



Ow Kian Wee

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HEINEKEN ASIA PACIFIC



Ref : LOA/jl/23/15

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16 December 2015

STRICTLY PRIVATE AND CONFIDENTIAL

Ow Kian Wee
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Dear Kian Wee

LETTER OF APPOINTMENT

We refer to your recent interviews and have pleasure in offering you, subject to your being declared medically fit by our doctor, employment with Heineken Asia Pacific Pte. Ltd. (the "Company") as Senior Auditor with Global Audit Asia Pacific .

There will be a probationary period of three (3) months (which said period may be extended by the Company) during which your employment may be terminated by either party giving to the other, one month's notice in writing.

The other terms and conditions of employment are tabulated below:

I ENGAGEMENT

- a) Duties to be assigned by Management and will be reviewed from time to time.
- b) In the course of your employment with the Company, you may be required to carry out duties in any of the other companies within the Heineken Group, which includes all subsidiaries and associates of Heineken N.V. (collectively referred to as the "**Group**"), and in any overseas locations as may be determined by the Group. Notwithstanding the carrying out of duties in other companies within the Group, your employer will remain as the Company and the terms herein will govern your employment.
- c) You shall not at any time during your employment with the Company, except with the Company's prior written consent, either directly or indirectly) engage or interest yourself, whether for reward or gratuitously, in any work or business other than that relating to your employment with the Company notwithstanding that such outside engagements or interest may not interfere with the performance of your duties in the