



OurShare

 Own part of Kerry

Country Employee Tax Notes

South Africa

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INingizimu Afrika



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.

Amanothi Entela Esisebenzi afinyeza ukusingathwa kwentela kanye nezibopho zomuntu ezihlobene nentela zamasheya atholwe ngaphansi koHlelo lwe-OurShare lwe-Kerry.

Lesi sifinyezo esokuqondisa kuphela. **Intela yakho ixhomeke ezimweni zakho. Kunconyelwa ukuba ukhulume nommeleli wakho wentela ukuze uqinisekise isimo sakho sentela.**

Imininingwane ekule dokhumenti isekelwe emthethweni nasezinqubweni zentela ezisebenzayo kusukela ngoJulayi 2025 futhi ingase ishintshe.

Country Tax Notes – South Africa

	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>A foreign dividend will be subject to South African Dividends Tax (i.e. withholding tax) of 20%. This should also be reported in your Annual 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. Capital gains are taxed at a maximum rate of 18%.
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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 payroll.

Income tax rates are progressive as follow:

Income (ZAR)	Tax on column 1 (ZAR)	Tax on excess (%)
0 to 237,100	0	18
237,101 to 370,500	42,678	26
370,501 to 512,800	77,362	31
512,801 to 673,000	121,475	36
673,001 to 857,900	179,147	39
857,901 to 1,817,000	251,258	41
1,817,001 and above	644,489	45

Employee social security:

Employees are obligated to make contributions to an unemployment insurance fund at the rate of 1% of gross remuneration. The employee's contribution is withheld by the employer. However, the contributions are limited to a remuneration of ZAR 212,544 *per annum* per employee.

Capital Gains Tax

Purchased Shares - Capital gains tax may apply on the increase in value since purchase. Capital gains derived from the sale of shares are subject to tax at a maximum rate of 18%. Only 40% of the capital gain (after deducting an exempted amount of ZAR40,000 per year) is taxed. This amount is then taxed at progressive rates, meaning the maximum effective rate is 18%.

Matching Shares - Capital gains tax may apply on the increase in value since vest. Capital gains derived from the sale of shares are subject to tax at a maximum rate of 18%. Only 40% of the capital gain (after deducting an exempted amount of ZAR40,000 per year) is taxed. This amount is then taxed at progressive rates, meaning the maximum effective rate is 18%.

Individual Tax Reporting

Employees are required to file a tax return. Capital gains and dividends are reported in the Annual Tax Return

The return can be filed online by the employee registering for e-filing on the website [here](#).

What's the reporting deadline?

The tax year runs from 1 March to 28 February. The Annual Tax Return must be filed by the end of November each year (if filed electronically).

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	Isenzo Esikhokhiswa Intelu	Ukusingathwa Kwentela	Isenzo Somqashi	Isenzo Sombambiqhaza
Ukubhaliswa	✘	-	-	-
Imali Ethathwa Yanyanga Zonke	✘	-	-	-
Ukuthenga	✘	-	-	-
Isibonelelo Sesheya Elinikeziwe	✘	-	-	-
Inkathi Yokubamba	✘	-	-	-
Ukuba Umnikazi Wesheya Elinikeziwe	✓	Kulawulwa nge-Payroll	<p>Intelu yemali engenayo kanye nesibonelelo somphakathi kufuneka enanini lemakethe Lamasheya Anikeziwe ngosuku lokuthola ubunikazi.</p> <ul style="list-style-type: none"> I-Kerry kudingeka ibike inani lentela elidonswayo kanye nezintela ezibanjwayo ezifunekayo nge-payroll. Amasheya athile azothengiswa ngokushesha ngemva kokuthola ubunikazi ukuze kukhokhelwe izintela ezifunekayo kusetshenziswa isilinganiso sentela esifanele (Ukuthengisa ukuze Ukhokhe). Ukulungisa okufanele kuzokwenziwa nge-payroll uma izimali zentela eziqoqwe Ngokuthengisa ukuze Ukhokhe zingafani nezintela zangempela ezifunekayo. 	-
Ukutshala Kabusha Inzuzo Ekhokhelwa Abaninimasheya	✓	Ukuzihlola	-	<p>Inzuzo yakwelinye izwe ekhokhelwa abaninimasheya izowela ngaphansi Kwentela Yenzuzo Yabaninimasheya YaseNingizimu Afrika (okungukuthi ukubamba intela) engamaphesenti angama-20. Lokhu kufanele kubikwe Nasembikweni Wakho Wentela Yonyaka.</p> <p>Njengoba i-Kerry iyinkampani ezimele yase-Ireland, kuyimfuneko ngaphansi komthetho wentela wase-Ireland ukuba inkampani idonse Intelu Ebanjwayo Yenzuzo Yabaninimasheya (DWT) engamaphesenti angama-25% enzuzweni yakho yabaninimasheya. Sicela uqaphele ukuthi njengoba inzuzo oyitholayo yabaninimasheya ikhokhelwa</p>

				<p>njengamasheya atshalwa kabusha, lokhu akubi nomthelela oqondile kuwe ngokwezimali. Ungase ufanelekele imali yentela ebuyiswayo evela ku-Irish Revenue. Sicela uhlole imininingwane eningiliziwe etholakala ewebhusayithini ye-Irish Revenue. Kunconyelwa ukuba ufune iseluleko esivela kumeluleki wakho wentela yomuntu uma ufisa ukusebenzisa ukufaka isicelo semali yentela ebuyiswayo noma ikhredithi yentela.</p>
<p>Thengisa Amasheya Akho</p>	✓	Ukuzihlola	-	<p>Unesibopho sokubika noma iyiphi inzuzo oyithole emalini yentela ebuyiswayo yemali engenile lapho uthengisa amasheya atholwe nge-OurShare, njengentela yemali ezuziwe engase idingeke. Imali ezuziwe ikhokhiswa intela ngesilinganiso esiphakeme samaphesenti ayi-18.</p>

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Izilinganiso Zentela Engenayo

Lapho uthola isheya enikeziwe ngemva kokuphuthulwa kwenkathi yokunikezwa ubunikazi, lokhu kuzobhekwa njengenzuzo engakhokhiswa intela. Intela engenayo izosebenza kusheya yakho enikeziwe ngezilinganiso eziqhubekayo zentela nge-payroll.

Izilinganiso zentela yemali engenayo ziqhubeka ngendlela elandelayo:

Imali engenayo (ZAR)	Intela ekholomini 1 (ZAR)	Intela yokwengeziwe (%)
0 kuya kwayizi-237,100	0	18
237,101 kuya kwayizi-370,500	42,678	26
370,501 kuya kwayizi-512,800	77,362	31
512,801 kuya kwayizi-673,000	121,475	36
673,001 kuya kwayizi-857,900	179,147	39
857,901 kuya kwayisi-1,817,000	251,258	41
1,817,001 nangaphezulu	644,489	45

Izinzuzo zomphakathi zesisebenzi:

Izisebenzi zinomthwalo wokufaka imali esikhwameni somshwalense wokungasebenzi ngesilinganiso esiyiphesenti elilodwa leholo eliphelele. Imali yesisebenzi ibanjwa umqashi. Nokho, izimali ezifakwayo zikhawulelwe eholweni elingamaRandi ayizi-212,544 *ngonyaka* isisebenzi ngasinye.

Intela Yemali Ezuziwe

Amasheya Athengiwe - Intela yemali ezuziwe ingase isebenze ekwandeni kwenani kusukela ekuthengeni. Imali ezuziwe etholwe ekuthengisweni kwamasheya idonswa intela ngesilinganiso esiphezulu esingamaphesenti ayi-18. Amaphesenti angama-40 emali ezuziwe kuphela (ngemva kokudonswa kwenani elikhululiwe elingamaRandi ayizi-40,000 ngonyaka) okudonswa kuyo intela. Kuzobe sekudonswa intela kuleli nani ngezilinganiso eziqhubekayo, okusho ukuthi isilinganiso esiphezulu esisebenzayo esingamaphesenti ayi-18.

Amasheya Anikeziwe - Intela yemali ezuziwe ingase isebenze ekwandeni kwenani kusukela uthole ubunikazi. Imali ezuziwe etholwa ekuthengisweni kwamasheya izodonswa intela eyisilinganiso esiphezulu esingamaphesenti ayi-18. Amaphesenti angama-40 emali ezuziwe kuphela (ngemva kokudonswa kwenani elikhululiwe elingamaRandi ayizi-40,000 ngonyaka) okudonswa kuyo intela. Kuzobe sekudonswa intela kuleli nani ngezilinganiso eziqhubekayo, okusho ukuthi isilinganiso esiphezulu esisebenzayo esingamaphesenti ayi-18.

Ukubika Intela Yomuntu Ngamunye

Izisebenzi kudingeka zithumele intela yemali engenile. Imali ezuziwe kanye kanye nenzuzo ekhokhelwa abaninimasheya Embikweni Wentela Yonyaka

Intela yemali engenile ingathunyelwa ku-inthanethi yisisebenzi esibhalisele indlela yokuthumela nge-inthanethi ewebhusayithini [lana](#).

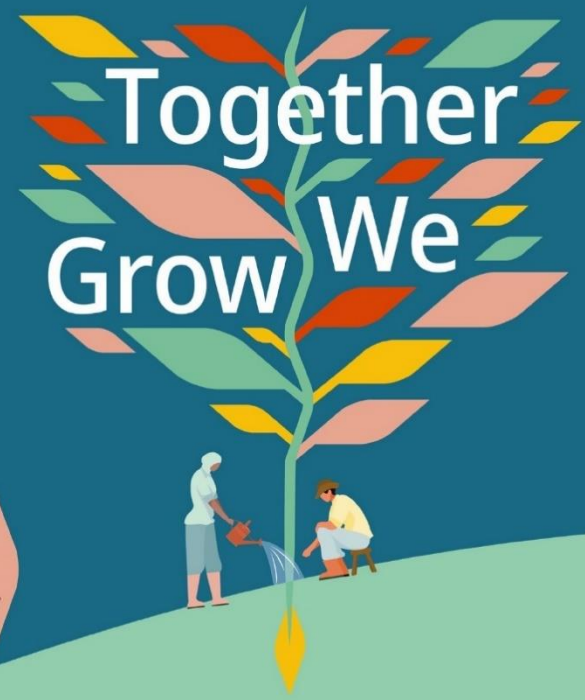
Kuphelelwa nini ukubika?

Unyaka wentela uqala ngomhla ka-1 Mashi uphele ngomhla ka-28 Febhuwari. Umbiko Wentela Yonyaka kumelwe uthunyelwe ngasekupheleni kukaNovemba unyaka ngamunye (uma uthunyelwa ngezobuchwepheshe).



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.



Sicela uqaphele:

1. Alikho ilungu le-Kerry Group plc nanoma yiziphi izikhulu zayo, izisebenzi, amaxusa noma abameleli bayo abakunikeza noma yisiphi iseluleko sokutshala izimali, sentela noma esinye iseluleko esihlobene ne-OurShare.
2. Ukuthi uyalibamba yini iqhaza noma cha ku-OurShare kuyisinqumo ozenzela sona esingekke sibe nomthelela ebudlelwaneni bakho bokuqashwa.
3. Inani lamasheya ase-Kerry kanye nanoma yikuphi ukutshalwa kwezimali okwenzayo kungehla kuphinde kukhuphuke. Ukusebenza kwentengo yamasheya kwenkathi edlule akuqinisekisi ukusebenza kwentengo yesheya esikhathini esizayo.
4. Inani lamasheya owathola inyanga ngayinye usebenzisa imali yakho oyifakayo lizohluka kuye ngentengo yesheya kanye nesilinganiso sokushintsha ngesikhathi sokuthenga.
5. Izilinganiso zoshintsho zingashintsha. Uyamukela ukuthi i-Kerry Group plc kanye nanoma yiziphi ezinye izikhulu zayo, izisebenzi, amaxusa noma abameleli bazoba nesibopho sanoma yikuphi ukulahlekelwa okubangelwe iminyakazo yesilinganiso soshintsho kanye/noma ngenxa yokubambezeleka kokuthola ukuthenga noma ukudluliselwa kwamashya angaqinisekisiwe.
6. Imininingwane ehlinzekwe ngokuphathelele nokubamba kwakho iqhaza ku-OurShare kusebenza njengesiqondiso kuphela futhi akuqondene nesimo sakho. Uma ungaqiniseki ngokuthi ujoyine yini noma cha, kufanele ucele iseluleko sikangoti wezimali ozimele. I-Kerry Group plc kanye nanoma yiziphi izikhulu zayo, izisebenzi, amaxusa noma abameleli ngeke babe necala lanoma yisiphi isenzo esenziwe ngenxa yemininingwane enikeziwe.
7. Ukubamba kwakho iqhaza ku-OurShare kuxhomeke eMithethweni Yohlelo, Isivumelwano Somklomelo kanye nanoma yimaphi amanye amadokhumenti ahlanganiswe ngereferensi, angatholwa kuhabhu ye-OurShare. Kuzo zonke izimo, kuhlenganise ukuphambana kwemininingwane enikezwe kule webhusayithi kanye nokunye ukuxhumana okwenziwe ngokuphathelele ne-OurShare, bese iMithetho Yohlelo, Isivumelwano Somklomelo kanye nanoma yimaphi amanye amadokhumenti ahlanganiswe ngereferensi, azophumelela.
8. Ngezinye izikhathi, ezinye izisebenzi zingase zazi imininingwane engakabi semphakathini, kodwa zingase zithinte intengo yethu yamasheya (ngokwesibonelo, imiphumelo ezayo yezimali yokuphela konyaka). Uma lokhu kusebenza kuwe, kungase kuthinte ukukwazi kwakho ukuthengisa amashya e-Kerry. Ungase uthintwe yi-Kerry Group plc uma lokhu kusebenza kuwe. Bheka Ukusebenza kwethu eNqubomgomweni Yezokuphepha ukuze uthole imininingwane eyengeziwe.