



Voting results Annual General Meeting of Shareholders Heineken N.V. 25 April 2024

	Agendapunt	For	%	Against	%	Abstain
1c	Advisory vote on the 2023 Remuneration Report	483,364,449	96.42	17,942,794	3.58	2,271,336
1d	Adoption of the 2023 financial statements of the company	502,405,404	99.99	63,520	0.01	1,109,323
1f	Adoption of the dividend proposal for 2023	503,538,797	100	22,141	0.00	16,318
1g	Discharge of the members of the Executive Board	491,033,506	97.99	10,062,793	2.01	2,480,857
1h	Discharge of the members of the Supervisory Board	491,761,475	97.99	10,062,906	2.01	1,752,943
2a	Authorisation of the Executive Board to acquire own shares	501,495,213	99.62	1,916,987	0.38	164,975
2b	Authorisation of the Executive Board to issue (rights to) shares	501,307,328	99.55	2,250,950	0.45	18,895
2c	Authorisation of the Executive Board to restrict or exclude shareholders' pre-emptive rights	498,953,771	99.09	4,606,528	0.91	16,876
3	Adjustment of the Remuneration Policy for the Executive Board	489,354,095	97.36	13,278,925	2.64	944,192
4a	Adoption of the Remuneration Policy for the Supervisory Board	500,314,396	99.51	2,466,031	0.49	796,578
4b	Adjustment of the remuneration of the Supervisory Board	500,168,125	99.48	2,610,434	0.52	798,671
5	Re-appointment of Mr. R.G.S. van den Brink as member of the Executive Board	502,086,838	99.88	584,679	0.12	905,711
6a	Re-appointment of Mr. R.J.M.S. Huët as member of the Supervisory Board	494,263,226	98.15	9,295,024	1.85	19,070
6b	Re-appointment of Mrs. P. Mars Wright as member of the Supervisory Board	495,771,175	98.45	7,788,236	1.55	17,855
6c	Appointment of Mr. P.T.F.M. Wennink as member of the Supervisory Board	500,716,079	99.50	2,538,158	0.50	323,063
7	Appointment of KPMG Accountants N.V. as external auditor for a period of one year	503,486,395	99.99	59,982	0.01	31,943

Number of issued shares: 576.002.613

Attendance percentage of issued share capital: 87.43%

April 26th, 2024