

**THE KRAFT HEINZ COMPANY**  
**AUDIT COMMITTEE CHARTER**

Effective as of August 4, 2022

**Purpose.**

The Audit Committee (the “Committee”) of the Board of Directors (the “Board”) of The Kraft Heinz Company (“Kraft Heinz” or the “Company”) will oversee Kraft Heinz’s accounting and financial reporting processes, and audits of its financial statements. In addition, the Committee will assist the Board in its oversight of:

1. The integrity of Kraft Heinz’s financial statements, accounting and financial reporting processes, and systems of internal control over financial reporting as well as the safeguarding of the Company assets;
2. Kraft Heinz’s compliance with applicable legal and regulatory requirements;
3. Kraft Heinz’s independent auditors’ retention, termination, qualifications, independence, and performance;
4. The performance of Kraft Heinz’s internal auditors and internal audit function;
5. Kraft Heinz’s financial matters and financial strategy; and
6. Kraft Heinz’s guidelines and policies with respect to risk assessment and risk management.

**Composition.**

The Committee will be composed of three or more non-employee directors.

Each Committee member will meet the “independence” requirements of the Nasdaq Stock Market (“Nasdaq”) and applicable laws, rules, and regulations for audit committee membership, subject to any available exceptions. The Board will determine the independence of each Committee member. If a member of the Company’s Audit Committee serves on more than three public company audit committees, the Board will determine whether such simultaneous service impairs the director’s ability to serve effectively on the Committee.

Each Committee member will meet the financial literacy requirements of Nasdaq. At least one Committee member will be an “audit committee financial expert” as defined by the U.S. Securities and Exchange Commission (“SEC”) rules and regulations. At least one Committee member (who may also be an audit committee financial expert) will have financial sophistication in accordance with Nasdaq requirements.

Committee members must not have participated in the preparation of the financial statements of the Company or the financial statements of any subsidiary of the Company at any time during the past three years.

Based on the recommendation of the Nominating and Corporate Governance Committee, the Board will appoint the members of the Committee meeting these requirements and designate the Committee's Chair. If the Board does not designate a Committee Chair, the Committee members may designate a Chair by a majority vote of the Committee members. The Board may remove any Committee member.

### **Meetings and Operations.**

The Committee will meet at least four times annually and additionally as often as it deems appropriate to carry out its duties and responsibilities. Meetings of the Committee may be called by any member of the Committee.

The Committee Chair, in consultation with the other Committee members and the Company's Global Controller and Corporate Secretary, will set meeting agendas.

The Committee may delegate any of its responsibilities to the Chair, another Committee member, or a subcommittee of Committee members, unless prohibited by applicable laws, regulations, or Nasdaq requirements.

The Committee will meet periodically in executive session without management present. The Committee will also meet individually with the internal auditors (including the Global Head of Audit or similar officer), management (including the Global Chief Financial Officer, Global General Counsel, Principal Accounting Officer, and Chief Compliance Officer or similar officers), and the independent auditors to discuss any matters that the Committee or the persons with whom they meet believe should be discussed and will have other direct and independent interaction with such persons from time to time as the members of the Committee deem appropriate.

The Committee will report its activities to the Board on a regular basis and make such recommendations with respect to its responsibilities and other matters as the Committee deems necessary or appropriate.

The Corporate Secretary will maintain minutes of the Committee meetings.

The Committee will, at least annually, evaluate its performance and report to the Board on that evaluation. The Committee will also annually review this Charter and recommend to the Board any amendments the Committee deems necessary or appropriate.

### **Resources and Independent Counsel.**

In fulfilling its responsibilities, the Committee will have full access to all of Kraft Heinz's books, records, facilities, and personnel, and to the services of the independent auditors. The Committee will also have the sole authority to conduct investigations in its areas of authority and responsibility as well as to engage, retain, approve reasonable fees and other retention terms of,

and terminate independent counsel and other advisors, as it determines necessary to carry out its duties and responsibilities.

Kraft Heinz will provide for appropriate funding, as determined by the Committee, for payment of: (i) compensation to the independent auditors engaged for the purpose of preparing or issuing an audit report or performing other audit, review, or attestation services for Kraft Heinz; (ii) compensation to any advisors the Committee engages; and (iii) the Committee's ordinary administrative expenses that are necessary or appropriate to carry out its duties and responsibilities.

### **Authority and Responsibilities.**

#### **A. Financial Statements and Related Disclosures.**

1. **Accounting Policies.** The Committee will review and discuss with management, the internal auditors, and the independent auditors, in separate meetings if the Committee deems appropriate:
  - a) Any analyses or other written communications prepared by management and/or the independent auditors setting forth significant financial reporting issues and judgments made in connection with the preparation of the Company's financial statements, including analyses of the effects of alternative generally accepted accounting principles ("GAAP") methods on the financial statements;
  - b) Kraft Heinz's critical accounting policies and practices;
  - c) The effect of regulatory and accounting initiatives, as well as off-balance-sheet structures, on Kraft Heinz; and
  - d) Major issues regarding accounting principles and financial statement presentations (including any significant changes in Kraft Heinz's selection or application of accounting principles), the adequacy of Kraft Heinz's internal controls over financial reporting, and the safeguarding of the Company assets, as well as any special steps adopted in light of material control deficiencies.
2. **Form 10-K.** Based on its review and discussion, the Committee will recommend to the Board whether Kraft Heinz's consolidated financial statements should be included in Kraft Heinz's Annual Report on Form 10-K.
3. **Annual Audit Committee Report.** The Committee will oversee the preparation of and approve the Committee's annual report to stockholders, as required by the rules of the SEC, for inclusion in Kraft Heinz's annual proxy statement.
4. **PEO and PFO Certifications.** The Committee will review disclosures made by Kraft Heinz's principal executive officer(s) and principal financial officer(s) regarding compliance with their certification obligations under the Sarbanes-

Oxley Act of 2002 and the rules promulgated thereunder, including Kraft Heinz's disclosure controls and procedures and systems of internal control over financial reporting, and evaluations thereof.

5. Earnings Releases and Guidance. The Committee will review and discuss earnings press releases and will generally discuss the type and presentation of (a) information to be included in earnings press releases (in particular any use of "pro forma" or "adjusted" non-GAAP information) and (b) financial information and earnings guidance provided to analysts and rating agencies.
6. Internal Controls and Financial Reporting Review. The Committee will review and discuss with management, the independent auditors, and the internal auditors: the quality and adequacy of Kraft Heinz's financial reporting processes, systems of internal control over financial reporting, and the safeguarding of the Company assets, as well as disclosure controls and procedures, including whether there are (a) any significant deficiencies in the design or operation of such processes, controls, and procedures, (b) any material weaknesses in such processes, controls, and procedures, (c) any corrective action taken or proposed to be taken with regard to significant deficiencies and weaknesses, (d) any fraud involving management or other employees with a significant role in such processes, controls, and procedures, and (e) any significant fraud involving management or any Kraft Heinz employee.

B. Compliance with Legal and Regulatory Requirements.

1. Compliance Program. At least annually, the Committee will meet with Kraft Heinz's Global General Counsel (or similar officer) and Chief Compliance Officer (or similar officer) to review (a) the application and administration of all director and employee codes of conduct and ethics adopted by Kraft Heinz (collectively, the "Codes") and the procedures for identifying, pursuing, and investigating any alleged violation of the Codes, and (b) the implementation and effectiveness of Kraft Heinz's programs and strategies designed to foster compliance with the Codes. As necessary, the Committee will review and make determinations on exceptions to the Codes and discuss actual or alleged violations of the Codes with the Global General Counsel (or similar officer) and Chief Compliance Officer (or similar officer). The Global General Counsel (or similar officer) and Chief Compliance Officer (or similar officer) will have the authority to communicate directly to the Committee about actual or alleged violations of the Codes, including any matters involving criminal or potential criminal conduct.
2. Complaints. The Committee will establish procedures for (a) the receipt, retention, and treatment of complaints received by the Company regarding the federal securities laws, including accounting, internal accounting controls, or audit matters, and (b) the confidential, anonymous submission by Kraft Heinz employees of concerns regarding such matters, and review any significant complaints regarding such matters received pursuant to such procedures.

3. Risk Assessment. The Committee will review and discuss Kraft Heinz's guidelines and policies with respect to risk assessment and risk management, including Kraft Heinz's major financial risk exposures and risks related to information technology and cybersecurity and the steps that have been taken to monitor and control such exposures.
4. NEO Expense Accounts. At least annually, the Committee will verify that Kraft Heinz's internal auditors, independent auditors, or other officials have thoroughly checked the accuracy and propriety of the named executive officers' expense accounts and perquisites, including their use of corporate assets, and review any significant exceptions identified by the internal auditors to the officers' use of corporate assets and expense accounts.

C. Independent Auditors.

1. Appointment and Oversight. The Committee will be directly responsible for the appointment (and recommendation that the Board submit the appointment for stockholder ratification), compensation, retention, and oversight of the work of the independent auditors (including resolution of any disagreements between management and the independent auditors regarding financial reporting) for the purpose of preparing or issuing an audit report or performing other audit, review, or attestation services for Kraft Heinz. The independent auditors will report directly to the Committee. The Committee will have the sole authority to retain and terminate Kraft Heinz's independent auditors, though the Committee will consider the results of any stockholder vote regarding ratification of the independent auditors.
2. Pre-Approval of Services. The Committee will pre-approve all future audit and non-audit services provided by Kraft Heinz's independent auditors and may establish policies and procedures for the pre-approval of audit and permissible non-audit services to be provided by the independent auditor. In addition, the Committee will have the authority to determine the terms of the services the independent auditors provide to Kraft Heinz.
3. Audit Fees. The Committee will have the authority to approve all audit engagement fees to be paid to the independent auditors.
4. Audit Procedures and Audit Plan. The Committee will review and discuss with the independent auditors their audit procedures, including the audit plan and its scope with respect to Kraft Heinz's consolidated financial statements.

D. Financial Reporting, Disclosure, and Reports.

1. Review of Financial Statements. The Committee will review and discuss with the independent auditors and management the annual audited consolidated financial statements and interim financial statements, in each case prior to the filing or distribution thereof, including:

- a) Kraft Heinz’s disclosures within the footnotes to the financial statements and under “Management’s Discussion and Analysis of Financial Condition and Results of Operations”; and
  - b) Any appropriate matters regarding accounting principles, practices, and judgments and the independent auditors’ opinion as to the quality thereof and any items the independent auditors are required to communicate to the Committee in accordance with standards established and amended from time to time by the Public Company Accounting Oversight Board, including any critical audit matters that the independent registered public accounting firm expects to include in its audit report.
2. Attestation and Report. The Committee will review the independent auditors’ attestation and report on management’s assessment of internal control over financial reporting.
  3. Audit Problems and Responses. The Committee will review and discuss with the independent auditors any audit problems or difficulties and management’s response thereto, including (a) any restrictions on the scope of the independent auditors’ activities or access to required information, (b) any significant disagreements with management, (c) any accounting adjustments that were noted or proposed by the independent auditors but were “passed” (as immaterial or otherwise), (d) any communications between the audit team and the independent auditors’ national office with regard to significant auditing or accounting issues presented by the engagement, and (e) any “management” or “internal control” letter issued, or proposed to be issued, by Kraft Heinz’s independent auditors.
  4. Hiring Policy. The Committee will establish clear policies for Kraft Heinz’s hiring of current or former employees of the independent auditors.
  5. Annual Evaluation. At least annually, the Committee will evaluate the independent auditors’ qualifications, performance, and independence, and present the Committee’s conclusions and recommendations with respect to the independent auditors to the Board. As part of such evaluation, the Committee will:
    - a) Obtain and review a report from Kraft Heinz’s independent auditors describing (i) the independent auditors’ internal quality-control procedures, and (ii) any material issues raised by (A) the most recent internal quality-control review or peer review of the auditing firm, or (B) any inquiry or investigation by governmental or professional authorities, within the preceding five years, regarding one or more independent audits carried out by the independent auditors, and any steps taken to deal with any such issues;
    - b) Require that the independent auditors prepare and deliver annually a statement of independence (it being understood that the independent

auditor is responsible for the accuracy and completeness of such statement), discuss with the independent auditor any relationships or services disclosed that may impact the objectivity and independence of the Company's independent auditors, and take appropriate action in response to such statement to satisfy itself of the independent auditors' independence;

- c) Review and evaluate the independent auditors' lead audit partner's experience, qualifications, and performance;
- d) Oversee the regular rotation of the lead partner(s), as required by law, and periodically consider whether the independent auditing firm should be rotated, so as to assure continuing auditor independence; and
- e) Obtain management's and the internal auditors' opinion of the independent auditors' performance.

E. Internal Auditors.

- 1. The Committee will review and approve the appointment and replacement of the Global Head of Audit (or similar senior internal auditing executive) and consult with executive management regarding the performance evaluation and compensation of such executive.
- 2. The Committee will evaluate the performance of Kraft Heinz's internal audit function, and review and discuss with the internal auditor and independent auditors the internal audit plan, budget, activities, responsibilities, and staffing of the internal audit function and the results of the internal audit program.
- 3. The Committee will review regular internal reports to management prepared by the internal audit function. In addition, the Committee will review management's response to those reports.

F. Other Duties and Responsibilities. The Committee will perform any other duties and responsibilities that are consistent with the Committee's purpose, Kraft Heinz's Certificate of Incorporation and By-Laws, and governing law, as the Board or Committee deems necessary or appropriate.

**Other Parties' Responsibilities.**

While the Committee will have the responsibilities and powers set forth in this Charter, the Committee will not have the duties to plan or conduct audits or to determine that Kraft Heinz's financial statements and disclosures are complete, accurate, and in accordance with generally accepted accounting principles and applicable rules and regulations. These are the responsibilities of management and the independent auditors.