

Non-financial information and diversity

The information required under the EU Directive on the disclosure of non-financial and diversity-related information as well as the Dutch decrees on Disclosure of non-financial information (“Bekendmaking niet-financiële informatie”) and Disclosure of diversity policy (“Bekendmaking diversiteitsbeleid”) is incorporated throughout the **Annual Report 2020**. The table below provides an overview of the key topics to be addressed and where they can be found.

Theme		Section	Page reference to the Annual Report 2020	Ahold Delhaize website
Business model	Our Leading Together strategy defines the kind of group we want to be, what drives us, and how our brands will win in all our markets.	Our Leading Together strategy	14 - 16	https://www.aholddelhaize.com/en/about-us/company-overview/strategy/
		Our growth drivers	17 - 24	
		Our business model	25	
		Creating value for our stakeholders	26 - 36	
Environmental matters	At Ahold Delhaize, we are reducing our energy intensity and emissions by assessing and reducing the environmental impact of our operations. In 2020, we updated our climate strategy in line with the Science Based Targets initiative. To meet this objective, our brands continue to increase use of renewable energy, update refrigerants and reduce energy consumption.	Our growth drivers	17 - 24	https://www.aholddelhaize.com/en/about-us/company-overview/strategy/
		Creating value for our stakeholders	26 - 36	
		Risks and material ESG impacts	37 - 48	https://www.aholddelhaize.com/en/sustainable-retailing/
		Climate change	49 - 51	
ESG statements: Environmental	226 - 232	https://www.aholddelhaize.com/en/about-us/stakeholder-interests/climate-change/		
Social and personnel matters	We recognize that diversity and inclusion are critical to our Company’s success – they make us better and increase associate engagement.	Our growth drivers: Cultivate best talent	21 - 22	https://www.aholddelhaize.com/en/sustainable-retailing/
		Creating value for our stakeholders	26 - 36	
		ESG statements: Social, Governance	233 - 237	
		Risks and material ESG impacts	37 - 48	
Respect for human rights	Ahold Delhaize and our brands are committed to respecting the human rights of associates, customers, communities and the people who work throughout supply chains.	Creating value for our stakeholders	26 - 36	https://www.aholddelhaize.com/en/about-us/stakeholder-interests/human-rights/
		Risks and material ESG impacts	37 - 48	
Anti-corruption and bribery	Being a trustworthy retailer of choice is very important for us. We are committed to conducting business with integrity, in an ethically responsible manner and in compliance with the law in all countries and jurisdictions in which Ahold Delhaize and our brands operate.	Risks and material ESG impacts	37 - 48	https://www.aholddelhaize.com/media/4907/anti-corruption-and-bribery-policy.pdf
		How we manage risk: Compliance and integrity	124	
Diversity	Ahold Delhaize and our brands strive to create a workplace that reflects the diversity of our communities and where each person feels valued and inspired to develop to their full potential.	Creating value for our stakeholders: Associates	31 - 32	https://www.aholddelhaize.com/en/sustainable-retailing/
		ESG statements: Governance	236	
		Our Management Board and Executive Committee	106 - 107	https://www.aholddelhaize.com/en/about-us/governance/documentation/
		Our Supervisory Board	108 - 109	
	In the composition of our Management and Supervisory Boards, we aim for diversity of nationality, age, education, gender and professional background.			