



Together We Grow



OurShare

 Own part of Kerry

The information in OurShare Q&A applies across all countries where OurShare is available. For details of country-specific regulations and considerations, you can access your country's resources on the OurShare Hub.

OurShare – Own part of Kerry

OurShare is our global All-Employee Share Plan.

It's a great way for you to grow with us and share in our success. By becoming a Kerry shareholder, you have an opportunity to be part of something bigger — you will own part of Kerry.

But before you decide to join, you might have a few questions. You need to make sure it's right for you – especially if you're new to share plans. To help you, we've put together these Questions & Answers. This guide should empower you to make an informed decision about whether or not to join OurShare.

We've included all the questions we think you might ask, but if you have any questions we've not answered, reach out to your local OurShare Champion, or the OurShare Team. We'll add your question in future versions of this Question & Answer booklet.

We hope you'll join us in owning part of Kerry, and start your journey towards becoming a Kerry shareholder.

Many thanks in advance

The OurShare Team

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1. Introducing OurShare

1.1 What is OurShare?

OurShare is Kerry's All-Employee Share Plan, giving you the chance to own part of Kerry. You can buy shares in Kerry with contributions from your monthly net pay and get additional shares from Kerry if you meet certain conditions. As you become a Kerry shareholder, you can share in any future success and see how your role links directly to our business performance and growth.

1.2 What is an All-Employee Share Plan?

A share plan is a way for employees to own part of the company they work for by owning shares. Different companies will have slightly different share plans, with different features to suit their business and their people. All-Employee simply means it's open to everyone who's an employee – it's not exclusive to a limited number of people.

1.3 Why does Kerry offer OurShare?

At Kerry we are committed to building an inclusive workplace, where all our colleagues feel valued and recognised for their role in our journey to be a world leader in sustainable nutrition. Our colleagues across our 200+ manufacturing sites and offices have told us they want to feel more connected to our vision, values and purpose.

So, we created OurShare, meeting the strong desire from our people to share our collective success. We are One Team, One Kerry, anchored by our values of courage, enterprising spirit, inclusiveness, open-mindedness and ownership. OurShare is an opportunity for us all to share in the success we create through our expertise and ambition. We want it to encourage an ownership culture and entrepreneurial spirit.

1.4 What are the benefits of OurShare?

OurShare is an opportunity for you to own part of Kerry and share in any future success. If you choose to join you will:

- Buy Kerry shares each month with contributions from your net pay.
- Receive one extra share from Kerry for every three shares you buy – you can access the extra shares after two years if you meet certain conditions.
- See the value of your investment go up if Kerry's share price increases.
- Receive a portion of any profits Kerry pays to its shareholders as dividends.
- Have the right to vote on shareholder matters.

More details about these benefits are set out in other sections of this Question & Answers guide.

1.5 Who's helping to manage OurShare?

We want you to have all the relevant information you need about OurShare, so that you can make an informed decision. So, we've put in place a strong support network.

We're partnering with Computershare to run OurShare on our behalf. Computershare is a third-party company and provides everyone who joins OurShare with an online account on its platform, called EquatePlus. We give your contributions to Computershare, Computershare buys the shares and puts them in your EquatePlus account.

2. What it means to own part of Kerry

2.1 How do I own part of Kerry?

Like many other companies, Kerry is divided into shares. Each share is a part of the business, so anyone who owns a Kerry share owns part of Kerry. Someone who owns a share is called a shareholder.

2.2 How do shares work?

All shares are worth the same, with the same rights and benefits. The value of a Kerry share is chosen by traders on the stock market. Our share price can change, based on various factors including company performance and market conditions. It's normal for share price to go up and down regularly.

2.3 Do shareholders get any of Kerry's profits?

Yes – when we make a profit, some of that profit is paid out to our shareholders. Anyone who owns a Kerry share (including colleagues in OurShare) is entitled to a part of Kerry's profits. These payments are known as 'dividends'. They're paid to each share, so the more shares someone has, the more profits they receive. We normally pay profits twice a year, in May and November – although it depends on company performance, so it's never guaranteed. If you join OurShare, you'll receive your share of the profits as more shares (see the section on Dividend Shares).

2.4 Can shareholders vote on key decisions related to the company?

Yes – anyone who owns a Kerry share can vote at shareholder meeting on important company matters, such as company policy and key decisions as to how the company is governed. . This includes colleagues who join OurShare and own at least one share. Each share gives one vote, so the more shares someone has, the more votes they have. We will let colleagues who join OurShare know when there's a vote that they can take part in.

3. Who OurShare is for

3.1 Who can join OurShare?

OurShare is for all Kerry colleagues. You can take part if you:

- Are directly employed by Kerry (full or part-time). This means contractors are not eligible.
- Have been employed by Kerry at least one month before the enrolment period opens. This year, this includes anyone who joins us before 1 August 2024.
- Are 18 years old or over when you join OurShare.
- Have an email address (work or personal) and internet access.
- Work and are paid in a participating country.

NEW 2024 countries	2023 countries
APMEA China, Malaysia, New Zealand, Oman, United Arab Emirates	Europe Ireland, Spain and UK
LATAM and North America Brazil, Canada, Costa Rica, Mexico and United States	APMEA Australia, India, Indonesia, Singapore and Thailand
Europe Denmark, France, Germany, Italy, Netherlands and Poland	

For colleagues who live, work and are paid in more than one country, see '[Global mobility](#)'.

3.2 Why is OurShare not open to all countries?

We want all our colleagues to be able to join OurShare, so we're rolling it out in phases. In 2023 we started with eight countries and in 2024, we're adding 16 new countries. All countries were carefully selected based on an in-depth review of various factors, including local tax and regulation laws, to ensure a smooth and compliant implementation.

Following the successful launch of Phase 1 in 2023, we're following our comprehensive plan to roll out OurShare in as many of our countries as possible. Phase 2 launches in September 2024 and Phase 3 countries in September 2025, bringing this exciting opportunity to all our Kerry colleagues.

3.3 Who can't join OurShare?

You are not eligible to join OurShare if you:

- Don't meet the requirements (see 'who can join OurShare').
- Are working your notice period – however long that notice period is.
- Are on a fixed term contract and due to stop working for Kerry before the end of the calendar year. If you want to join in September 2024, you'll need to still be working with Kerry beyond 31 December 2024.
- Aren't directly employed by Kerry. This includes external workers, contractors and agency staff.
- Are part of a Kerry acquired business which is not fully integrated.

3. Who OurShare is for

3.4 Do I have to join OurShare?

No, there is no obligation to join OurShare – it's a personal choice. We can't give you advice on whether you should join or not, but we want to help you make an informed decision. So, we've put plenty of resources on [OurShare Hub](#) – including the plan rules and a calculator. If you're still unsure, you may want to speak to a professional financial and/or tax advisor.

3.5 Is there a minimum length of service required to join OurShare?

We want OurShare to be open to as many of you as possible, we just need enough time to set you up on the system. Therefore, OurShare is open to you if you have been working for us at least one month before the enrolment period begins. For this year, this is anyone who's working at Kerry before 1 August 2024. Anyone who starts working with us later than 1 August 2024 will need to wait until September 2025 to join OurShare.

3.6 Can I join if I'm already part of another Kerry share plan?

Yes – OurShare is open to everyone, including if you're already in other Kerry share plans or incentive plans. This includes our Short and Long-Term Incentive Plans (STIP / LTIP).

3.7 Can I join if I'm an insider on Kerry's Restricted List?

If you are an 'Insider' on Kerry's Restricted list, you can only join OurShare in an open period and when you are not in possession of inside information. You will be notified by the Company Secretarial team if this applies to you. Please see our Dealing in Securities Policy, on our myKerry intranet site, for more information.

3.8 Is OurShare Sharia Law compliant?

No, OurShare isn't Sharia Law compliant.

4. How OurShare works

4.0.1 How does OurShare work?

You can join OurShare during the annual enrolment window, which opens every September. You decide how much you want to contribute every month for a year, and over the next 12 months payroll takes your contribution from your pay after tax. This is called a contribution, and it's used to buy shares on your behalf.

Your contributions are deducted every month from October to the following September. And every time you buy shares, Kerry provides an additional benefit – receive one extra share from Kerry for every three you buy. You need to keep the shares you buy for two years from your first contribution to unlock these extra shares.

OurShare is made up of three parts:

- **Purchased Shares** – the shares you buy with your monthly contributions
- **Matching Shares** – the extra shares you receive from Kerry: one for every three you buy
- **Dividend Shares** – further shares you receive when Kerry pays a portion of its profit to shareholders

4. How OurShare works

4.1 Purchased Shares

4.1.1 How do I buy shares?

This is managed by Kerry on your behalf. When you join OurShare, you decide how much to contribute every month for a year. Payroll will take this contribution from your pay after tax – you'll be able to see this on your payslip. We send it to [Computershare](#), who will buy Kerry shares for everyone in OurShare on the open market.

These are known as Purchased Shares. They belong to you. You can see your shares in your [EquatePlus](#) account. There, you can easily access and trade your shares.

4.1.2 How often do we buy shares?

Computershare will buy shares on the 15th of every month (or the next working day if the 15th falls on a weekend). If you join in September you will make your first contribution in October, and your first shares will be bought in November. This cycle repeats every month for 12 months.

4.1.3 How many shares can I buy?

The number of shares your contribution buys is likely to vary. It depends on many factors, including:

- How much you contribute, **and**
- The Kerry share price when the shares are bought, **and**
- For those of you who aren't paid in Euros, the currency exchange rate.

Each of these factors will change from colleague to colleague, and from month to month.

To see how this could work in practice, go to [OurShare hub](#). There, you'll find lots more information and other resources.

4.1.4 What if I can't buy a whole share?

Your monthly contribution amount may be less than the value of a whole share each month. In that case, your contribution buys part of a share. These are known as [fractional shares](#). Over time, the fractional shares will add up to a whole share.

4.1.5 What can I do with my shares?

When you have shares in your [EquatePlus](#) account, you can:

- Sell all or some of them – although if you sell your shares before the extra matching shares are unlocked, you will lose your extra shares.
- Transfer them to your personal share dealing account.
- Keep your shares in your EquatePlus account and continue your journey as a Kerry shareholder, receiving a share of company profits as further shares, and [voting on company decisions](#).

4. How OurShare works

4.1.6 What is Kerry's share price?

Our share price changes, based on various factors including company performance and market conditions. You can find our current share price on:

- The OurShare Hub: kerryourshare.com
- The [EquatePlus dashboard](#)
- On kerry.com

4.1.7 What if I'm not paid in Euros?

You make your contributions in your local currency. The minimum and maximum contribution limits are set in Euros and are converted to your local currency using the average exchange rate for the period from 1 January to 31 July.

When you make a contribution in your local currency, this is then exchanged into Euros before it's used to buy Kerry shares each month. Your shares need to be bought in Euros because Kerry shares are traded in Euros. Exchange rates go up and down over time, which may affect how many Euros you have each month to buy Kerry shares.

4.1.8 How long do contributions last?

OurShare runs for 12 months with an opportunity for you to join or re-join each year. If you join OurShare in September, you'll make your first contribution in October. Your last contribution for that cycle will be the following September. At that point, you'll automatically be enrolled onto the next 12-month cycle, for the same amount.

4.1.9 Are there any costs for buying shares each month?

No – Kerry covers the costs of buying your Purchase Shares on your behalf. This includes:

- Fees for your EquatePlus account
- Brokerage and transaction fees

There's more information about this in the Terms & Conditions, which you can find on OurShare Hub.

4. How OurShare works

4.2 Matching Shares

4.2.1 What are Matching Shares?

Matching Shares are one of the key features of OurShare. When you buy your shares, Kerry gives you extra shares known as Matching Shares. There are a few conditions attached to these extra shares (see 'How do I get Matching Shares?').

4.2.2 How many Matching Shares can I receive?

Kerry will give you one extra share for every three shares you buy with your contributions. The number of Matching Shares you receive depends on various factors:

- How many Purchased Shares you've bought
- Whether you've kept your Purchased Shares for two years.

You may not have enough Purchased Shares for a full Matching Share. In that case, you'll receive part of a share. These are known as fractional shares. Over time, your [fractional shares](#) will add up to a whole share.

4.2.3 How do I receive Matching Shares?

Every time you buy shares with your contributions, Kerry automatically calculates the number of Matching Shares you may receive. You can see your potential Matching Shares grow in your EquatePlus account. However, you can't access these shares immediately – you need to stay with Kerry and leave your Purchased Shares in your EquatePlus account for two years after your first contribution. There are exceptions to this – see the Leaving section below.

For example, if you join OurShare in September 2024, you will make your first contribution in October 2024 and your last contribution in September 2025. You'll get your Matching Shares for the whole 12 months in October 2026 on the Purchased Shares in your EquatePlus account. The time between October 2024 and October 2026 is known as the 'holding period', when your Matching Shares are locked.

4.2.4 When will I receive my Matching Shares?

You can see your potential Matching Shares, and watch them grow in your EquatePlus account. However, these are locked for two years after your first contribution. There are exceptions to this – see the Leaving section below.

For the shares you buy and keep between October 2023 and September 2024, you'll get your Matching Shares in October 2025.

4. How OurShare works

4.2.5 What can I do with my Matching Shares?

Just like your Purchased Shares, once you have your Matching Shares, you can:

- Keep your shares in your EquatePlus account and continue your journey as a Kerry shareholder and receive a share of company profits as further shares. Also, if you have at least one whole share, you can vote on company decisions. For more information, see ['What it means to own part of Kerry'](#)
- Sell all or some of them
- Transfer them to your personal share dealing account

4.2.6 What if I sell my Purchased Shares within two years?

You own your Purchased Shares – you can sell or transfer these shares at any time. However, the extra shares that Kerry gives are only available to you if you keep your shares in your EquatePlus account for two years after you start your contributions. The extra shares will apply to any shares that are left in your EquatePlus account. This means you can sell some and still receive the extra on the shares you keep.

4.2.7 Will I pay tax on these shares?

You may need to pay tax on your shares. The amount due, as well as how and when it's payable, will vary from country to country. See the ['Tax'](#) section below.

4. How OurShare works

4.3 Dividend Shares

4.3.1 What's a dividend?

A dividend is a share of our profits. Kerry is owned by our shareholders, so when we make a profit, we pay that out to the people who have invested in us. This includes you if you join OurShare. Our dividends are paid to each share – so the more shares you have, the more dividends we will pay you. Profits depend on company performance, so they're never guaranteed. When we pay them, it's normally twice a year, in May and November. For more details, see ['What it means to own part of Kerry'](#).

4.3.2 If I join OurShare will I get dividends?

Yes. If you join OurShare you will become a Kerry shareholder and own part of Kerry. As a shareholder you are entitled to a share in our company profits. Whenever we pay dividends, you will get dividends on the shares you have bought, and on any extra shares that are unlocked. Dividends will be converted from cash into more shares, known as 'Dividend Shares'.

4.3.3 How do I get dividends?

If you join OurShare you will automatically get your share of our profits delivered directly into your EquatePlus account. This will come as more shares, known as Dividend Shares – so you can see your pot grow even more. In some countries, we're required by law to pay dividends in cash rather than shares – if that's the case for you, you'll get your dividends in cash on EquatePlus.

4.3.4 How much will I earn in dividends?

How much of Kerry's profit you receive depends on many factors, including:

- How many Kerry shares (or parts of shares) you own
- How much profit we make
- Whether we can pay dividends at all.

4.3.5 Will I get Matching Shares on my Dividend Shares?

No, we don't give extra shares on Dividend Shares.

4.3.6 Will I get Dividend Shares on my Matching Shares?

Not for the first two years, but we will pay dividends once your extra shares have been unlocked.

4.3.7 Are there any restrictions on Dividend Shares?

No, there are no restrictions on Dividend Shares. Once they appear in your personal EquatePlus account, you can sell or transfer them.

5. Contributing to OurShare

5.1 How much can I contribute?

You can contribute any amount between €10 and €200 each month (or local currency equivalent). This can only be in whole Euros – for example, €12 or €13, but not €12.50. This is the same in your local currency: you will need to choose an amount in whole units.

5.2 Can I pay my contributions as a lump sum?

No, contributions must be paid in regular instalments. This is automatically deducted by payroll.

5.3 Can I change the amount I contribute?

Yes, you can change how much you contribute in OurShare at any time, through your EquatePlus account. You will need to give one month's notice so Payroll can make the necessary changes. Your new contribution amount still needs to be between €10 and €200 per month (or local equivalent). There is a contribution schedule and key dates summary available on [OurShare Hub](#).

5.4 What if I don't have enough pay for my contributions for a month?

If your pay after tax in a specific month is less than your contribution, you can't contribute that month. Your contributions will continue as normal the following month, so long as your pay is enough.

5.5 What if I'm a part-time colleague?

The same contribution limits apply whether you work full-time or part-time. Your contribution amount won't be prorated. This may impact how much you decide to contribute.

5.6 What if I'm not paid monthly?

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.

5.7 What if I'm on temporary paid leave?

You can keep contributing if you're on temporary paid leave, such as maternity or parental leave, sick leave or long-service leave. Your contributions will continue if the amount you're still being paid is enough to cover the amount you've chosen to contribute.

5.8 What if I'm on temporary unpaid leave?

If you aren't being paid, for example if you're on sabbatical, we'll pause your contributions. Your contributions will start again when you start being paid again but you can't make up for any missed monthly contributions. In some countries, legislation means we need to allow colleagues to keep contributing to OurShare. Where that is the case, we will offer you an alternative contribution method. You can't contribute from statutory payments, such as statutory maternity or sickness pay.

6. Joining OurShare

6.1 How can I join OurShare?

If you have a Kerry email address you will receive an email from [EquatePlus](#) to activate your account. If you don't have a Kerry email you will need to give us your personal email address. You can do this by going to the OurShare Hub: kerryourshare.com and filling out the 'pre-registration form'. By pre-registering, there's no obligation to enrol, it just means you can receive your email invite.

When the enrolment period is open, you'll be sent an email invitation with a link to join. This will send you to EquatePlus, where you can join and choose how much to contribute each month. We'll let you know when the enrolment period opens and send a reminder before it closes.

6.2 Do I need internet access to join OurShare?

Yes, all tasks and transactions, including joining, must be completed on the EquatePlus platform, for which you need access to the internet. If you do not have internet access, you may be able to use a company device depending on arrangements at your work location.

6.3 If I already have an EquatePlus account, do I need a new one for OurShare?

If you already have an EquatePlus account, you don't need to set up a new one (i.e. if you are already part of Kerry's Long Term Incentive Plan 'LTIP' or joined OurShare in a previous year). When you join OurShare, you'll be able to access your account as normal.

If you've had an EquatePlus account with a former employer, you will need to set up a new Kerry account.

6.4 Do I have to join OurShare?

No. Choosing to join OurShare is a personal decision, and there is no obligation to join. We want to give you the information you need to make an informed decision. We cannot provide advice on whether you should join or not. If you're unsure, it's best you speak with a professional financial and/or tax advisor.

6.5 Can I join OurShare after the enrolment period ends?

No. We will run one enrolment period every September, which will be open for about a month – look out for communications on precise dates. If you wish to join, you must do so during this period – if you miss it, or aren't eligible until after it closes, you'll need to wait a year until the next enrolment period.

6. Joining OurShare

6.6 I enrolled in OurShare last year, do I need to re-enrol every year?

To make things easy, when you join OurShare, we'll automatically enrol you in future cycles if you're still eligible. You'll have the same monthly contribution amount.

If you're contributing in a currency other than Euros, the minimum and maximum contribution may change year on year as the exchange rate changes.

- If the new minimum in your currency is higher than your current contribution, you'll receive an email asking you to enter a new amount.
- If the new maximum in your currency is lower than your current contribution, your contributions will automatically be reduced to the new maximum.

You can choose to change your contributions during the annual enrolment period every September, or throughout the year.

6.7 What happens if I joined last year?

If you joined OurShare in 2023 and are an active participant, we'll automatically re-enrol you into the new 2024-25 cycle. Your monthly contribution won't change unless the minimum or maximum contribution in your local currency has changed, and your chosen amount is outside of those limits.

Your final contribution into OurShare 2023 will be in September 2024, and your first contribution into the 2024-25 cycle will be in October 2024. This means your contributions continue – there's no double contribution or pause.

You won't be automatically re-enrolled, and will need to join during our enrolment window, if you:

- Stopped your OurShare 2023 contributions
- Opted out of auto-enrol.

6.8 What can I do with my shares from OurShare 2023?

Your Matching Shares are locked until October 2025 – so you need to wait another year for them to become available. However, your Purchased Shares and Dividend Shares are yours to do with as you wish.

You have two options: keep your shares, or sell your shares. You're best placed to decide what's right for you, but here are some considerations.

If you keep your shares, you'll unlock your extra Matching Shares in October 2025. In the meantime, you'll keep all the benefits of being a Kerry shareholder, including receiving dividends as additional shares, and voting on key business decisions at our General Meetings.

If you sell your shares, you'll lose your extra Matching Shares and you will no longer enjoy the benefits of being a Kerry shareholder.

6. Joining OurShare

6.9 What if I want to make changes for OurShare 2024?

OurShare is flexible, so you can make changes at any time. However, this is a good time to look at your contributions and check that they still work for you. You might still be happy with your choices, or your circumstances might have changed.

Remember, you can always change your mind at any time!

6.10 Is OurShare risk free?

The value of Kerry shares can go up as well as down, and exchange rates fluctuate too. We can't predict future share price or exchange rates, so there is some element of risk. As with any investment in shares, you could get back less than you invested.

You should carefully consider the potential risks and your own personal financial situation, needs and goals before joining OurShare. Whilst Kerry can't provide financial advice, we have provided resources about OurShare – it's important that you take the time to read them so you can make an informed decision.

7. Managing shares

7.1 How can I view and manage my shares?

If you join OurShare, you'll have your own secure, personal [EquatePlus](#) account. There, you can see details of all the shares you have from OurShare. You'll be able to monitor the shares you own – Purchased Shares, Dividend Shares and unlocked Matching Shares. You'll also be able to see your locked Matching Shares (see [Matching Shares](#)), and when these will become available.

7.2 How can I make sure I get any communications and updates about my shares?

You will receive updates and notifications from EquatePlus by email or through the app. To make sure you get these updates, you should download the app, and keep your contact details up to date on EquatePlus. This is particularly important if you don't have a Kerry work email.

7.3 Can I sell or transfer shares?

Yes, you can sell or transfer some or all of your shares from your EquatePlus account at any time.

For each 12-month cycle, you will need to keep your [Purchased Shares](#) for two years from your first contribution before your Matching Shares are unlocked. If you sell any of your Purchased Shares earlier, you will lose out on receiving the corresponding Matching Shares.

When you sell your shares, it needs to be in line with our Dealing in Securities policy. You can see this in the Resources section of [OurShare Hub](#).

7.4 Are there fees for selling or transferring shares?

Yes, when you sell or transfer your shares, you'll need to pay transaction fees. Details of these fees are available on EquatePlus.

When you sell your shares on EquatePlus, you'll see a full breakdown of the related fees, along with how much money you'll receive in your bank account.

The transaction fees are:

- Share Sale Fee (Commission/Dealing Fee)
- International Funds Transfer Fee (Wire Fee) *only if transferred to a non-euro account
- Currency Conversion (Foreign Exchange Fee) *only if transferred to a non-euro currency

When you sell shares, this transaction fee will be taken from the sale amount. This means you won't have to pay anything upfront. Instead, you'll get paid the value of the shares you've sold, minus the transaction fee.

You can transfer shares to your own share dealing account where relevant. EquatePlus will confirm the transfer fee when they complete the request, which you'll need to pay online when you complete the transfer.

7. Managing shares

7.5 Can I buy shares in other companies through my online account?

No. EquatePlus accounts are only available to manage the shares held in Kerry.

7.6 Can I get cash instead of Kerry Shares?

OurShare gives you the opportunity to buy shares in Kerry – there's no cash equivalent.

8. Leaving

8.1 Leaving OurShare

8.1.1 Can I leave OurShare?

Yes, you can withdraw your participation and leave OurShare at any time. You'll need to give one month's notice on [EquatePlus](#), to give payroll enough time to process the change. You will have to wait until the next enrolment period to re-join.

If you leave OurShare you will still keep your [Purchased Shares](#), and will be eligible to receive the corresponding [Matching Shares](#), subject to the normal restrictions.

8.1.2 Can I pause contributions?

You can [reduce your contributions](#) or leave OurShare but can't pause contributions. The only exception is if you're not getting paid by us (see the question on [unpaid leave](#)).

8.1.3 Can I have my contribution refunded before shares are purchased?

No, we can't refund contributions.

8.2 Leaving Kerry

8.2.1 What happens if I leave Kerry?

If you leave Kerry you will be no longer eligible to participate in OurShare, so your contributions will stop. You can keep any [Purchased Shares](#) and [Dividend Shares](#), as well as [unlocked Matching Shares](#). However, you'll lose any [locked Matching Shares](#) (unless specific circumstances apply).

You can keep your shares in your [EquatePlus](#) account after you leave Kerry, and sell or transfer them when you wish. There's no time limit before you must remove your shares from your [EquatePlus](#) account, although we may introduce one in the future.

8.2.2 How does my last contribution work?

Your last contribution will come from your final salary. Depending on why you leave Kerry, you may still get the extra [Matching Shares](#).

8.2.3 How can I make sure I'm kept up to date if I leave?

To ensure you get all the updates you need you should keep your contact details up to date on [EquatePlus](#) – if we need to contact you, we will do so via email first.

8. Leaving

8.2.4 Can I get my Matching Shares if I leave Kerry?

It depends on when you leave Kerry. Any Matching Shares that are unlocked are yours to keep. However, you can't take any Matching Shares that are still locked. There are some exceptions where Kerry will still give you your locked Matching Shares. These are:

- Retirement
- Redundancy
- Death in service
- Disability, illness or serious injury
- Ending a Fixed Term Contract, if it's in the original agreement
- The business – or part of it – changing control (eg. being sold to another company).

You will receive your Matching Shares at the time you normally would – typically two years after your contributions start.

8.2.5 Do I still get dividends if I leave Kerry?

Yes. If you still have some shares, you're a Kerry shareholder and entitled to receive dividends whenever Kerry pays them.

8.2.6 What happens if I leave Kerry and then return?

If you leave Kerry and then return, you'll be able to join OurShare again during the next enrolment period (if you're still eligible). However, you'll effectively be considered a new joiner in OurShare. You won't be able to come back to your previous enrolment.

9. Tax

9.1 Are there any tax benefits to joining OurShare?

There are no tax advantages to OurShare. Your contributions are taken from your net pay (after tax). This is because we want OurShare to be globally consistent, and available on the same terms for colleagues around the world – bringing us together and keeping it as fair as possible.

9.2 How are shares taxed?

This varies from country to country. Each country has its own regulations on taxing shares at different points throughout the OurShare lifecycle.

Kerry, as your employer, may need to report to the tax authority about shares held. We may also be required to sell some of your shares to pay any tax and/or social security due on the shares.

You may also need to report your shares as taxable income in your tax return or tell your tax authority about your shares.

The amount of tax due, as well as how and when it's payable vary from country to country. For more detailed information about the rules in your country, see our 'Country Employee Tax Notes', available on the [OurShare Hub](#). These will help you understand your country's tax requirements and your personal tax obligations. Please note: there could be future changes in your country's tax laws, which could impact you in relation to your shares.

9.3 What taxes are due on each of three parts of OurShare?

Purchased Shares

Contributions are made from net pay (after tax) to buy Purchased Shares. You therefore pay tax on the amount you contribute, so you shouldn't have to pay any tax on them until you sell them. If you make a profit when selling your shares, in some countries there is a tax to pay against any profit made.

Matching Shares

In most countries, you won't need to pay taxes in the two-year period whilst Matching Shares are locked and unavailable to sell.

When the Matching Shares become yours after the two years, they will be taxable in most countries. You will need to pay tax on the taxable value of your Matching Shares when you receive them. This will depend on your individual tax circumstances and the country in which you are taxed.

Kerry is responsible, in most countries, for making sure employee tax and/or social security is paid. We will do this when you receive your Matching Shares. The way this usually works is that we sell enough Matching Shares to pay for any tax due. The number of Matching Shares you get will be your Matching Shares minus any shares that were sold to pay for tax.

9. Tax

Dividend Shares

In most countries, dividends are considered as income, so any dividends or dividend shares you get may be subject to tax. How much will depend on your country and your individual tax circumstances.

Kerry is an Irish incorporated company, and it is mandatory under Irish tax law for the company to deduct Dividend Withholding Tax (DWT) of 25% on your dividends before the dividends are reinvested into additional shares for you. Depending on your personal circumstances, you may be eligible for tax refund from Irish Revenue.

If there's any uncertainty, you should speak with a professional financial and/or tax advisor about the tax implications of joining OurShare. They can discuss the possibility of future changes in country tax laws which could impact the applicable tax treatment.

9.4 Are there any reporting requirements to tax authorities for me?

Many countries have their own local rules on reporting shares, especially shares in a foreign company and/or shares held outside the country.

For more detailed information about the rules per country, see our 'Country Employee Tax Notes', available on the OurShare Hub: kerryourshare.com. Please be aware, there could be future changes in country laws, which could impact or change the reporting requirements you may have. If there's any doubt, you should check with a personal financial and/or tax advisor.

10. Colleagues moving countries (global mobility)

10.1 Am I eligible to participate in OurShare if I am on assignment?

Your eligibility to participate in OurShare will depend on a number of items, primarily where you are employed from and working from. You will be invited to participate as long as you meet the eligibility criteria in the beginning of the enrolment window. As a mobile employee, you must be employed in, paid in and working in a participating country.

10.2 I am paid in a participating country, but work in a non-participating country; can I join OurShare?

If you work in a non-participating country, you will not be able to join at this time. You will be invited to join at a later date when OurShare is implemented in your work location (provided you meet the other eligibility criteria). Please refer to table below to see examples:

Employee	Employing Country	Payroll Country	Country of Work Location	Eligibility
Colleague A	Indonesia	Indonesia	Indonesia	Eligible – Domestic Employee
Colleague B	Indonesia	Indonesia	United Kingdom	Eligible – Globally Mobile with both countries participating in OurShare*
Colleague C	Indonesia	Indonesia	South Africa	Not Eligible – Work Location country is not a participating country.* You will need to wait until a future phase.

*Notes: Participating Countries are: **APMEA**: Australia, China, India, Indonesia, Malaysia, New Zealand, Oman, Singapore, Thailand, United Arab Emirates

Europe: Denmark, France, Germany, Ireland, Italy, Netherlands, Poland, Spain, UK. **LATAM and North America**: Brazil, Canada, Costa Rica, Mexico, United States

10.3 What happens if I join OurShare in September and I relocate to another country during the lifecycle of the plan?

This will depend on what country you have moved from and to. In summary:

- If you move to a non-participating country**, it will not be possible for you to continue to participate. In this scenario the following treatment will apply:
 - All future contributions via payroll deductions will stop
 - You will keep any Purchased Shares already bought on your behalf with your contributions
 - You will also remain eligible to receive any associated Matching Shares up to the point you transfer. These matching shares will unlock as normal after the two year holding period (subject to the usual conditions)
- If you move to another participating country and you also have a change in the currency in which your salary is paid**, it will not be possible for you to continue to participate. The same treatment as outlined in point 1 above will apply.
- If you move to another participating country and your currency has not changed** (e.g. Ireland to Spain or vice versa) your participation in OurShare will continue as normal.

10.4 My current home country does not operate Ourshare. Can I join Ourshare if I move to a participating country?

You will be invited to join OurShare during the annual enrolment window (typically in September) if you meet the eligibility criteria.

11. Glossary of terms

We want all our OurShare communications to be clear and simple, so you can understand them. However, these terms are likely to be used:

All-Employee Share Plan A benefit which provides every employee with an opportunity to join and own shares in the company they work for. It forms part of the wider reward package. We have called Kerry's All-Employee Share Plan OurShare.

Annual General Meetings (AGMs) Meeting of shareholders where the Board of Directors propose items for shareholder approval. Shareholders can vote to approve these or vote against them if they don't think the proposal is in the best interest of the shareholders or the company.

Computershare This is a third party who will carry out the administration of OurShare. We give your contributions to Computershare – Computershare then buys the shares and puts them in your individual EquatePlus account.

Contributions The amount of money you choose to invest in OurShare every month from your net pay (after tax).

Dividends Amounts paid to shareholders for their investment in a company. Usually paid twice-yearly out of company profits but is paid at the discretion of the Board of Directors of Kerry.

EquatePlus This is the administrative platform we use to manage OurShare. It is supplied by our provider, Computershare.

Exchange Rate The rate determines the amount of money you get when you exchange one currency to another – it can fluctuate up and down.

Fractional shares Fractional shares are part shares in a company. They allow you to invest in a company without buying a whole share – particularly helpful if the cost of a single share is high. Imagine a cake as a full share, a fractional share is a slice.

Holding Period A two-year period when Matching Shares are locked. Once complete, these shares become available to keep, sell or transfer.

Matching Shares These are the extra shares you get from Kerry: you get one share from Kerry for every three shares you buy. You can't access these shares immediately – find out how to unlock them in the ['Matching Shares'](#) section.

OurShare Our global All-Employee Share Plan. We want to grow together, so we're giving all our colleagues the opportunity to own part of Kerry.

Purchased Shares These are the shares you buy with your contributions each month from net pay (after tax).

Vest/vesting You may see these terms on your EquatePlus account or in the OurShare rules. It refers to the date your Matching Shares are unlocked after the holding period. So, your Matching Shares vest on the vesting date.