

## The index table provides reference between the GRI Standards 2021 and the corresponding sections in the 2023 Annual Report

In the Annual Report 2023, we use the material ESG topics we determined in the updated materiality assessment that was performed at the end of 2022 and applicable for our 2023 fiscal year. Some GRI Topic Standards (GRI 200-series and GRI 416) are reflected upon in the annual report but not marked as material for ESG topics, as we approach those topics as business as usual and were, therefore, not included in our long list of material topics used in the assessment. Using the insights from our current materiality assessment, we further develop the approach we will take in our next materiality assessment, which will be aligned with CSRD, scheduled to be performed in the first half of 2024. This double materiality assessment will take into account both impact materiality and financial materiality. For more detailed information on the GRI 200 series, see *Strategic report – Performance review and Performance – Financial statements*. For more information on GRI 416, see *Strategic report – Principal risks and uncertainties – Product safety and section Performance – ESG statements – Product safety and quality*.

The following abbreviations are used below:

- CSRD: Corporate Sustainability Reporting Directive
- CSDDD: Corporate Sustainability Due Diligence Directive
- ESG: Environmental, social and governance
- GRI: Global Reporting Initiative

| GRI STANDARD/ OTHER SOURCE      | DISCLOSURE   | LOCATION   | OMISSION  |        |             |
|---------------------------------|--|--|---|--------|-------------|
|                                 |  |  | REQUIREMENT(S) OMITTED  | REASON | EXPLANATION |
| <b>General disclosures</b>      |  |  |   |        |             |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details   | Performance - Note 1 to the consolidated financial statements<br><br>Strategic report - Our great local brands   | A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available. |        |             |
| GRI 2: General Disclosures 2021 | 2-2 Entities included in the organization's sustainability reporting | Performance - ESG statements - Introduction<br><br>Performance - Note 3 to the consolidated financial statements<br><br>Performance - Note 35 to the consolidated financial statements |   |        |             |
| GRI 2: General Disclosures 2021 | 2-3 Reporting period, frequency and contact point                    | Performance - ESG statements - Introduction<br><br>Governance - Declarations<br><br>Appendix - Contact information   |   |        |             |
| GRI 2: General Disclosures 2021 | 2-4 Restatements of information                                      | Performance - ESG statements - Introduction<br><br>Performance - ESG statements - per topic  |   |        |             |
| GRI 2: General Disclosures 2021 | 2-5 External assurance   | Performance - ESG statements - Introduction<br><br>Performance - Assurance report on the sustainability information  |   |        |             |

# GRI INDEX

| GRI STANDARD/ OTHER SOURCE      | DISCLOSURE   | LOCATION   | OMISSION   |                                     |  |
|---------------------------------|--|--|--|-------------------------------------|--|
|                                 |  |  | REQUIREMENT(S) OMITTED   | REASON                              | EXPLANATION  |
| GRI 2: General Disclosures 2021 | 2-6 Activities, value chain and other business relationships                     | Performance - Note 1 to the consolidated financial statements<br><br>Strategic report - Our great local brands<br><br>Strategic report - Our value chain<br><br>Performance - ESG statements - per topic   |  |                                     |  |
| GRI 2: General Disclosures 2021 | 2-7 Employees  | Performance - ESG statements - Diversity, equity and inclusion<br><br>Performance - ESG statements - Workplace conditions - Other associate-related matters  | b.ii Temporary employees, and a breakdown by gender and by region;<br><br>b.iii Non-guaranteed hours employees, and a breakdown by gender and by region; | Information unavailable/ incomplete | We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years. |
| GRI 2: General Disclosures 2021 | 2-8 Workers who are not employees  | Not reported   | Full disclosure  | Information unavailable/ incomplete | We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years. |
| GRI 2: General Disclosures 2021 | 2-9 Governance structure and composition   | Governance - Corporate Governance<br><br>Governance - Our Supervisory Board<br><br>Performance - ESG statements - Diversity, equity and inclusion<br><br>Performance - ESG statements - Workplace conditions - Other associate-related matters<br><br>Strategic report - Tax transparency - Stakeholder engagement |  |                                     |  |
| GRI 2: General Disclosures 2021 | 2-10 Nomination and selection of the highest governance body                     | Governance - Our Supervisory Board<br><br><a href="#">Ahold Delhaize website - Governance</a>  |  |                                     |  |
| GRI 2: General Disclosures 2021 | 2-11 Chair of the highest governance body  | Governance - Corporate Governance<br><br>Governance - Our Supervisory Board  |  |                                     |  |
| GRI 2: General Disclosures 2021 | 2-12 Role of the highest governance body in overseeing the management of impacts | Governance - Corporate Governance<br><br>Governance - Our Supervisory Board<br><br><a href="#">Rules of procedure of the Supervisory board</a>   |  |                                     |  |

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| GRI STANDARD/ OTHER SOURCE      | DISCLOSURE   | LOCATION   | OMISSION   |                                    |  |
|---------------------------------|--|--|--|------------------------------------|--|
|                                 |  |  | REQUIREMENT(S) OMITTED   | REASON                             | EXPLANATION  |
| GRI 2: General Disclosures 2021 | 2-13 Delegation of responsibility for managing impacts               | Governance - Our management board and executive committee<br><br>Strategic report - Introduction to ESG - How we manage ESG<br><br>Governance - Corporate governance<br><br>Governance - Risk Management |  |                                    |  |
| GRI 2: General Disclosures 2021 | 2-14 Role of the highest governance body in sustainability reporting | Governance - Supervisory Board report<br><br>Strategic report - Materiality assessment   |  |                                    |  |
| GRI 2: General Disclosures 2021 | 2-15 Conflicts of interest   | Governance - Corporate governance  |  |                                    |  |
| GRI 2: General Disclosures 2021 | 2-16 Communication of critical concerns                              | Strategic report - Governance - Business Ethics and Compliance   |  |                                    |  |
| GRI 2: General Disclosures 2021 | 2-17 Collective knowledge of the highest governance body             | Governance - Supervisory Board report  |  |                                    |  |
| GRI 2: General Disclosures 2021 | 2-18 Evaluation of the performance of the highest governance body    | Governance - Supervisory Board report  |  |                                    |  |
| GRI 2: General Disclosures 2021 | 2-19 Remuneration policies   | Governance - Remuneration  |  |                                    |  |
| GRI 2: General Disclosures 2021 | 2-20 Process to determine remuneration                               | Governance - Remuneration  |  |                                    |  |
| GRI 2: General Disclosures 2021 | 2-21 Annual total compensation ratio                                 | Governance - Remuneration  | Partial omission 2-21 on using the median for the calculation of the compensation ratio. | Information unavailable/incomplete | Please note that Ahold Delhaize reports the pay ratio by applying the average annual compensation instead of using the median annual total compensation. |
| GRI 2: General Disclosures 2021 | 2-22 Statement on sustainable development strategy                   | Strategic report - Message from our CEO  |  |                                    |  |

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|---------------------------------|---|--|---|-------------------------------------|--|
|                                 |   |  | REQUIREMENT(S) OMITTED  | REASON                              | EXPLANATION  |
| GRI 2: General Disclosures 2021 | 2-23 Policy commitments                                 | Strategic report - Social - Human rights in the supply chain<br>Strategic report - Governance - Business Ethics and Compliance<br><a href="#">Human Rights Report 2022</a> | a. Describe its policy commitments for responsible business conduct, including:<br><br>iii. Whether the commitments stipulate applying the precautionary principle.   | Information unavailable/ incomplete | Our current approach to due diligence references social impacts / human rights. The precautionary principle applies to environmental topics, less to human rights.<br><br>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years. |
| GRI 2: General Disclosures 2021 | 2-24 Embedding policy commitments                       | Strategic report - Social - Human rights in the supply chain<br>Strategic report - Governance - Business Ethics and Compliance<br><a href="#">Human Rights Report 2022</a> |   |                                     |  |
| GRI 2: General Disclosures 2021 | 2-25 Processes to remediate negative impacts            | Strategic report - Social - Human rights in the supply chain<br>Strategic report - Governance - Business Ethics and Compliance<br><a href="#">Human Rights Report 2022</a> | d. Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;<br><br>e. Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback. | Information unavailable/ incomplete | We are working on exploring all definitions and required information for CSRD (and CSDDD) compliance for the upcoming reporting years.   |
| GRI 2: General Disclosures 2021 | 2-26 Mechanisms for seeking advice and raising concerns | Strategic report - Governance - Business Ethics and Compliance   |   |                                     |  |

| GRI STANDARD/ OTHER SOURCE      | DISCLOSURE                                | LOCATION   | OMISSION  |                                    |  |
|---------------------------------|---|--|---|------------------------------------|--|
|                                 |   |  | REQUIREMENT(S) OMITTED  | REASON                             | EXPLANATION  |
| GRI 2: General Disclosures 2021 | 2-27 Compliance with laws and regulations | Strategic report - Governance - Business Ethics and Compliance                           | <p>a. Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred.</p> <p>b. Report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods.</p> | Information unavailable/incomplete | We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years. |
| GRI 2: General Disclosures 2021 | 2-28 Membership associations              | Strategic report - Engaging with our stakeholders  |   |                                    |  |
| GRI 2: General Disclosures 2021 | 2-29 Approach to stakeholder engagement   | Strategic report - Engaging with our stakeholders  |   |                                    |  |
| GRI 2: General Disclosures 2021 | 2-30 Collective bargaining agreements     | Performance - ESG statements - Workplace conditions - Other associate-related indicators |   |                                    |  |
| <b>Material topics</b>          |   |  |   |                                    |  |
| GRI 3: Material Topics 2021     | 3-1 Process to determine material topics  | Strategic report - Materiality assessment  |   |                                    |  |
| GRI 3: Material Topics 2021     | 3-2 List of material topics               | Strategic report - Materiality assessment  |   |                                    |  |

| GRI STANDARD/ OTHER SOURCE             | DISCLOSURE   | LOCATION   | OMISSION  |                                    |  |
|--|--|--|---|------------------------------------|--|
|  |  |  | REQUIREMENT(S) OMITTED                                | REASON                             | EXPLANATION  |
| GRI 3: Material Topics 2021            | 3-3 Management of material topics                                | See individual material topics below   |   |                                    |  |
| <b>Environmental topical standards</b> |  |  |   |                                    |  |
| <b>Material topic: Climate change</b>  |  |  |   |                                    |  |
| GRI 3: Material Topics 2021            | 3-3 Management of material topics                                | Strategic report - Environmental, social and governance (ESG) - Environmental - Climate change Performance - ESG statements - Climate change - Scope 1 and 2 GHG emissions and Scope 3 GHG emissions Strategic report - Engaging with our stakeholders |   |                                    |  |
| GRI 302: Energy 2016                   | 302-1 Energy consumption within the organization                 | Strategic report - Environmental, social and governance (ESG) - Environmental - Climate change<br><br>Performance - ESG statements - Climate change - Scope 1 and 2 GHG emissions  | d.ii, d.iii and d.iv heating, cooling and steam sold. | Not applicable                     |  |
| GRI 302: Energy 2016                   | 302-2 Energy consumption outside of the organization             | Strategic report - Environmental, social and governance (ESG) - Environmental - Climate change<br><br>Performance - ESG statements - Climate change - Scope 3 GHG emissions  |   |                                    |  |
| GRI 302: Energy 2016                   | 302-3 Energy intensity   | Not reported   | Full disclosure                                       | Information unavailable/incomplete | The required information is available but not reported on for 2023. Energy intensity is a reporting requirement for the upcoming CSRD compliance and we are currently deciding on the methodology that will be applied for the upcoming reporting years. |
| GRI 302: Energy 2016                   | 302-4 Reduction of energy consumption                            | Performance - ESG statements - Introduction<br><a href="#">CDP report</a>  |   |                                    |  |
| GRI 302: Energy 2016                   | 302-5 Reductions in energy requirements of products and services | Strategic report - Environmental, social and governance (ESG) - Environmental - Climate change<br><br>Performance - ESG statements - Climate change - Scope 3 GHG emissions  | Full disclosure                                       | Information unavailable/incomplete | Please refer to scope 3 reporting for overall CO <sub>2</sub> emissions from the category "products and services."   |

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|----------------------------|---|--|---|------------------------------------|--|
|                            |   |  | REQUIREMENT(S) OMITTED  | REASON                             | EXPLANATION  |
| GRI 305: Emissions 2016    | 305-1 Direct (Scope 1) GHG emissions                | Strategic report - Environmental, social and governance (ESG) - Environmental - Climate change<br>Performance - ESG statements - Introduction<br>Performance - ESG statements - Climate change - Scope 1 and 2 GHG emissions | c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent. | Information unavailable/incomplete | We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.   |
| GRI 305: Emissions 2016    | 305-2 Energy indirect (Scope 2) GHG emissions       | Strategic report - Environmental, social and governance (ESG) - Environmental - Climate change<br>Performance - ESG statements - Introduction<br>Performance - ESG statements - Climate change - Scope 1 and 2 GHG emissions |   |                                    |  |
| GRI 305: Emissions 2016    | 305-3 Other indirect (Scope 3) GHG emissions        | Strategic report - Environmental, social and governance (ESG) - Environmental - Climate change<br>Performance - ESG statements - Climate change - Scope 3 GHG emissions  | c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent. | Information unavailable/incomplete | We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.   |
| GRI 305: Emissions 2016    | 305-4 GHG emissions intensity                       | Performance - ESG statements - Climate change - Scope 1 and 2 GHG emissions  |   |                                    |  |
| GRI 305: Emissions 2016    | 305-5 Reduction of GHG emissions                    | Performance - ESG statements - Climate change - Scope 1 and 2 GHG emissions<br>Performance - ESG statements - Climate change - Scope 3 GHG emissions<br>Performance - ESG statements - Introduction                          |   |                                    |  |
| GRI 305: Emissions 2016    | 305-6 Emissions of ozone-depleting substances (ODS) | Not reported   | Full disclosure   | Information unavailable/incomplete | The information is available to a certain extent, but in different formats, and needs to be aggregated into a reportable format.<br><br>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years. |

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|-----------------------------------|---|---|--|------------------------------------|---|
|                                   |   |   | REQUIREMENT(S) OMITTED   | REASON                             | EXPLANATION   |
| GRI 305: Emissions 2016           | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Not reported  | Full disclosure  | Information unavailable/incomplete | <p>The information is available to a certain extent, but in different formats, and needs to be aggregated into a reportable format.</p> <p>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.</p> |
| <b>Material topic: Food waste</b> |   |   |  |                                    |   |
| GRI 3: Material Topics 2021       | 3-3 Management of material topics   | <p>Strategic report - Environmental, social and governance (ESG) - Environmental - Food waste</p> <p>Performance - ESG statements - Food waste</p> <p>Strategic report - Engaging with our stakeholders</p> |  |                                    |   |
| GRI 306: Waste 2020               | 306-1 Waste generation and significant waste-related impacts                          | <p>Strategic report - Environmental, social and governance (ESG) - Environmental - Food waste</p> <p>Performance - ESG statements - Food waste</p> <p>Performance - ESG statements - Total waste</p>        |  |                                    |   |
| GRI 306: Waste 2020               | 306-2 Management of significant waste-related impacts                                 | <p>Strategic report - Environmental, social and governance (ESG) - Environmental - Food waste</p> <p>Performance - ESG statements - Food waste</p> <p>Performance - ESG statements - Total waste</p>        |  |                                    |   |
| GRI 306: Waste 2020               | 306-3 Waste generated   | <p>Performance - ESG statements - Food waste</p> <p>Performance - ESG statements - Total waste</p>  | a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. A further breakdown other than total waste and food waste is not provided. | Information unavailable/incomplete | We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.  |



| GRI STANDARD/ OTHER SOURCE | DISCLOSURE                         | LOCATION  | OMISSION   |  |   |
|----------------------------|------------------------------------|---|--|--|---|
|                            |                                    |   | REQUIREMENT(S) OMITTED   | REASON   | EXPLANATION   |
| GRI 306: Waste 2020        | 306-4 Waste diverted from disposal | Strategic report - Environmental, social and governance (ESG) - Environmental - Food waste<br>Performance - ESG statements - Food waste<br>Performance - ESG statements - Total waste | <p>b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.</p> <p>c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: Preparation for reuse; ii. Recycling; iii. Other recovery operations.</p> | <p>b. Not applicable</p> <p>c. Information unavailable/ incomplete</p> | <p>b. The split to hazardous and non-hazardous waste is not applicable for Ahold Delhaize, given the nature of the organization.</p> <p>c. We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.</p> |

| GRI STANDARD/ OTHER SOURCE                   | DISCLOSURE                        | LOCATION   | OMISSION  |   |   |
|--|-----------------------------------|--|---|---|---|
|  |                                   |  | REQUIREMENT(S) OMITTED  | REASON  | EXPLANATION   |
| GRI 306: Waste 2020                          | 306-5 Waste directed to disposal  | Strategic report - Environmental, social and governance (ESG) - Environmental - Food waste<br>Performance - ESG statements - Food waste<br>Performance - ESG statements - Total waste  | <p>b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations.</p> <p>c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations.</p> <p>d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: i. onsite; ii. offsite.</p> | b and d. Not applicable<br>c. Information unavailable/ incomplete | <p>b and d. The split to hazardous and non-hazardous waste is not applicable for Ahold Delhaize, given the nature of the organization.</p> <p>c. We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.</p> |
| <b>Material topic: Sustainable packaging</b> |                                   |  |   |   |   |
| GRI 3: Material Topics 2021                  | 3-3 Management of material topics | Strategic report - Environmental, social and governance (ESG) - Environmental - Sustainable packaging<br>Performance - ESG statements - Plastic packaging (focus on own-brand products and focus on plastic packaging, not all materials)<br>Strategic report - Engaging with our stakeholders | d.ii Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.  | Not applicable  | Remediation measures not applicable as we focus on reduction/elimination.   |

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|  |  |  | REQUIREMENT(S) OMITTED | REASON | EXPLANATION  |
| GRI 301: Materials 2016                              | 301-1 Materials used by weight or volume   | Performance - ESG statements - Plastic packaging   |                        |        | For the upcoming CSRD regulation, we are currently exploring reporting on other materials. |
| GRI 301: Materials 2016                              | 301-2 Recycled input materials used  | Performance - ESG statements - Plastic packaging   |                        |        | For the upcoming CSRD regulation, we are currently exploring reporting on other materials. |
| GRI 301: Materials 2016                              | 301-3 Reclaimed products and their packaging materials   | Performance - ESG statements - Plastic packaging<br>Performance - ESG statements - Food waste  |                        |        |  |
| <b>Material topic: Sustainable products</b>          |  |  |                        |        |  |
| GRI 3: Material Topics 2021                          | 3-3 Management of material topics  | Strategic report - Environmental, social and governance (ESG) - Environmental - Sustainable products<br>Strategic report - Engaging with our stakeholders  |                        |        |  |
| Own indicator  | Percentage sustainable sourcing for seven commodities in our own-brand products  | <a href="#">Ahold Delhaize website - Sustainable agriculture</a>   |                        |        |  |
| Own indicator  | Percentage reduction in absolute CO <sub>2</sub> -equivalent emissions from our value chain (scope 3) against a set baseline | Performance - ESG statements - Climate change - Scope 3 GHG emissions  |                        |        |  |
| <b>Material topic: Animal welfare</b>                |  |  |                        |        |  |
| GRI 3: Material Topics 2021                          | 3-3 Management of material topics  | Strategic report - Environmental, social and governance (ESG) - Environmental - Animal welfare<br>Performance - ESG statements - Animal welfare<br>Strategic report - Engaging with our stakeholders |                        |        |  |
| Own indicator  | Percentage of shell eggs for both own and national brands that are cage free   | Performance - ESG statements - Animal welfare  |                        |        |  |
| <b>Social topical standards</b>                      |  |  |                        |        |  |
| <b>Material topic: Customer health and nutrition</b> |  |  |                        |        |  |
| GRI 3: Material Topics 2021                          | 3-3 Management of material topics  | Strategic report - Environmental, social and governance (ESG) - Social - Customer health and nutrition<br>Performance - ESG statements - Customer health and nutrition                               |                        |        |  |

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|--|--|--|--|--------------------------------------|---|
|  |  |  | REQUIREMENT(S) OMITTED   | REASON                               | EXPLANATION   |
| Own indicator                                | Percentage of own-brand food sales as a proportion of total own-brand food sales | Performance - ESG statements - Customer health and nutrition   |  |                                      |   |
| <b>Material topic: Product affordability</b> |  |  |  |                                      |   |
| GRI 3: Material Topics 2021                  | 3-3 Management of material topics  | Strategic report - Environmental, social and governance (ESG) - Social - Product affordability<br>Strategic report - Engaging with our stakeholders  |  |                                      |   |
| Own indicator                                | Delivery on our Save for Our customers program                                   | Strategic report - Environmental, social and governance (ESG) - Social - Product affordability<br>Strategic report - Our growth drivers - Strengthen operational excellence<br>Strategic report - Performance review - Targets and results   |  |                                      |   |
| <b>Material topic: Workplace conditions</b>  |  |  |  |                                      |   |
| GRI 3: Material Topics 2021                  | 3-3 Management of material topics  | Strategic report - Environmental, social and governance (ESG) - Social - Workplace conditions<br>Performance - ESG statements - Workplace conditions - Associate engagement & Safety at work<br>Performance - ESG statements - Human rights in the supply chain<br>Strategic report - Engaging with our stakeholders |  |                                      |   |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system                           | Strategic report - Environmental, social and governance (ESG) - Social - Workplace conditions<br>Strategic report - Our growth drivers - Cultivate best talent<br>Performance - ESG statements - Workplace conditions - Safety at work   | Disclosures for workers who are not employees but whose work and/or workplace is controlled by the organization, are not included. The reported disclosures focus on associates. | Information unavailable / incomplete | Occupational health and safety management systems are implemented locally by each brand, following local legislation. A consolidated view is currently not available.<br><br>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years. |

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| GRI STANDARD/ OTHER SOURCE                   | DISCLOSURE  | LOCATION  | OMISSION   |                                      |  |
|--|---|---|--|--------------------------------------|--|
|  |   |   | REQUIREMENT(S) OMITTED   | REASON                               | EXPLANATION  |
| GRI 403: Occupational Health and Safety 2018 | 403-2 Hazard identification, risk assessment, and incident investigation                      | Not reported  | Full disclosure  | Information unavailable / incomplete | <p>This process is a local responsibility, based upon local legislation and circumstances. A consolidated view is currently not available.</p> <p>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.</p>                               |
| GRI 403: Occupational Health and Safety 2018 | 403-3 Occupational health services  | <p>Strategic report - Environmental, social and governance (ESG) - Social - Workplace conditions</p> <p>Strategic report - Our growth drivers - Cultivate best talent</p> | Disclosures for workers who are not employees but whose work and/or workplace is controlled by the organization, are not included. The reported disclosures focus on associates. | Information unavailable / incomplete | <p>Occupational health and safety management systems are implemented locally by each brand, following local legislation. A consolidated view is currently not available.</p> <p>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.</p> |
| GRI 403: Occupational Health and Safety 2018 | 403-4 Worker participation, consultation, and communication on occupational health and safety | Not reported  | Full disclosure  | Information unavailable / incomplete | <p>This process is a local responsibility, based upon local legislation and circumstances. A consolidated view is currently not available.</p> <p>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.</p>                               |

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|  |   |  | REQUIREMENT(S) OMITTED   | REASON                               | EXPLANATION   |
| GRI 403: Occupational Health and Safety 2018 | 403-5 Worker training on occupational health and safety   | Strategic report - Environmental, social and governance (ESG) - Social - Workplace conditions<br>Strategic report - Our growth drivers - Cultivate best talent | Disclosures for workers who are not employees but whose work and/or workplace is controlled by the organization, are not included. The reported disclosures focus on associates. | Information unavailable / incomplete | We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.  |
| GRI 403: Occupational Health and Safety 2018 | 403-6 Promotion of worker health  | Strategic report - Environmental, social and governance (ESG) - Social - Workplace conditions<br>Strategic report - Our growth drivers - Cultivate best talent | Disclosures for workers who are not employees but whose work and/or workplace is controlled by the organization, are not included. The reported disclosures focus on associates. | Information unavailable / incomplete | We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.  |
| GRI 403: Occupational Health and Safety 2018 | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Strategic report - Principal risks and uncertainties - Compliance<br>Performance - ESG statements - Product safety<br><u>Standards of Engagement</u>           |  |                                      |   |
| GRI 403: Occupational Health and Safety 2018 | 403-8 Workers covered by an occupational health and safety management system  | Not reported   | Full disclosure  | Information unavailable / incomplete | This process is a local responsibility, based upon local legislation and circumstances. A consolidated view is currently not available.<br><br>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years. |

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|--|-----------------------------|--|--|--------------------------------------|--|
|  |                             |  | REQUIREMENT(S) OMITTED   | REASON                               | EXPLANATION  |
| GRI 403: Occupational Health and Safety 2018 | 403-9 Work-related injuries | Strategic report - Social - Workplace conditions<br>Performance - ESG statements - Workplace conditions - Safety at work | <p>Disclosures for workers who are not employees but whose work and/or workplace is controlled by the organization, are not included. The reported disclosures focus on associates.</p> <p>Partial omission for reporting of absolute numbers for a.ii, a.iii and a.v.</p> <p>a.iv The main types of work-related injury.</p> <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <p>i. how these hazards have been determined;</p> <p>ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;</p> <p>iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</p> <p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> | Information unavailable / incomplete | <p>a.ii, a.iii and a.v: We report on rates but not on absolute figures.</p> <p>a.iv and c: We do not specify the type of injuries that have occurred during the reporting year in the annual report.</p> <p>d: Actions taken can be found in section Workplace conditions; however, they are not specified to the hierarchy of controls.</p> <p>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.</p> |

| GRI STANDARD/ OTHER SOURCE                   | DISCLOSURE   | LOCATION     | OMISSION               |                                      |  |
|--|--|--------------|------------------------|--------------------------------------|--|
|  |  |              | REQUIREMENT(S) OMITTED | REASON                               | EXPLANATION  |
| GRI 403: Occupational Health and Safety 2018 | 403-10 Work-related ill health   | Not reported | Full disclosure        | Information unavailable / incomplete | <p>The reported disclosures focus on associates but are not specified to the category "work-related ill health."</p> <p>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.</p>                         |
| GRI 401: Employment 2016                     | 401-1 New employee hires and employee turnover   | Not reported | Full disclosure        | Legal prohibitions                   | <p>This process is a local responsibility, based on local legislation and circumstances. A consolidated view is currently not available.</p> <p>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.</p> |
| GRI 401: Employment 2016                     | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Not reported | Full disclosure        | Legal prohibitions                   | <p>This process is a local responsibility, based on local legislation and circumstances. A consolidated view is currently not available.</p> <p>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.</p> |



# GRI INDEX

| GRI STANDARD/ OTHER SOURCE                              | DISCLOSURE   | LOCATION   | OMISSION               |                    |  |
|---|--|--|------------------------|--------------------|--|
|   |  |  | REQUIREMENT(S) OMITTED | REASON             | EXPLANATION  |
| GRI 401: Employment 2016                                | 401-3 Parental leave   | Not reported   | Full disclosure        | Legal prohibitions | <p>This process is a local responsibility, based on local legislation and circumstances. A consolidated view is currently not available.</p> <p>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.</p> |
| <b>Material topic: Human rights in the supply chain</b> |  |  |                        |                    |  |
| GRI 3: Material Topics 2021                             | 3-3 Management of material topics  | <p>Strategic report - Environmental, social and governance - Social - Human rights in the supply chain</p> <p>Performance - ESG statements - Human rights in the supply chain</p> <p>Strategic report - Engaging with our stakeholders</p> <p><a href="#">Human Rights Report 2022</a></p> |                        |                    |  |
| GRI 408: Child labor 2016                               | 408-1 Operations and suppliers at significant risk for incidents of child labor                | <p>Performance - ESG statements - Human rights in the supply chain</p> <p>Appendix - Definitions and abbreviations - Last stage of production (LSOP) unit</p> <p><a href="#">Human Rights Report 2022</a></p> <p><a href="#">Standards of Engagement</a></p>                               |                        |                    |  |
| GRI 409: Forced or Compulsory Labor 2016                | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | <p>Performance - ESG statements - Human rights in the supply chain</p> <p>Appendix - Definitions and abbreviations - Last stage of production (LSOP) unit</p> <p><a href="#">Human Rights Report 2022</a></p> <p><a href="#">Standards of Engagement</a></p>                               |                        |                    |  |

## GRI INDEX

| GRI STANDARD/ OTHER SOURCE            | DISCLOSURE   | LOCATION  | OMISSION               |                                      |   |
|---------------------------------------|--|---|------------------------|--------------------------------------|---|
|                                       |  |   | REQUIREMENT(S) OMITTED | REASON                               | EXPLANATION   |
| GRI 412: Human Rights Assessment 2016 | 412-1 Operations that have been subject to human rights reviews or impact assessments  | Strategic report - Environmental, social and governance - Social - Human rights in the supply chain<br><br>Performance - ESG statements - Human rights in the supply chain  | Partial omission       | Information unavailable / incomplete | We do not report the total % of operations subject to assessments per country but report on % of audited production sites.<br><br>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.  |
| GRI 412: Human Rights Assessment 2016 | 412-2 Employee training on human rights policies or procedures   | Strategic report - Environmental, social and governance - Social - Human rights in the supply chain   | Full disclosure        | Information unavailable / incomplete | We report on our annual Code of Ethics training for associates but not specified by total number of hours.<br><br>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.  |
| GRI 412: Human Rights Assessment 2016 | 412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | Strategic report - Environmental, social and governance - Social - Human rights in the supply chain<br><br><a href="#">Standards of Engagement</a><br><br><a href="#">Ahold Delhaize website - Critical commodities reporting</a> | Full disclosure        | Information unavailable / incomplete | All our suppliers need to sign our updated Standards of Engagement and, for our identified critical commodities, we request specific certificates on which we report.<br><br>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years. |

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| GRI STANDARD/ OTHER SOURCE                             | DISCLOSURE  | LOCATION  | OMISSION               |                                      |  |
|--|---|---|------------------------|--------------------------------------|--|
|  |   |   | REQUIREMENT(S) OMITTED | REASON                               | EXPLANATION  |
| GRI 414: Supplier Social Assessment 2016               | 414-1 New suppliers that were screened using social criteria        | Not reported<br>Performance - ESG statements - Human rights in the supply chain<br><a href="#">Standards of Engagement</a>  | Full disclosure        | Information unavailable / incomplete | We do not report the % of new suppliers that were screened but we have our Standards of Engagement in place and report on % of audited production sites.<br><br>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.                       |
| GRI 414: Supplier Social Assessment 2016               | 414-2 Negative social impacts in the supply chain and actions taken | Not reported<br>Performance - ESG statements - Human rights in the supply chain<br><a href="#">Standards of Engagement</a>  | Full disclosure        | Information unavailable / incomplete | We do not report the numbers and percentages required by this GRI Topic Standard but we have our Standards of Engagement in place and report on % of audited production sites.<br><br>We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years. |
| <b>Material topic: Diversity, equity and inclusion</b> |   |   |                        |                                      |  |
| GRI 3: Material Topics 2021                            | 3-3 Management of material topics                                   | Strategic report - Environmental, social and governance - Social - Diversity, equity and inclusion<br><br>Performance - ESG statements - Workplace conditions - Associate engagement & Other associate-related matters<br><br>Performance - ESG statements - Diversity, equity and inclusion<br><br>Strategic report - Engaging with our stakeholders<br><br><a href="#">Human rights report 2022</a> |                        |                                      |  |

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| GRI STANDARD/ OTHER SOURCE                            | DISCLOSURE   | LOCATION   | OMISSION   |                                    |  |
|---|--|--|--|------------------------------------|--|
|   |  |  | REQUIREMENT(S) OMITTED   | REASON                             | EXPLANATION  |
| GRI 405: Diversity and Equal Opportunity 2016         | 405-1 Diversity of governance bodies and employees           | Governance - Our Management Board and Executive Committee<br><br>Governance - Our Supervisory Board<br><br>Performance - ESG statements - Workplace conditions - Other associate-related matters<br><br>Performance - ESG statements - Diversity, equity and inclusion |  |                                    |  |
| GRI 405: Diversity and Equal Opportunity 2016         | 405-2 Ratio of basic salary and remuneration of women to men | Not reported   | Full disclosure  | Information unavailable/incomplete | Information is not reported in the categories as required by GRI. We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years. |
| <b>Governance topical standards</b>                   |  |  |  |                                    |  |
| <b>Material topic: Business ethics and compliance</b> |  |  |  |                                    |  |
| GRI 3: Material Topics 2021                           | 3-3 Management of material topics                            | Strategic report - Environmental, social and governance - Governance - Business ethics and compliance<br><br>Strategic report - Engaging with our stakeholders   | e.ii goals, targets, and indicators used to evaluate progress; | Information unavailable/incomplete | Currently, no specific indicator or target has been formulated. We are working on exploring all definitions and required information for CSRD compliance for the upcoming reporting years.   |