



OurShare

 Own part of Kerry

Country Employee Tax Notes

Czech Republic



The Employee Tax Notes summarises the tax treatment and individual tax-related responsibilities for shares acquired under Kerry's OurShare Plan.

This summary is for guidance only. **You taxation depends on your personal circumstances. It is recommended that you consult your own tax advisor to confirm your personal tax position.**

The information in this document is based on prevailing tax law and practice as at July 2025 and may be subject to change.

Country Tax Notes – Czech Republic

	Taxable Event	Tax Treatment	Employer Action	Participant Action
Enrolment	✗	-	-	-
Monthly Contributions	✗	-	-	-
Purchase	✗	-	-	-
Matching Share Grant	✗	-	-	-
Holding Period	✗	-	-	-
Matching Share Vest	✓	Managed by Payroll	<p>Income tax is due on the market value of the Matching Shares on the vesting date.</p> <ul style="list-style-type: none"> Kerry is required to report the taxable value and withhold taxes due via payroll. Some shares will be sold immediately after the vesting to cover the taxes due using appropriate tax rate (Sell-to-Cover). <p>Appropriate adjustment will be made via payroll if the tax funds collected via Sell-to-Cover does not match the actual taxes due.</p>	-
Dividend Reinvestment	✓	Self-Assessment	-	<p>Income tax is due on the value of dividends which are reinvested. Dividend income from foreign sources is included in a separate tax base and is taxed at a rate of 15%.</p> <p>As Kerry is an Irish incorporated company, it is mandatory under Irish tax law for the company to deduct Dividend Withholding Tax (DWT) of 25% to your dividend. Please note that as your dividend is settled as reinvested shares, this does not have a direct cash impact on you. You may be eligible for tax refund from Irish Revenue. Please refer to the detailed information available on Irish Revenue website. It is recommended you seek advice from your personal tax advisor should you wish to apply tax refund or tax credit</p>

Sell Your Shares	✓	Self-Assessment	-	<p>You are responsible for reporting any gains due via your personal tax return when you sell your shares acquired via OurShare, as capital gain tax may be due.</p> <p>There is no separate capital gains tax in the Czech Republic. Capital gains are subject to income tax at marginal rates but there is no capital gains tax on the sale of shares subject to certain conditions. More information is provided below.</p>
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Country Tax Notes – Czech Republic

Income Tax Rates

When you receive your matching share after the conclusion of the vesting period, this will be deemed a taxable benefit. Income tax and social security will apply to your matching share as per the tax rate that is applied to you through payroll.

Tax rates are as follows:

- 15% for income up to 36 times the average wage (CZK1,676,052 per year);
- 23% for income exceeding 36 times the average wage.

Social Security: Employee contribution rates calculated from the gross salary are 7.1% for social security and 4.5% for health insurance. The maximum annual cap for the assessment base for calculation of contributions into the social security system is 48 times the average monthly wage per year (i.e. CZK 2,234,736 for 2025). There is no cap for contribution for the health insurance.

Capital Gains Tax

Purchased Shares - Where you decide to sell the shares that have been purchased using your contributions through payroll, capital gains tax may apply on the increase in value since purchase. There is no separate capital gains tax in the Czech Republic. Capital gains are subject to income tax at marginal rates but there is no capital gains tax on the sale of shares if:

- the shares were held for at least 3 years; or
- the total gross income from the sales of all securities (turnover, not capital gain) is below CZK100,000 in one calendar year. From 1 January 2025, the maximum annual amount of capital gains income that can be tax exempt will be capped at CZK40million in each calendar year.

Matching Shares - Where you decide to sell the shares that you received as a match, capital gains tax may apply on the increase in value since vest. There is no separate capital gains tax in the Czech Republic. Capital gains are subject to income tax at marginal rates but there is no capital gains tax on the sale of shares if:

- the shares were held for at least 3 years; or

the total gross income from the sales of all securities (turnover, not capital gain) is below CZK100,000 in one calendar year. From 1 January 2025, the maximum annual amount of capital gains income that can be tax exempt will be capped at CZK40million in each calendar year.

Individual Tax Reporting

The Annual tax return is due for filing by 1 April of the following year. The deadline is extended to 1 July if a registered tax adviser is used and a filing, supported with a power of attorney appointing the tax adviser, is made prior to 1 April. An application for a further extension can be made to the tax authority prior to the expiry of the deadline.

Capital gains and dividends are reported on the same return. The return can be filed online only with an electronic signature or through the data box or bank identity.

Proceeds not subject to income tax (i.e. tax free sale of securities after 3 years from purchase) over CZK5million must be notified to the local Financial Office. The report must include all untaxed income (received) over CZK5million in one calendar year. The individual is required to report to the Financial Office in writing, by 1 April of the following calendar year or, by 1 July, if a tax adviser is used.

Together We Grow

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.

