

Addendum to the Ahold Delhaize Group Speak Up Policy

Entity: Mega Image (Romania)

Title	Ahold Delhaize Group Speak Up Policy - Addendum Entity: Mega Image S.R.L. (Romania)
Business/functional owner	Vice President of Group Compliance & Ethics
Applicable to	Associates of Ahold Delhaize, its brands and support offices and third parties
ExCo owner	Chief Legal Officer
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Introduction

Ahold Delhaize, including all of its local brands and support offices, is committed to conducting its business with integrity and in compliance with all applicable laws, regulations and its own policies. We believe in a Speak Up culture where everyone feels comfortable and encouraged to share their concerns and issues, ask questions and report any potential misconduct.

As an associate of Ahold Delhaize, you have several ways to Speak Up:

- 1) If you have a question, concern or issue you want to discuss, please reach out to your manager, local HR representative, local or Group Ethics representative or use the Speak Up line.
- 2) If you wish to report misconduct, you should do that through your local or Group Ethics representative or by using the Speak Up line.

If you are not an associate of Ahold Delhaize, we encourage you to report any misconduct by contacting a local or Group Ethics representative or by using the Speak Up line.

The Ahold Delhaize Group Speak Up Policy provides information about how to Speak Up, the available reporting resources, the reporting process and the safeguards. However, the local brands and support offices located in the EU comply with mandatory local whistleblowing laws, resulting from the transposition of the European Union Directive (EU) 2019/1937. Each Addendum to the Group Speak Up Policy contains additional information based on those local law requirements, in so far these requirements deviate from the Ahold Delhaize Group Speak Up Policy.

This Addendum is applicable only when the reported misconduct falls under the scope of the mandatory local whistleblowing laws resulting from the transposition of the European Union Directive (EU) 2019/1937.

This Addendum is intended to provide you with additional information as explained above, but is not intended to contradict any applicable (whistleblowing) laws and regulations. In case of contradictions, the applicable laws and regulations will apply.

For more information about this Addendum or if you need additional guidance regarding ethical or compliance issues and concerns on local level, please contact the local Ethics representative as identified in this Addendum. For more information about the Ahold Delhaize Group Speak Up policy, the Group Speak Up line, the Ahold Delhaize Code of Ethics, or if you need additional guidance regarding ethical or compliance issues and concerns, you can contact the Group Ethics team at ethics@aholddelhaize.com.

It is up to each of us individually to show **Integrity** and **Courage** and do what's right, every day, by reporting any potential misconduct.

Reporting misconduct locally using the Ahold Delhaize reporting resources

Who can use the local Ahold Delhaize reporting resources?

Please see the Group Speak Up Policy.

What type of misconduct can be reported using the local Ahold Delhaize reporting resources?

As per Romanian Law no. 361/2022 on the protection of whistleblowers in the public interest, please see the Group Speak Up Policy, Appendix I.

When should you report misconduct using the local Ahold Delhaize reporting resources?

Please see the Group Speak Up Policy.

What are the local Ahold Delhaize reporting resources?

Locally, the following reporting resources can be used:

- Ethics representative of Mega Image
 - Via phone, email or in person (on your specific request), go to the [Ahold Delhaize Speak Up page](#) for contact details
- Speak Up line of Mega Image
 - Online or by phone, go to the [Ahold Delhaize Speak Up page](#) for contact details
 - Anonymous reporting is possible

Alternatively, you can also use the Group Speak Up resources:

- The Group Ethics team
 - Via email or in person (on your specific request), send an email to ethics@aholddelhaize.com
- The Group Speak Up line
 - Online or by phone, go to the [Ahold Delhaize Speak Up page](#) for contact details
 - Anonymous reporting is possible

More information on how the Speak Up line works can be found in the Group Speak Up Policy.

What to expect when you report misconduct using the local Ahold Delhaize reporting resources?

Please see the Group Speak Up Policy.

Local Ahold Delhaize safeguards

Who is protected?

Please see the Group Speak Up Policy.

Confidentiality

Please see the Group Speak Up Policy and in any event in line with Romanian Law no. 361/2022 on the protection of whistleblowers in the public interest.

Processing of personal data

Please see the Privacy Policy [here](#).

Non-retaliation

Please see the Group Speak Up Policy and in any event in line with Romanian Law no. 361/2022 on the protection of whistleblowers in the public interest.

Reporting externally to local or European Union authorities

Who can report to local or European Union authorities?

Locally, according to Romanian Law no. 361/2022 on the protection of whistleblowers in the public interest: any natural person who became aware of a suspected violation in a professional context. Professional context means professional activities, current or previous, of any nature, remunerated or not, carried out within authorities, public institutions, other legal entities under public law, as well as within legal entities under private law, on the basis of which natural persons can obtain information about violations of the law and may suffer retaliation if they are reported.

On European Union level, please see Appendix I of the Group Speak Up Policy.

What can be reported to local or European Union authorities?

Locally, according to Romanian Law no. 361/2022 on the protection of whistleblowers in the public interest, all the facts that consist of an action or inaction that constitutes non-compliance with legal provisions, which concern areas, as mentioned in Appendix I of the Group Speak Up Policy.

On European Union level, please see Appendix I of the Group Speak Up Policy.

Which local or European Union authorities can you report to?

Locally, according to Romanian Law no. 361/2022 on the protection of whistleblowers in the public interest, the competent authority to receive reports on violations of the law are:

- The public authorities and institutions that, according to the special legal provisions, receive and resolve reports regarding violations of the law, in their field of competence;
- National Integrity Agency;
- Other authorities and public institutions to which the National Integrity Agency forwards the reports for competent resolution.

On European Union level, the relevant European Union authorities.