



OurShare

 Own part of Kerry

Country Employee Tax Notes

Tanzania



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 – Tanzania

	Taxable Event	Tax Treatment	Employer Action	Participant Action
Enrolment	✗	-	-	-
Monthly Contributions	✗	-	-	-
Purchase	✗	-	-	-
Matching Share Grant	✗	-	-	-
Holding Period	✗	-	-	-
Matching Share Vest	✗	-	There is no tax due on the receipt of the matching shares.	-
Dividend Reinvestment	✓	Self-Assessment	-	<p>Dividends are treated as investment income and subject to tax at a maximum rate of 10%. You are responsible for reporting any dividend income and payment of any tax due via your personal tax returns.</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>Gains received by resident individuals from the sale of shares in non-resident companies are treated as investment income with a foreign source, to be included in income and taxed at progressive rates (up to 30%)</p>

Country Tax Notes – Tanzania

Income Tax Rates

Tax rates are progressive, with a top rate of 30%. The bands depend on whether the employee is resident in mainland Tanzania or in Zanzibar.

Taxable income (TZS) - Monthly		Tax on Column 1 (TZS)	Tax on Excess (%)
Over (column 1)	Not Over		
-	270,000	-	0
270,000	520,000	-	8
520,000	760,000	20,000	20
760,000	1,000,000	68,000	25
1,000,000	and above	128,000	30

Capital Gains Tax

Purchased Shares - - Capital gains tax may apply on the increase in value since purchase. Gains received by resident individuals from the sale of shares in non-resident companies are treated as investment income with a foreign source, to be included in income and taxed at progressive rates (up to 30%)

Matching Shares - - Capital gains tax may apply on the increase in value since vesting. Gains received by resident individuals from the sale of shares in non-resident companies are treated as investment income with a foreign source, to be included in income and taxed at progressive rates (up to 30%)

Individual Tax Reporting

Employees should file a tax return and report any dividends and capital gains through a separate return. Forms and information can be accessed through the Inland Revenue Department (IRD).

Reporting Deadline

The tax year runs from 1 April to 31 March. Individual Tax Returns are usually issued in early May of each year and must be lodged within 1 month (2 months if filing electronically) from the date of issue unless an extension request is submitted and approved by the IRD. If the individual does not receive the required tax return form, they must notify the IRD in writing about their assessable income within four months of the end of the tax year (i.e. by 31 July).

How will the taxes be paid?

Tax will normally be paid in two instalments between January and April of the following year. The dates are notified by the Commissioner of Inland Revenue in an assessment notice. Estimated (provisional) tax payments are made during the current year.

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.

