

Information on  
remuneration components for  
Chief Commercial &  
Development Officer  
J. E. McCann

Amsterdam, February 2012



# Agreed Package for J.E. Mc Cann

(valid as per September 1, 2011)

| Base Salary | At target annual cash incentive                             | Total Target Cash | At target long-term Incentive (equity based) |
|-------------|---|-------------------|--|
|             | As % of Base Salary<br>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. Mc Cann will participate in the Dutch Ahold pension scheme.