Kingfisher Employee Tax Guide

The 1 + 1 Sharing in Our Future Plan
Employee Tax Information – Jersey

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, in overview it is unlikely that you will have to take any actions in respect of the taxation of your Purchased Shares.

Date	Action	Any tax consequences for you?
By 20 January 2021	Joining the Plan	**No**
March 2021 to June 2021	Payroll deductions made	**No** Deductions are made from your pay that has already been taxed.
July 2021	Buying your Purchased Shares	**No** Your shares are purchased at their full market value.
Anytime	Selling your Purchased Shares	**No** There is no capital gains tax in Jersey.

Your Mirror Matching Shares

It is very important that you read all the details below. In overview it is likely that you will have to take action in respect of the taxation of your Mirror Matching Shares unless your income is low enough to be exempt from tax.

Date	Action	Any tax consequences for you?
July 2021	Award of Mirror Matching Shares	**No** No tax is due when you are awarded your Mirror Matching Shares.
July 2022	Cash payment received in respect of Mirror Matching Shares	**Yes** You will be subject to income tax, Long-Term Care (LTC) contribution and social security at your marginal rates on the value of the cash payment received in respect of your Mirror Matching Shares. Your employer is required to withhold the income tax, Long-Term Care (LTC) contribution and social security due via the online Income Tax Instalment System (ITIS). To do this, your employer will calculate the amount of taxes due to the tax authorities and will deduct this from the gross cash amount. The taxes will then be paid to the tax authorities on your behalf so that you should not have to take any action. You will receive the net amount after deduction of taxes. You should report income received under the Plan in your annual tax return, unless your income is low enough to be exempt from any tax liabilities. The filing deadline for the annual tax return is 31 May following the end of the tax year when paper filing or 31 July when filing electronically. Any balance due should be paid by 30 November following the end of the tax year in which the taxable event occurred, although it is likely the tax due will be collected through the monthly ITIS deductions from salary.

Your Dividend Purchased Shares

It is very important that you read all the details below. In overview it is likely that you will have to take action in respect of the taxation of your Dividend Purchased Shares.

Date	Action	Any tax consequences for you?
Between July 2021 and July 2022	Award of Dividend Purchased Shares	**Yes** You will be subject to income tax and Long-Term Care contribution at your marginal rates on the market value of your Dividend Purchased Shares at the point of reinvestment. You should report income received under the Plan in your annual tax return, unless your income is low enough to be exempt from tax. The filing deadline for the annual tax return is 31 May following the end of the tax year when paper filing or 31 July when filing electronically. Any balance due should be paid by 30 November following the end of the tax year in which the taxable event occurred.
After July 2022	Future dividend payments	**Yes** Dividends received in cash after July 2022 are subject to income tax and Long-Term Care contribution at your marginal rates at the point the dividend is paid to you. You should report income received under the Plan in your annual tax return, unless your income is low enough to be exempt from any tax liabilities. The filing deadline for the annual tax return is 31 May following the end of the tax year when paper filing or 31 July when filing electronically. Any balance due should be paid by 30 November following the end of the tax year in which the taxable event occurred.
Anytime	Sale of Dividend Purchased Shares	**No** There is no capital gains tax in Jersey.

Your Mirror Dividend Matching Shares

It is very important that you read all the details below. In overview it is likely that you will have to take action in respect of the taxation of your Mirror Dividend Matching Shares unless your income is low enough to be exempt from tax.

Date	Action	Any tax consequences for you?
Between July 2021 and July 2022	Award of Mirror Dividend Matching Shares	**No** No tax is due when you are awarded your Mirror Dividend Matching Shares.
July 2022	Cash payment received in respect of Mirror Dividend Matching Shares	**Yes** You will be subject to income tax, Long-Term Care (LTC) contribution and social security at your marginal rates on the value of the cash payment received in respect of your Mirror Dividend Matching Shares. Your employer is required to withhold the income tax, Long-Term Care (LTC) contribution and social security due via the online Income Tax Instalment System (ITIS). To do this, your employer will calculate the amount of taxes due to the tax authorities and will deduct this from the gross cash amount. The taxes will then be paid to the tax authorities on your behalf so that you should not have to take any action. You will receive the net amount after deduction of taxes. You should report income received under the Plan in your annual tax return, unless your income is low enough to be exempt from any tax liabilities. The filing deadline for the annual tax return is 31 May following the end of the tax year when paper filing or 31 July when filing electronically. Any balance due should be paid by 30 November following the end of the tax year in which the taxable event occurred, although it is likely the tax due will be collected through the monthly ITIS deductions from salary.

Important information
The information in this document assumes that you remain employed by Kingfisher and that you are resident in Jersey 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.