



OurShare

 Own part of Kerry

Country Employee Tax Notes

Singapore



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 – Singapore

	Taxable event	Tax Treatment	Employer Action	Participant Action
Enrolment	✗	-	-	-
Monthly Contributions*	✗	-	-	-
Purchase	✗	-	-	-
Matching Share Grant	✗	-	-	-
Holding Period	✗	-	-	-
Matching Share Vest	✓	Self-Assessment	Kerry will report your share income to the tax authorities and provide you with a statement after the end of the tax year. Tax is not immediately due – it is reportable via your tax return.	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. The maximum rate is 24%.
Dividend Reinvestment	✗	-	-	Singapore does not impose a separate dividends tax. Foreign-sourced income (including foreign-sourced dividends) received by a Singapore resident individual in Singapore is exempt from tax
Sell Your Shares	✗	-	-	No capital gains tax on any capital gains, provided shares are held for long-term investment purposes and not for trading purposes. No social security is applicable. Gains made from the disposal of shares may be subject to income tax if the shares are held for trading purposes.

Country Tax Notes – Singapore

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 will apply to your matching share at progressive tax rates through your tax return.

Tax rates are progressive. The maximum tax rate applies to annual taxable income over SGD1,000,000. The max rate is 24%.

Capital Gains Tax

No capital gains tax is due on any capital gains, provided shares are held for long-term investment purposes and not for trading purposes. No social security is applicable. Gains made from the disposal of shares may be subject to income tax if the shares are held for trading purposes.

Individual Tax Reporting

How to report the income via tax return?

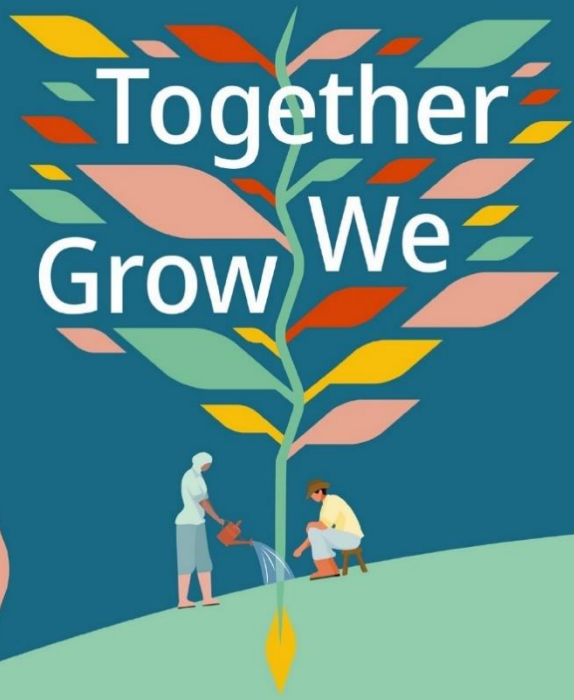
Any share related income, such as the matching shares, needs to be included in your annual tax return. There is no specific filing in relation to equity related incentives. The return is called the Annual Tax Return to the Inland Revenue Authority of Singapore (IRAS) (Form B1 and appendices). Most taxpayers file their tax return online through IRAS's e-services portal.

What's the reporting deadline?

Reporting deadline: The filing deadline is 15 April of the following year. (18 April if filed electronically).

How will the taxes be paid?

Payment of tax: any income tax is due within one month after service of the Notice of Assessment issued by IRAS.



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.