



OurShare

 Own part of Kerry

Country Employee Tax Notes

Greece



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 – Greece

	Taxable Event	Tax Treatment	Employer Action	Participant Action
Enrolment	✗	-	-	-
Monthly Contributions	✗	-	-	-
Purchase	✗	-	-	-
Matching Share Grant	✗	-	-	-
Holding Period	✗	-	-	-
Matching Share Vest	✓	Managed by Payroll	<p>Social security 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 withhold social security via payroll but you will need to pay taxes on the matching share via tax return. Some shares will be sold immediately after the vesting to cover the immediate social security due using appropriate rate (Sell-to-Cover). <p>Appropriate adjustment will be made via payroll if the funds collected via Sell-to-Cover does not match the actual taxes due.</p>	When you receive your matching share after the conclusion of the vesting period, this will be deemed a taxable benefit. Income tax will be due on this. This is reportable in your year-end tax return at progressive rates.
Dividend Reinvestment	✓	Self-Assessment	-	<p>Income tax is due on the value of dividends which are reinvested. Dividend income from foreign sources should be included in your tax return.</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	-	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.
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Country Tax Notes – Greece

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 progressive as follows:

Income (EUR)	Tax rate (%)
First 10,000	9
Next 10,000	22
Next 10,000	28
Next 10,000	36
Above 40,000	44

Social Security: The social security contributions will amount to 13.37% at the level of the employee. The monthly social security contribution cap for the primary social security fund (EFKA) is set at EUR 7,572.62.

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.

Additionally, a transfer tax, at a flat rate of 0.2%, is due on the sale of shares listed on the Athens stock exchange or on foreign stock exchanges. For shares listed on foreign stock exchanges, the transfer tax must be paid by the seller to their relevant tax office in Greece, within the first fortnight of the month after the shares were sold.

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.

Additionally, a transfer tax, at a flat rate of 0.2%, is due on the sale of shares listed on the Athens stock exchange or on foreign stock exchanges. For shares listed on foreign stock exchanges, the transfer tax must be paid by the seller to their relevant tax office in Greece, within the first fortnight of the month after the shares were sold.

Individual Tax Reporting

The Annual Tax Return (Form E-1) must be filed electronically. Income and capital gains are reported in the Annual Tax Return, with taxation taking place at the end of the tax year, if tax is due. The return is due approximately between 15 March and 15 July (the dates are published by the tax authority). If the taxpayer has income not subject to tax withholding at source, a tax prepayment is assessed by the tax authorities.

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.

