

Schedule 1 - Profile of the Supervisory Board

This profile was adopted on February 28, 2017 and updated on August 10, 2022 on the basis of article 2.2 of the Rules of Procedure of the Supervisory Board.

Annual assessment of this profile

This profile will be assessed annually by the Supervisory Board.

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. 1 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 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 suits the nature of Ahold Delhaize's business, its activities and organizational structure, and such suit 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 55 million shoppers each week in 10 countries. Each brand shares a passion for delivering great food, 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 413,000 associates in 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;
- Experience in digital innovation and 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 sustainability, social 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 aim to represent the diversity of the markets and communities we serve through achieving gender balance, ethnic and generational diversity. We comply with the Dutch gender bill requiring at least 1/3rd of the Supervisory Board to be of the “other gender”. Moreover our ambition is to reach 50/50 gender balance in the Supervisory Board similar to Ahold Delhaize’s ambition 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 and the combined experience, expertise, and the independence as well as the diversity in nationality, age and gender of its members shall be such that the qualifications mentioned above shall be represented. The number of members necessary is dependent on the combined qualifications of the members in view of the required qualifications of the Supervisory Board as a body. The preferred size is between eight and ten members. The composition always includes at least 1/3rd gender diversity and preferably includes at least two members with specialist financial expertise, a balanced number of members with European and US experience and at least one active member of management of an internationally operating company.