

## **Schedule I - Profile of the Supervisory Board**

This profile was adopted on February 28, 2017 and updated on February 27, 2024 in alignment with article 2.2 of the Rules of Procedure of the Supervisory Board.

## **Annual assessment of this profile**

The Supervisory Board will assess this profile annually.

## **Availability**

This profile will be published on the Company's website.

## **Responsibilities**

The duties of the Supervisory Board, in accordance with Dutch law, are to supervise the Management Board and the general affairs of the Company and its businesses, as well as advising the Management Board. Please refer to art. I of the Rules of Procedure of the Supervisory Board for a more detailed description of the duties and responsibilities of the Supervisory Board. In performing its duties, the Supervisory Board shall be guided by the interests of the Company and its business and shall take into account the relevant interests of all the Company's stakeholders (including but not limited to its shareholders).

## **Ahold Delhaize Profile and Strategy**

The profile and composition of the Supervisory Board shall be such that it is aligned with the nature of Ahold Delhaize's business, its activities and organizational structure, and therefore suits the profile of Ahold Delhaize.

## *Company Profile*

Ahold Delhaize is one of the world's largest food retail groups, a leader in supermarkets and e-commerce, and a company at the forefront of sustainable retailing. Ahold Delhaize's family of 19 great local brands serves more than 60 million shoppers each week in 10 countries. Each brand shares a passion for delivering healthy food and great quality products and service to the communities in which they operate, value and innovations, and for creating inclusive workplaces that provide rewarding professional opportunities. Our brands have also established meaningful,

lasting commitments to strengthen local communities, source responsibly and help customers make healthier choices.

Ahold Delhaize was formed in July 2016 from the merger of Ahold and Delhaize Group. Our local brands employ more than 414,000 associates in over 7,500 local grocery, small format and specialty stores. Ahold Delhaize's international headquarters is in Zaandam, the Netherlands. Our brands are active in Belgium, the Czech Republic, Greece, Luxembourg, the Netherlands, Romania, Serbia and the United States and we participate in joint ventures in Indonesia and Portugal.

### **Qualifications of the Supervisory Board**

The Supervisory Board as a body should have the following qualifications:

- General knowledge of and experience in international business;
- Detailed knowledge of and experience in the markets in which Ahold Delhaize does business;
- Experience with and an understanding of managing an international company;
- Understanding of sustainability and ESG
- Experience in digitization, innovation and digital transformation;
- Understanding of the retail industry and the food industry in the markets in which Ahold Delhaize does business and internationally;
- Expertise on the financial management, administration, accounting and reporting of an international listed company;
- Understanding of social, compliance and employment matters in the markets in which Ahold Delhaize does business and internationally;
- Understanding of disclosure, communication and marketing matters in an international listed company and active involvement in the management of an international listed company;
- Experience and interest in developing and coaching C level executives and mentoring talent more generally.

### **Diversity of the Supervisory Board**

In our Supervisory Board we aspire to represent the diversity of the markets and communities we serve through achieving diversity in gender (identity), nationality and age generation. We comply with the Dutch gender bill requiring at least 1/3<sup>rd</sup> of the Supervisory Board to be of the underrepresented gender. Moreover, our aspiration is

to reach a gender balanced on the Supervisory Board similar to Ahold Delhaize's aspiration for gender balance at every level.

### **Personal qualifications of the members of the Supervisory Board**

Members of the Supervisory Board are selected and recommended according to the following selection criteria:

- background/education/training;
- (international) experience with large listed companies;
- managerial skills;
- specialist skills;
- ability to spend the necessary time;
- independence.

### **Composition and number of members**

The composition of the Supervisory Board will take into account the combined experience, expertise and independence, as well as diversity in nationality, age and gender, of its members, so that the qualifications mentioned above are represented. The number of members will depend on the combined qualifications of the members, taking into account the required qualifications of the Supervisory Board as a body. The preferred size is between eight and ten members. The Supervisory Board shall always be composed of at least 1/3<sup>rd</sup> of the underrepresented gender. The Supervisory Board includes at least two members with specialist financial expertise, a balanced number of members with European and US experience and at least one member with relevant CEO experience in an international company.