

Addendum to the Ahold Delhaize Group Speak Up Policy

Entity: Albert Česká republika,
s.r.o. (Czech)

Title	Ahold Delhaize Group Speak Up Policy - Addendum Entity: Albert Česká republika, s.r.o. (Czech)
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
Version no	Addendum Albert Česká republika, s.r.o. (Czech) v1.2
Effective date	January 1, 2025

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 the CZ Whistleblower Act: acts that have the characteristics of a criminal offense or a simple offense for which the law provides for a fine with an upper limit of at least CZK 100 000.

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 internal reporting resource can be used:

- Appointed staff of Albert CZ
 - Via phone, email, postal service or in person (on your specific request), go to the [Ahold Delhaize Speak Up page](#) for contact details

In addition to the internal reporting resources in line with CZ Whistleblower Act, the following local Ahold Delhaize reporting resources can also be used:

- Speak Up line of Albert CZ ("Fair Play Line")
 - Online or by phone, go to the [Ahold Delhaize Speak Up page](#) for contact details
 - Anonymous reporting is possible
 - Note: Ahold Delhaize Group has administrative access to any reports received through the Fair Play Line

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 and in any event in line with the CZ Whistleblower Act.

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 the CZ Whistleblower Act.

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 the CZ Whistleblower Act.

Reporting externally to local or European Union authorities

Who can report to local or European Union authorities?

Locally, as per the CZ Whistleblower Act, reporting is allowed for persons who perform or performed any work-related activity in relation to the company. The term work-related activity is explicitly defined, and these activities are exhaustively listed in the Act section 2(3). Work-related activity could also mean applying for certain job position at the company.

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

What can be reported to local or European Union authorities?

Locally, as per the CZ Whistleblower Act: Any criminal offenses and simple offenses with an upper fine limit of at least CZK 100 000 can be reported.

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, as per the CZ Whistleblower Act:

- Via internal notification system of the Ministry of Justice of the Czech Republic.
- The process for the handling of a report is described in the CZ Whistleblower Act.

On European Union level, the relevant European Union authorities.