board remuneration policy. As detailed on pages 61 to 73 of the 2023 Annual Report, the fixed remuneration consists of a management fee of EUR 1,397,500 and a non-qualified pension contribution of 18%. His variable remuneration consists of a short-term incentive and a long-term incentive. Several additional benefits are provided by the Company, such as travel and accident insurance, life insurance, company car arrangements, and coverage under Directors and Officers (D&O) policies.

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

Amsterdam, 14 March 2024