

Information on remuneration components for CFO J. Carr

Amsterdam, February 2012



Agreed Package for J. Carr

(valid as per November 12, 2011)

Base Salary	At target annual cash incentive	Total Target Cash	At target long-term Incentive (equity based)
	As % of Base Salary Max bonus opportunity capped at 125%		As % of Base Salary
€ 600,000	100%	€ 1,200,000	150%

Agreed Package

Other relevant components

- No guaranteed bonuses;
- No company loans;
- Severance arrangement is one year base salary;
- Notice period, 12 months for Ahold, 6 months for the incumbent;
- The appointment is initially on interim basis until approved by the shareholders and the term of the appointment is four years;
- Mr. Carr will participate in the Dutch Ahold pension scheme.