

# U.S. committed to contribute over €1.4 billion to improve the security of pension benefits and reduce the financial risk

## FELRA/MAP

Pension related liability of €676 million paid over the course of 25 years

## National Plan

€394 million paid out of the €559 million withdrawal liability in 2020; remainder to be paid over 3 years

## 1500

€93 million paid out of the €183 million withdrawal liability in 2020; remainder to be paid over 3 years

	As of December 29, 2019			
	Annual Contribution	Plan deficit/ (surplus)	Ahold Delhaize's Participation	Ahold Delhaize's proportionate share of deficit (surplus)
€ million, except Ahold Delhaize participation %				
FELRA & UFCW Food Pension Fund	23	1,335	56.6%	756
Mid-Atlantic UFCW & Participating Employers Pension Fund	10	-18	62.0%	-11
United Food & Commercial Workers International Union - Industry Pension Fund - "National Plan"	23	-270	23.8%	-64
UFCW Local 1500 Pension Plan	12	182	39.9%	73
New England Teamsters & Trucking Industry Pension	6	-	2.6%	-
UFCW Local 1262 & Employers Pension Fund	5	85	43.4%	37
Warehouse Employees Union Local 730 Pension Trust Fund	3	99	86.0%	85
Other plans	6	5,882	0.9%	-15
<b>Total</b>	<b>88</b>	<b>7,295</b>		<b>861</b>

## Netherlands Pension Plan

Contributed an additional € 122 million payment in Q4 under an agreement with Ahold Delhaize Pension

De-risked & withdrawing from U.S. MEP plans that comprise **90%** of the year-end 2019 net deficit