KERRY

Cash Plan Brochure

OurShare

Share in our success

Explore

Introducing Kerry's **OurShare (Cash Plan)**

You asked, we listened.

We asked you how we can become more inclusive, where everyone feels valued, rewarded and recognised for their role in our journey. You said you'd like more recognition, and to feel more connected to our shared values.

So, we created OurShare. It's our way of rewarding you and connecting you to our vision, values and purpose.

Local regulations in your country means that we are restricted from delivering your award in the form of actual shares to you. So instead, we will award you Share Equivalents which have the same value as actual shares. The difference is that you will be paid the cash value of your Share Equivalents, instead of receiving actual shares.

It's an opportunity for you to share in our future success, just in a slightly different way!

Here's how it works

- You contribute a monthly amount (between €10 and €200, or the equivalent in your local currency), which payroll take from your net pay.
- You will receive Purchased Share Equivalents in return for your contributions each month using the Kerry share price as a reference.
- For every three Purchased Share Equivalents you receive, we'll give you one extra Share Equivalent. These are called Matching Share Equivalents.
- If you keep your Purchased Share Equivalents for two years, your Matching Share Equivalents will unlock, and the total value of your Share Equivalents (including Dividend Share Equivalents) will be paid to you, through your local payroll (minus any applicable tax).

Who can join OurShare?

OurShare is for all Kerry colleagues – whether you're full time or part time. You can join it if:

- You've been a Kerry employee for at least one month before the enrolment period opens, and
- You're 18 years old or over.

Your handy timevine

OurShare runs on a two-year cycle (24 months). You'll be able to join when the enrolment window opens in September.

1
Start: September
Join...
and begin your OurShare journey

2
October - September
(months 1-12)
Contribute...
between €10 and €200 (or equivalent in your local currency) a month for 12 months from your net pay (after tax)

3
November - October
(months 2-13)
Purchase...
your contributions are shown in EquatePlus as Purchased Share Equivalents, based on the Kerry share price

4
October - September
(months 1-24)
Hold...
onto your Purchased Share Equivalents for 2 years to unlock extra Share Equivalents

5
End: October
Unlock...
the value of your Share Equivalents, which is paid to you minus any applicable tax

Let's see how the plan could work with some example numbers! They're simply for illustrative purposes as share prices vary over time, but they give a useful summary of the plan in action. Meet Alex!

Alex joins OurShare (Cash Plan) and decides to contribute €40 a month. Over one year, that's €480.

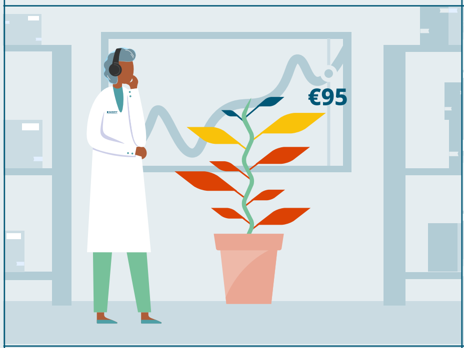
Let's say Kerry's share price stays at €80* per share for the year.

At the end of the year, Alex has received 6 Purchased Share Equivalents in exchange for his contributions. €480 ÷ €80 = 6 Purchased Share Equivalents.

We give Alex 1 extra Matching Share Equivalent for every 3 Purchased Share Equivalents he received. 6 Purchased Share Equivalents ÷ 3 = 2 extra Matching Share Equivalents.

In total, Alex now has 8 Share Equivalents, plus any Dividend Share Equivalents added when Kerry pay dividends.

After two years, Alex's Matching Share Equivalents unlock.



Let's assume by this time, Kerry's share price has grown to €95*.

Alex's Share Equivalents are now worth €760 (8 Share Equivalents x €95). This is a gain of €280 (€760 value - €480 contributions) plus the value of any Dividend Share Equivalents.

€760 minus any applicable tax is then paid to Alex, via payroll.

***Please note** that figures shown are illustrative only. Actual values may vary depending on Kerry share price movements, exchange rates, tax and conditions. Kerry share prices can go down as well as up. Eligible proceeds will be paid in cash less any applicable tax.

Still have questions?

We hope you're as excited about OurShare as we are! If you have a question that hasn't been answered here, visit the OurShare Hub or contact the OurShare Team at ourshare@kerry.com.