Kingfisher Employee Tax Guide

The 1 + 1 Sharing in Our Future Plan
Employee Tax Information - Ireland

When you participate in the 1 + 1 Sharing in Our Future Plan there are tax consequences. The purpose of this note is to provide you with some information about the tax position in the country in which you work.

Your Purchased Shares

Whilst it is very important that you read all the details below, you will not have to take any actions in respect of the taxation of your Purchased Shares unless you:

- typically submit a tax return each year, in which case you should include details of the acquisition in the 'capital gains tax' section of Revenue's Online System (ROS) or the similar section in PAYE Anytime. If you do not file a tax return, there is no requirement to do anything until you sell your shares (see below).
- sell your shares, in which case you will be expected to report details of the sale and any profit/gain which may have arisen.

Date	Action	Any tax consequences for you?
By 20 November 2020	Joining the Plan	**No**
January 2021 to June 2021	Payroll deductions made	**No** Deductions are made from your after tax (net) pay.
July 2021	Buying your Purchased Shares	**Yes, possibly** If you typically submit a return each year, you should include details of the acquisition in the 'capital gains tax' section of Revenue's Online System (ROS) for self-assessed individuals, or the similar section in PAYE Anytime for PAYE workers. If you do not file a tax return, there is no requirement to do anything until you sell your shares, although you should keep the acquisition cost of the shares for your records, which will help in calculating any profit/gain when sold.
Anytime	Selling your Purchased Shares	**Yes** When you sell your Purchased Shares, you may be required to pay Capital Gains Tax ("CGT") in the tax year of sale. Whether you need to pay CGT depends on how much any gain is. If your total capital gains for the tax year (i.e. including any taxable gains on others shares or assets) are less than EUR 1,270 (for the 2022 tax year) then you do not need to pay any CGT. The gain on the sale of your Purchased Shares is the sale proceeds you receive less any commission/fees and the amount you originally paid for your Purchased Shares. You should convert the GBP sale proceeds and commission/fees you pay into EUR based on an exchange rate for the date of sale, and convert the amount you paid for your Purchased Shares into EUR based on an exchange rate for the date of purchase. If you sell your Purchased Shares and make a gain in excess of EUR 1,270 (including gains across all taxable shares and assets which you dispose of) from 1 January to 30 November of a tax year, then you are required to pay the tax due by 15 December of that tax year. If you sell your Purchased Shares in December of a tax-year, then the tax due should be settled by the end of the following January. To pay the tax due, you should login to the Irish Revenue website, choose the relevant 'tax head' (i.e. CGT in this instance), select the period (i.e. January to November, or December) and make a payment.

		If you sell your Purchased Shares and make a gain, even if your total gains are less than EUR 1,270, then you will be required to report this through filing a tax return online. If you don’t usually have to submit a tax return, then you can instead report via Form CG1. Reporting is due by 31 October of the year after the tax year in which you sell your Purchased Shares. Any CGT which you have already paid via the Irish Revenue website will be offset against the CGT which is calculated as being payable when you file.

Your Matching Shares

Whilst it is very important that you read all the details below, in overview it is unlikely that you will have to take any actions in respect of the taxation of your Matching Shares unless you:

- typically submit a return each year, you should include details of the acquisition in the ‘capital gains tax’ section of Revenue’s Online System (ROS) or the similar section in PAYE Anytime. If you do not file a tax return, there is no requirement to do anything until you sell your shares (see below).
- sell your shares, in which case you will be expected to report details of the sale and any profit/gain which may have arisen.

Date	Action	Any tax consequences for you?
July 2021	Award of Matching Shares	**No** No tax is due when you are awarded your Matching Shares.
July 2022	Ownership of Matching Shares transferred to you	**Yes** You will be subject to income tax, Universal Social Charge (“USC”) and Pay Related Social Insurance (“PRSI”) at your marginal rates on the market value of your Matching Shares when ownership of them transfers to you in July 2022. Your employer is required to withhold the income tax, USC and PRSI due via payroll. To do this, Kingfisher will sell enough of your Matching Shares at vesting to cover the taxes due. We’ll then process the amounts through payroll and make any small adjustments to ensure you have paid the right amount of tax. We will then pay the taxes to the tax authorities on your behalf so that you should not have to take any action. As the taxes due will be paid on your behalf via payroll, there is no further action to be taken in respect of the income tax issues arising from the acquisition of Matching Shares. If you typically submit a return each year, you should include details of the acquisition in the ‘capital gains tax’ section of Revenue’s Online System (ROS – for self-assessed tax payers) or the similar section in PAYE Anytime (for PAYE workers). If you do not file a tax return, there is no requirement to do anything until you sell your shares, although you should keep the acquisition cost of the shares for your records, which will help in calculating any profit/gain when sold.
After July 2022	Selling your Matching Shares	**Yes** When you sell your Matching Shares, you may be required to pay Capital Gains Tax (“CGT”) in the tax year of sale. Whether you need to pay CGT depends on how much any gain (or profit) is. If your total capital gains for the tax year (i.e. including any taxable gains on others shares or assets) are less than EUR 1,270 (for the 2022 tax year) then you do not need to pay any CGT. The gain on the sale of your Matching Shares is the sale proceeds you receive less any commission/fees and the amount on which you were originally taxed in respect of your Matching Shares. You should convert the GBP sale proceeds and commission/fees you pay into EUR based on an exchange rate for the date of sale, and use the EUR amount you were originally taxed on through payroll in respect of your Matching Shares. If you sell your Matching Shares and make a gain in excess of EUR 1,270 (including gains across all taxable shares and assets which you dispose of) from 1 January to 30 November of a tax year, then you are required to pay the tax due by 15 December of that tax year. If you sell your Matching Shares in December of a tax year, then the tax due should be settled by the end of the following January. To pay the tax due, you should login to the Irish Revenue website, choose the relevant ‘tax head’ (i.e. CGT in this instance), select the period (i.e. January to November, or December) and make a payment. If you sell your Matching Shares and make a gain, even if your total gains are less than EUR 1,270, then you will be required to report this through filing a tax return online. If you don’t usually have to submit a tax return, then you can instead report via this gain Form

		CG1. Reporting is due by 31 October of the year after the tax year in which you sell your Matching Shares. Any CGT which you have already paid via the Irish Revenue website will be offset against the CGT which is calculated as being payable when you file.

Your Dividend Purchased Shares

Whilst it is very important that you read all the details below, in overview it is likely that you will have to take any action in respect of the payment of tax on dividends you receive. You may also have to take action if you:

- typically submit a return each year, you should include details of the acquisition in the 'capital gains tax' section of Revenue's Online System (ROS) or the similar section in PAYE Anytime. If you do not file a tax return, there is no requirement to do anything until you sell your shares (see below).

- sell your shares, in which case you will be expected to report details of the sale and any profit/gain which may have arisen.

Date	Action	Any tax consequences for you?
Between July 2021 and July 2022	Award of Dividend Purchased Shares	**Yes** The value of dividends which are reinvested into Dividend Purchased Shares will be subject to income tax, Universal Social Charge ("USC") and Pay Related Social Insurance ("PRSI") at the point of reinvestment. You may choose to include details of the value of dividends which are reinvested into Dividend Purchased Shares on your Revenue Payroll Notification ("RPN"). You can do this on the Irish Revenue website, or by calling the Irish Revenue. If you include details of the dividends on your RPN then the taxes due will be collected via payroll by your employer. The value of the dividends reinvested into Dividend Purchased Shares should be converted from GBP into EUR using an exchange rate for the date of reinvestment. If you include the value of your dividends on your RPN then you will not be required to file a tax return a tax return unless you are otherwise required or need to file one. If you do not include the value of your dividends on your RPN then you will need to report these through the filing of a tax return and pay any liability owing (the due date of which is typically on or before mid-November following the end of the tax year, assuming you pay and file online). If you typically submit a return each year, you should include details of the acquisition of any Dividend Purchased Shares in the 'capital gains tax' section of Revenue's Online System (ROS – for self-assessed tax payers) or the similar section in PAYE Anytime (for PAYE workers). If you do not file a tax return, there is no requirement to do anything until you sell your shares, although you should keep the acquisition cost of the shares for your records, which will help in calculating any profit/gain when sold.
After July 2022	Future dividend payments	**Yes** Dividends received in cash after July 2022 are subject to income tax, USC and PRSI at the point the dividend is paid to you. You may choose to include details of the value of dividends which are paid in cash on your Revenue Payroll Notification ("RPN"). You can do this on the Irish Revenue website, or by calling the Irish Revenue. If you include details of the dividends on your RPN then the taxes due will be collected via payroll by your employer. The value of the dividends received in cash should be converted from GBP into EUR using an exchange rate for the date of payment. If you include the value of your dividends on your RPN then you will not be required to file a tax return a tax return unless you are otherwise required or need to file one. If you do not include the value of your dividends on your RPN then you will need to report these through the filing of a tax return and pay any liability owing (the due date of which is typically on or before mid-November following the end of the tax year, assuming you pay and file online).
Anytime	Sale of Dividend Purchased Shares	**Yes** When you sell your Dividend Purchased Shares, you may be required to pay Capital Gains Tax ("CGT") in the tax year of sale. Whether you need to pay CGT depends on how much any gain (or profit) is. If your total capital gains for the tax year (i.e. including any taxable

		gains on others shares or assets) are less than EUR 1,270 (for the 2022 tax year) then you do not need to pay any CGT. The gain on the sale of your Dividend Purchased Shares is the sale proceeds you receive less any commission/fees and less the dividend amount on which you paid tax in respect of your Dividend Purchased Shares. You should convert the GBP sale proceeds and commission/fees you pay into EUR based on an exchange rate for the date of sale, and use the EUR amount you were originally taxed on in respect of the dividend amount in respect of your Dividend Purchased Shares. If you sell your Dividend Purchased Shares and make a gain in excess of EUR 1,270 (including gains across all taxable shares and assets which you dispose of) from 1 January to 30 November of a tax year, then you are required to pay the tax due by 15 December of that tax year. If you sell your Dividend Purchased Shares in December of a tax-year, then the tax due should be settled by the end of the following January. To pay the tax due, you should login to the Irish Revenue website, choose the relevant 'tax head' (i.e. CGT in this instance), select the period (i.e. January to November, or December) and make a payment. If you sell your Dividend Purchased Shares and make a gain, even if your total gains are less than EUR 1,270, then you will be required to report this through filing a tax return online. If you don't usually have to submit a tax return, then you can instead report via this gain Form CG1. Reporting is due by 31 October of the year after the tax year in which you sell your Matching Shares. Any CGT which you have already paid via the Irish Revenue website will be offset against the CGT which is calculated as being payable when you file.

Your Dividend Matching Shares

Whilst it is very important that you read all the details below, in overview it is unlikely that you will have to take any actions in respect of the taxation of your Dividend Matching Shares unless you:

- typically submit a return each year, you should include details of the acquisition in the 'capital gains tax' section of Revenue's Online System (ROS) or the similar section in PAYE Anytime. If you do not file a tax return, there is no requirement to do anything until you sell your shares (see below).
- sell your shares, in which case you will be expected to report details of the sale and any profit/gain which may have arisen.

Between July 2021 and July 2022	Award of Dividend Matching Shares	**No** No tax is due when you are awarded your Dividend Matching Shares.

July 2022	Ownership of Dividend Matching Shares transferred to you	**Yes** You will be subject to income tax, Universal Social Charge ("USC") and Pay Related Social Insurance ("PRSI") at your marginal rates on the market value of your Dividend Matching Shares when ownership of them transfers to you in July 2022. Your employer is required to withhold the income tax, USC and PRSI due via payroll. To do this, Kingfisher will sell enough of your Dividend Matching Shares at vesting to cover the taxes due. We'll then process the amounts through payroll and make any small adjustments to ensure you have paid the right amount of tax. We will then pay the taxes to the tax authorities on your behalf so that you should not have to take any action. As the taxes due will be paid on your behalf via payroll, there is no further action to be taken in respect of the income tax issues arising from the acquisition of Dividend Matching Shares. If you typically submit a return each year, you should include details of the acquisition in the 'capital gains tax' section of Revenue's Online System (ROS – for self-assessed tax-payers) or the similar section in PAYE Anytime (for PAYE workers). If you do not file a tax return, there is no requirement to do anything until you sell your shares, although you should keep the acquisition cost of the shares for your records, which will help in calculating any profit/gain when sold.

After July 2022	Selling your Dividend Matching Shares	**Yes** When you sell your Dividend Matching Shares, you may be required to pay Capital Gains Tax ("CGT") in the tax year of sale. Whether you need to pay CGT depends on how much any gain (or profit) is. If your total capital gains for the tax year (i.e. including any taxable gains on others shares or assets) are less than EUR 1,270 (for the 2022 tax year) then you do not need to pay any CGT. The gain on the sale of your Dividend Matching Shares is the sale proceeds you receive less any commission/fees and the amount on which you were originally taxed in respect of your Dividend Matching Shares. You should convert the GBP sale proceeds and commission/fees you pay into EUR based on an exchange rate for the date of sale, and use the EUR amount you were originally taxed on through payroll in respect of your Dividend Matching Shares. If you sell your Dividend Matching Shares and make a gain in excess of EUR 1,270 (including gains across all taxable shares and assets which you dispose of) from 1 January to 30 November of a tax year, then you are required to pay the tax due by 15 December of that tax year. If you sell your Dividend Matching Shares in December of a tax-year, then the tax due should be settled by the end of the following January. To pay the tax due, you should login to the Irish Revenue website, choose the relevant 'tax head' (i.e. CGT in this instance), select the period (i.e. January to November, or December) and make a payment. If you sell your Dividend Matching Shares and make a gain, even if your total gains are less than EUR 1,270, then you will be required to report this through filing a tax return online. If you don't usually have to submit a tax return, then you can instead report via this gain Form

		CG1. Reporting is due by 31 October of the year after the tax year in which you sell your Dividend Matching Shares. Any CGT which you have already paid via the Irish Revenue website will be offset against the CGT which is calculated as being payable when you file.

Important information
The information in this document assumes that you remain employed by Kingfisher and that you are resident and domiciled in the UK for taxation purposes during the period of your award under the Plan. If you are an internationally mobile employee and/or have transferred countries in this period, you may be subject to tax in more than one country and you may have reporting obligations in more than one country. Further details regarding the treatment for leavers will be provided at the relevant time. The information in this document is based on prevailing tax law and practice as at May 2022 and may be subject to change. Your taxation depends on your personal circumstances. Accordingly, you should seek your own tax advice if you are in any doubt about your own tax position.