

KERRY

OurShare

 Own part of Kerry



Introducing OurShare

Kerry's global All-Employee Share Plan

At Kerry we care about building an inclusive workplace where you feel valued, rewarded and recognised for your role in our journey.



We asked you what more we can do to achieve these things. And you told us. You said you'd like to feel more connected to our vision, values and purpose. So in line with our value of Ownership, OurShare is your opportunity to own part of Kerry.

**You asked,
we listened.**

**We created OurShare,
a way for you and all
our colleagues to share
in our success.**

What is OurShare?

OurShare is our global All-Employee Share Plan. It's a way for you and everyone across the business to become a Kerry shareholder and own part of Kerry.

You'll find everything you need to know about OurShare in this brochure. We hope you'll join us in this exciting opportunity to grow together.

Who can join OurShare?

OurShare is for all Kerry colleagues – whether you're full time or part time. You can join OurShare 2024 if you're a Kerry employee before 1 August 2024, and 18 years old or over.



Key features

Joining OurShare is your opportunity to become a Kerry shareholder and own part of Kerry. OurShare is completely optional – it's entirely your choice.



It's inclusive

Contribute between €10 and €200 (or local currency equivalent) a month from your net pay



It's easy

We do the rest!
Your contributions are used to purchase Kerry shares each month... watch your pot grow



It's rewarding

Receive one extra share from Kerry for every three you buy – keep your shares for two years to unlock these extra shares



It's empowering

Enjoy a share of any profits as dividends, and vote at shareholder meetings



It's flexible

You can change your monthly contributions or opt-out at any time

Your handy timevine

You will be able to join OurShare when the enrolment window opens in September. If you want to own part of Kerry, don't miss these dates:



The illustrated timevine lasts for 2 years (September '24 - October '26). There will be an opportunity to join a new cycle every September. There will always be an overlap between two cycles, with contributions for the first cycle stopping just as they start for the second cycle.

Cycle 1: September '24 - October '26

Cycle 2: September '25 - October '27

And to make things easy, when you do join, you'll automatically be part of future cycles. You can, of course, stop at any time.

If you're not sure you want to join this year, there's an opportunity to join next September.

How OurShare works

You decide how much you want to contribute every month for a year, and over the next 12 months payroll takes that amount from your pay after tax. This is called a contribution, and it's used to buy shares on your behalf.

This happens from October to the following September. Each month, you receive one extra share from Kerry for every three you buy – keep your shares for two years to unlock these extra ones.

OurShare is made up of three parts:






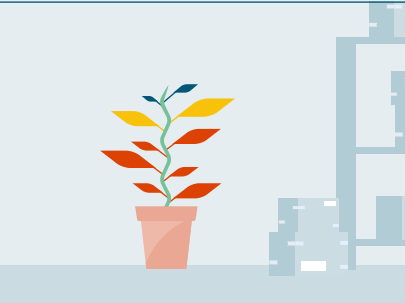
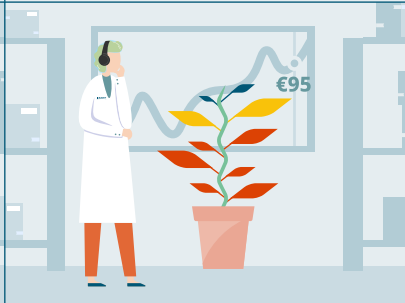



- **Purchased Shares** – these are shares bought with your monthly contributions
- **Matching Shares** – if you stay with Kerry and keep your purchased shares for two years, you receive one extra share from Kerry for every three you buy
- **Dividend Shares** – get further shares when Kerry pays a portion of its profit to shareholders

You may need to pay tax on your Matching and Dividend shares. The amount due, as well as how and when it's payable, will vary from country to country. For information about the rules in your country, see our 'Country Employee Tax Notes' in the Resources section on [OurShare Hub](#).



OurShare in action

We've told you a bit about how OurShare works. Now let's see it in action! Meet Joe.

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| Joe is a plant operator on a coatings production line. | Joe joins OurShare and decides to contribute €45 a month . | Let's say Kerry's share price stays at €90 per share for the year. So, each month Joe buys half a share. $€45 \div €90 = 0.5 \text{ shares}$ | At the end of the year Joe has contributed €540. $0.5 \text{ shares per month} \times 12 \text{ months} = 6 \text{ shares}$ | We give Joe 1 extra share for every 3 shares he bought to add to his pot. $6 \text{ shares} \div 3 = 2 \text{ extra shares}$ |
|  |  |  |  |  |
| In total, Joe now owns 8 shares in Kerry plus any shares added from dividends paid. | After two years, Joe can either keep or sell his shares! Let's assume by this time, Kerry's share price has grown to €95 per share . | Joe's shares are now worth €760 ($8 \text{ shares} \times €95$). This is a gain of €220 ($€760 \text{ value} - €540 \text{ contributions}$), about a 40% return plus dividend shares. | Joe decides to keep his shares to continue his journey as a Kerry shareholder. | He's keen to vote at meetings and receive a share of any profits when further dividends are paid. |

Please note these examples assume:

1. the Kerry share price remains constant at €90 during the contribution period. In reality it is likely to fluctuate – it can down as well as up.

2. the share price increases at the end of the hold period. However, share prices can go down as well as up. The level of financial gain depends on the share price at the time of sale. Any gain may be subject to tax – see your local tax guide.

Also note: Kerry shares are traded in Euros. If you make your contribution in another currency, it will be converted into Euros before it's used to purchase Kerry shares. Exchange rates go up and down over time, which may affect how many Euros you have each month to buy Kerry shares.

OurShare in action

You've seen Joe's story... now let's take a look at how OurShare works for Amira

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| Amira works in our RD&A team. | Amira joins OurShare and decides to contribute €135 a month . | Let's say that for the whole year, Kerry's share price is €90 per share. This means each month, Amira buys 1.5 shares. $€135 \div €90 = 1.5 \text{ shares}$ | At the end of the year Amira has contributed €1,620, buying her 18 shares. $1.5 \text{ shares per month} \times 12 \text{ months} = 18 \text{ shares}$ | We give Amira 1 extra share for every 3 shares she bought to add to her pot. $18 \text{ shares} \div 3 = 6 \text{ extra shares}$ |
| | | | | |
| In total, Amira now owns 24 shares in Kerry plus any shares added from dividends paid. | After two years, Amira can either keep or sell his shares! Let's assume by this time, Kerry's share price has grown to €105 per share . | Amira's 24 shares are now worth €2,520 ($24 \text{ shares} \times €105$). A gain of €900 ($€2,520 \text{ value} - €1,620 \text{ contributions}$) (about 55% return) plus dividend shares. | Amira decides to sell her shares – she wants to use the money to help her buy her first car. | Amira found OurShare a great way to work towards a financial goal. She's keen to join the next OurShare cycle in September. |

Please note these examples assume:

1. the Kerry share price remains constant at €90 during the contribution period. In reality it is likely to fluctuate – it can go down as well as up.
 2. the share price increases at the end of the hold period. However, share prices can go down as well as up. The level of financial gain depends on the share price at the time of sale. Any gain may be subject to tax – see your local tax guide.
- Also note: Kerry shares are traded in Euros. If you make your contribution in another currency, it will be converted into Euros before it's used to purchase Kerry shares. Exchange rates go up and down over time, which may affect how many Euros you have each month to buy Kerry shares.

How to join



For your exciting opportunity to become a Kerry shareholder, look out for your personal invitation. You'll receive an email on 3 September from planadmin-noreply@equateplus.com, with a link and login information for your EquatePlus account. EquatePlus is the platform run by Computershare, our chosen share plan expert. It's where you go to join and choose how much you want to contribute, as well as make changes and manage your shares once you've started purchasing them.

If you don't have an EquatePlus account already, logging in for the first time is a bit like opening a bank account. You'll need to complete some onboarding steps to activate your account – we've created a step-by-step guide to help you through the process.



Don't have a Kerry email address?

Simply visit the OurShare Hub: kerryourshare.com to pre-register and tell us your personal email. You'll also need your employee number and date of birth. This tells us that you're considering joining – there's no obligation to enrol, it just means you will receive your email invite. Contact your supervisor or line manager if you need help finding your employee number.



If you joined last year

If you joined OurShare in September 2023 and are still an active participant,* you'll be automatically re-enrolled into the new 2024-25 cycle. We'll even keep your monthly contribution amount the same, unless the minimum or maximum contribution in your local currency has changed. We'll let you know if that impacts you.

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.

So you can sit back and relax – we've got it all in hand.



*If you have stopped your OurShare 2023 contributions, or opted out of auto-enrol, then you will not be automatically enrolled into OurShare 2024. You'll need to join during our enrolment window. See our how-to guide for details on how to do that.

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!

What about my OurShare 2023 shares?

The shares you bought during OurShare 2023 are in your EquatePlus account.

Check in at any time to see how your pot is growing with new Purchased Shares from OurShare 2024, and Dividend Shares whenever we pay dividends. And of course, see how long you need to wait until your Matching Shares unlock! We'll let you know what you can do with them closer to the time.

You can remind yourself of important OurShare 2023 information by going to [OurShare Hub](#).

Keen to find out more?

Thinking of joining OurShare but have a few questions?

We've already tried to anticipate possible questions you might have and provide answers.

You'll find these covered in 'Your questions answered'. Visit the resources section on [OurShare Hub](#).

Where can I view
the shares I buy?

What happens if
I leave Kerry?

What happens if
I move country?

Will I have to pay
tax on my shares?

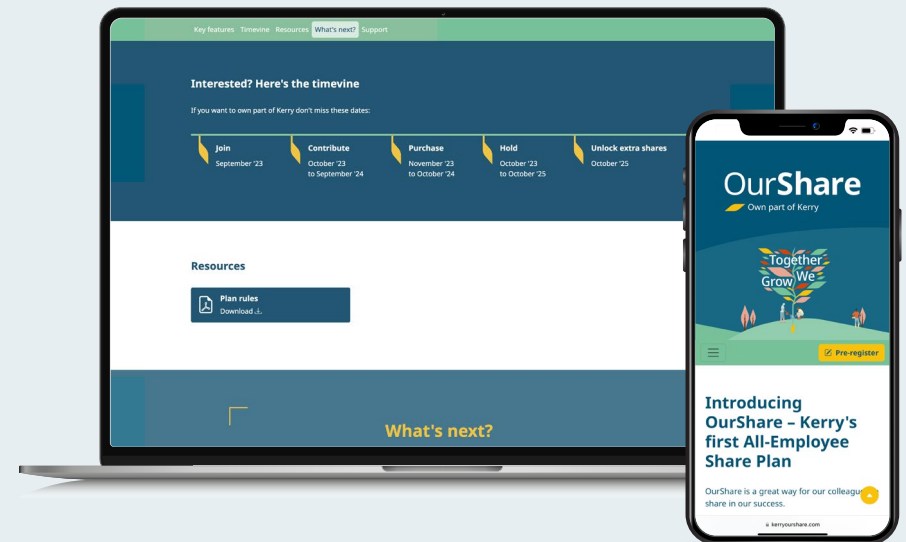
OurShare Hub

Your guide to all things OurShare

OurShare Hub is the home for all OurShare resources. There, you'll find lots of resources including:

- Your Questions Answered: answers to common questions about OurShare.
- A calculator to help you see what your shares may be worth
- A How To guide to walk you through how to join OurShare
- A copy of our plan rules

Remember to bookmark [OurShare Hub](#) too!



Need more support?

We hope you're as excited about OurShare as we are! If you have a question that hasn't been answered here, please don't hesitate to contact the OurShare Team: ourshare@kerry.com.

You can also reach out to your local OurShare champion, who will be happy to help. You can find out who yours is on OurShare Hub.

For any questions about the EquatePlus platform, please contact Computershare – details are available on [OurShare Hub](#).





OurShare

 Own part of Kerry

Please note:

1. No member of Kerry Group plc or any of their officers, employees, agents or representatives is giving you any investment, tax or other advice in relation to OurShare.
2. Whether or not you participate in OurShare is a personal decision which will have no impact on your employment relationship.
3. The value of Kerry shares and any investment you make can go down as well as up. Past share price performance is not a guarantee of future share price performance.
4. The number of shares you acquire each month using your contributions will vary depending on the share price and exchange rate at the time of purchase.
5. Exchange rates can fluctuate. You accept that neither Kerry Group plc and any of their officers, employees, agents or representatives will be liable for any loss due to movements in the exchange rate and/or due to delays in procuring a sale or transfer of the underlying shares.
6. The information provided in connection with your participation in OurShare serves as guidance only and is not intended to be specific to your own position. If you are in any doubt as to whether or not to join, you should seek duly-qualified independent, professional financial advice. Kerry Group plc and any of their officers, employees, agents or representatives cannot be held responsible for any action taken as a result of the information provided.
7. Your participation in OurShare is subject to the Plan Rules, Award Agreement and any other document incorporated by reference, which can be found on the OurShare Hub. In all circumstances, including a conflict with the information provided on this website and other communications made in connection with OurShare, then the Plan Rules, Award Agreement and any other document incorporated by reference, will prevail.
8. At times, some colleagues may know information that's not yet public knowledge, but may impact our share price (e.g., upcoming year-end financial results). If this applies to you, it may impact your ability to trade in Kerry shares. You may be contacted by Kerry Group plc should this apply to you. See our Dealing in Securities Policy for more details.