



OurShare

 Own part of Kerry

Country Employee Tax Notes

United Kingdom



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 – United Kingdom

	Taxable event	Tax Treatment	Employer Action	Participant Action
Enrolment	✗	-	-	-
Monthly Contributions	✗	-	-	-
Purchase	✗	-	-	-
Matching Share Grant	✗	-	-	-
Holding Period	✗	-	-	-
Matching Share Vest	✓	Managed by Payroll	Income tax and National Insurance is due on the market value of the Matching Shares on the vesting date. • 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). • Appropriate adjustment will be made via payroll if the tax funds collected via Sell-to-Cover does not match the actual taxes due.	-
Dividend Reinvestment	✓	Self-Assessment	-	Income tax and National Insurance is due on the value of dividends which are reinvested. You are responsible for reporting any dividend income and payment of any tax due via your personal tax returns. In addition, 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% from your dividend before the dividend is reinvested into additional shares for you. You may be eligible for tax refund from Irish Revenue for this amount; for more information please refer to the 'Dividend Information Document' in the library on your EquatePlus portal. It is recommended you seek advice from your personal tax advisor should you wish to apply tax refund or tax credit.

Sell Your Shares	✓	Self-Assessment	-	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. The is subject to the available annual exemption and any available losses you might have from other transactions.
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Country Tax Notes – United Kingdom

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 National Insurance will apply to your matching share as per the tax rate that is applied to you through payroll. For your reference, the income tax bands and rates for 2025/26 tax year are as follows:

UK taxpayers subject to income tax in England, Wales and Northern Ireland:

- up to GBP12,570 per year: 0% (personal allowance);
- income between GBP12,571 to 50,270 per year: 20% (basic tax);
- income between GBP50,271 to 125,140 per year: 40% (higher rate);
- income over GBP125,140 per year: 45% (additional rate).

UK taxpayers subject to income tax in Scotland (a taxpayer will be subject to Scottish income tax if their main place of residence is in Scotland):

- up to GBP12,570 per year: 0% (personal allowance);
- income between GBP12,571 to 15,397 per year: 19% (starter rate);
- income between GBP14,733 to 27,491 per year: 20% (basic rate);
- income between GBP25,689 to 43,662 per year: 21% (intermediate rate);
- income between GBP43,663 to 125,140 per year: 42% (higher rate);
- income over GBP125,140: 47% (top rate).

All UK taxpayers whose income exceeds GBP100,000 in any tax year, will lose their personal allowance at the rate of GBP1.00 for every GBP2.00 over the GBP100,000 threshold, which increases their effective tax rate.

Employee social security (max rate): The rates for the 2025/26 tax year are:

- 8% for amounts between the weekly primary threshold (GBP242) and the upper earnings limit (GBP967 per week);
- 2% for amounts above the upper earnings limit.

Capital Gains Tax

Purchased Shares - Where you decide to sell the shares that have been purchased using your contributions through payroll, capital gains tax (CGT) may apply. CGT applies on any gain on the difference between the price that you sell the shares at the price that they were purchased at. This is subject to application of the annual exemption and any available losses. No National Insurance is applicable.

Matching Shares - Where you decide to sell the shares that you received as a match, capital gains tax (CGT) may apply. CGT applies on any gain on the difference between the price that you sell the shares at and the price that the matching share vested to you at. This is subject to application of the annual exemption and any available losses. No National Insurance is applicable.

Individual Tax Reporting

How to report the income via tax return?

For most UK taxpayers, tax is withheld at source on earnings and savings and no additional reporting is required. However income is reported by the individual if they are required to, or choose to, complete a self-assessment tax return. Where you have dividend income, this should be included in your return. Where you earn more than GBP100,000 in a tax year, you should file a return.

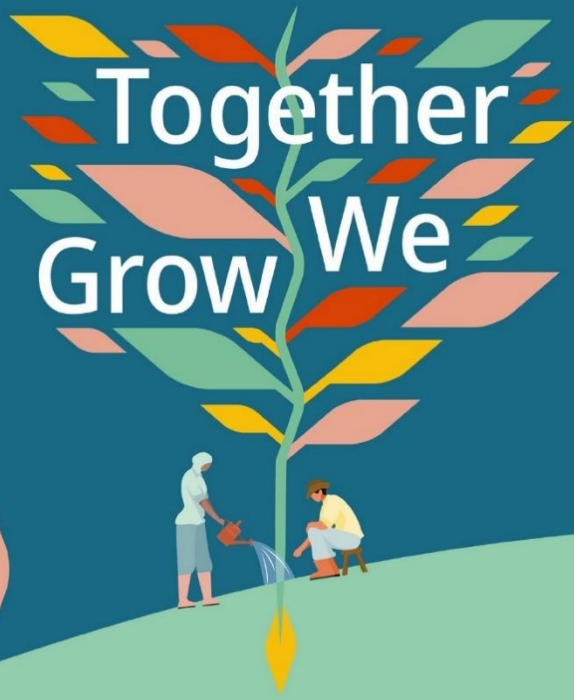
Forms and information can be accessed and downloaded on the HMRC website. the participant must register for Self Assessment by 5 October.

What's the reporting deadline?

The Self Assessment Tax Return must then be filed for online filing, by midnight on 31 January in the year following the tax year (ending 5 April).

How will the taxes be paid?

Any outstanding tax must be paid by midnight on 31 January, although there may be a second payment deadline of 31 July where advance payments are made.



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.