



## Minimum and Maximum Annual Contribution Limits

Effective for the September 2024 to October 2025 OurShare cycle

Contribution amounts are based on a minimum of €10 and a maximum of €200 per month. Minimum and maximum contribution limits are set in euro each year, and where appropriate, they are converted to your local currency before the annual enrollment window in September.

Contribution limits will be converted using the average exchange rate for the period 1 January to 31 July of the relevant year and rounded to the nearest whole number.

The monthly contribution amounts in your local currency will be then fixed for the full plan year (contribution from October to September). Rates will be reviewed annually ahead of the annual enrollment window.

You might be paid weekly or bi-weekly. You'll need to follow the same process and choose your monthly contribution limit when you join OurShare. Payroll will then calculate the weekly or bi-weekly equivalent contribution, and round it to two decimal places.

Kerry retains the right to adjust the local currency minimum and maximum contribution amounts during the plan year in exceptional circumstances where there has been a significant change from the Euro-to-local currency exchange rate previously used.

OurShare Contribution Limits			
Country	Currency	Minimum contribution per month	Maximum contribution per month
<b>Europe</b>			
Denmark	DKK	75	1,491
France	EUR	10	200
Germany	EUR	10	200
Ireland	EUR	10	200
Italy	EUR	10	200
Netherlands	EUR	10	200
Poland	PLN	43	864
Spain	EUR	10	200
United Kingdom	GBP	9	171
<b>APMEA</b>			
Australia	AUD	16	329
China	CHN	78	1,560
India	INR	901	18,018
Indonesia	IDR	172,572	3,451,442
Malaysia	MYR	51	1,021
New Zealand	NZD	18	355
Oman	OMR	4	83
Singapore	SGD	15	291
Thailand	THB	394	7,888
UAE	AED	40	795
<b>Latin America</b>			
Brazil	BRL	55	1,101
Costa Rica	CRC	5,603	112,054
Mexico	MXN	186	3,713
<b>North America</b>			
Canada	CAD	15	294
United States	USD	11	216