



OurShare

 Own part of Kerry

Country Employee Tax Notes

Sweden



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 – Sweden

	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 and 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 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	-	<p>Income tax is due on the value of dividends which are reinvested. Dividend income is taxed at a maximum rate of 30%.</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>Capital gains income are taxed at a maximum rate of 30%.</p>
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Country Tax Notes – Sweden

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.

Income tax rates are progressive up to a maximum rate of 55.3%.

Municipal income tax up to 35.30% (average tax rate of 32.41%) applies to all taxable income up to SEK625,800 and a national income tax of 20% applies to all income above that amount (in addition to the municipal income tax, creating a 55.30% maximum charge on this slice of income). The actual municipal rate will depend on the individual's municipal residence and income.

Lump-sum employment income payments are subject to tax withholding at progressive rates up to 54%. The transfer of shares under an Equity Plan award would be regarded as a 'lump-sum employment income payment' for these purposes.

Social Security: A pension fee of 7% of gross earned income, up to SEK 650,442 (i.e. a maximum fee of SEK 45,530), is payable by the employee, but the fee is normally fully tax creditable on the employee's tax return (i.e. the effective cost for the employee is normally nil).

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. Capital gains are taxed at a maximum rate of 30%.

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. Capital gains are taxed at a maximum rate of 30%.

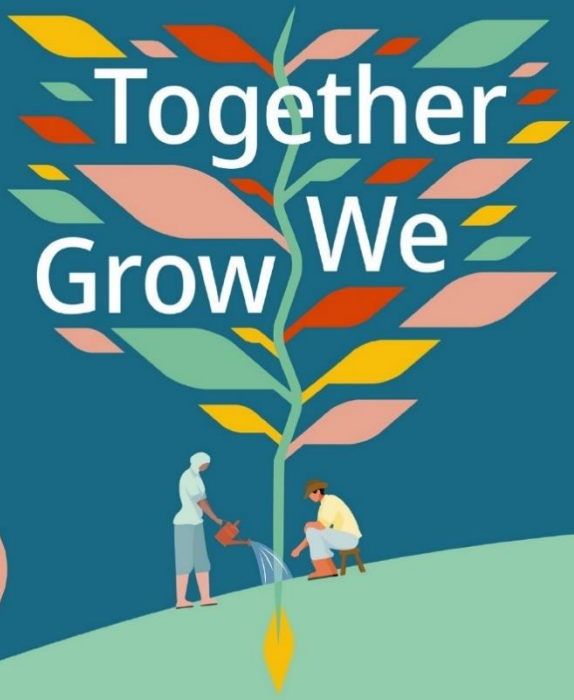
Individual Tax Reporting

An employee is required to file an annual tax return and this would cover reporting on income that has been withheld, paid and reported by the employer. The final tax to be paid by the employee is based on any other items on the annual return (including any allowable deductions) and whether the tax withheld by the employer is sufficient or not.

The return can be filed online. The individual tax return is sent out online (to individual online mailboxes).

Tax returns must be filed by 2 May.

The payment of any tax that has not been withheld by the employer is due by 12 February or 3 May in the year after the tax period, in order to avoid interest charges. Whether the payment deadline is 12 February or 3 May depends on the total amount of all taxes owed. Interest is charged after 12 February on the amount exceeding SEK30,000 and on the full amount after 3 May.



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.