

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

When you participate in the 1 + 1 Sharing in Our Future Mirror Sub-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 Mirror 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 Mirror Purchased Shares unless you are required to file an individual tax return (Form 02/QTT-TNCN).

Date	Action	Any tax consequences for you?
By 20 November 2020	Joining the Plan	No
January 2021 to June 2021	Payroll deductions made	<p>No</p> <p>Deductions are made from your pay that has already been taxed.</p>
July 2021	Award of Mirror Purchased Shares	No
July 2022	Cash payment received in respect of Mirror Purchased Shares	<p>Yes</p> <p>You will be subject to income tax at your marginal rates on any increase in value of your Mirror Purchased Shares received as a cash payment. No social security is due.</p> <p>Your employer is required to withhold the income tax due on any increase in value of your Mirror Purchased Shares via payroll. To do this, your employer will calculate the amount of income tax 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.</p> <p>Depending on your circumstances, you may authorise your employer to finalise your tax return for you or you may be required to file an individual tax return (Form 02/QTT-TNCN). If required, your employer will issue the tax withholding receipts to you and you should file your annual tax return directly with the tax authorities. The annual tax return should be filed by the last day of the 4th month from the year-end and any tax due should also be paid by that date.</p> <p>If you are not locally employed in Vietnam and your income is paid directly to your personal accounts, there is no tax withholding due on the cash payment. The payment should be included in your annual tax return by the last day of the 4th month from the year-end and any tax due should also be paid by that date.</p>

Your Mirror 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 Mirror Matching Shares unless you are required to file an individual tax return (Form 02/QTT-TNCN).

Date	Action	Any tax consequences for you?
July 2021	Award of Mirror Matching Shares	<p style="text-align: center;">No</p> <p style="text-align: center;">No tax is due when you are awarded your Mirror Matching Shares.</p>
July 2022	Cash payment received in respect of Mirror Matching Shares	<p style="text-align: center;">Yes</p> <p>You will be subject to income tax at your marginal rates on the value of the cash payment received in respect of your Mirror Matching Shares. No social security is due.</p> <p>Your employer is required to withhold the income tax due on your Mirror Matching Shares via payroll. To do this, your employer will calculate the amount of income tax 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.</p> <p>Depending on your circumstances, you may authorise your employer to finalise your tax return for you or you may be required to file an individual tax return (Form 02/QTT-TNCN). If required, your employer will issue the tax withholding receipts to you and you should file your annual tax return directly with the tax authorities. The return should be filed by the last day of the 4th month from the year-end and any tax due should also be paid by that date.</p> <p>If you are not locally employed in Vietnam and your income is paid directly to your personal accounts, there is no tax withholding due on the cash payment. The payment should be included in your annual tax return by the last day of the 4th month from the year-end and any tax due should also be paid by that date.</p>

Your Mirror Dividend 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 Mirror Dividend Shares unless you are required to file an individual tax return (Form 02/QTT-TNCN).

Date	Action	Any tax consequences for you?
Between July 2021 and July 2022	Award of Mirror Dividend Shares	<p style="text-align: center;">No</p> <p style="text-align: center;">No tax is due when you are awarded your Mirror Dividend Shares.</p>
After July 2022	Cash payment received in respect of Mirror Dividend Shares	<p style="text-align: center;">Yes</p> <p>You will be subject to income tax at your marginal rates on the value of the cash payment received in respect of your Mirror Dividend Shares. No social security is due.</p> <p>Your employer is required to withhold the income tax due on your Mirror Dividend Shares via payroll. To do this, your employer will calculate the amount of income tax 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.</p> <p>Depending on your circumstances, you may authorise your employer to finalise your tax return for you or you may be required to file an individual tax return (Form 02/QTT-TNCN). If required, your employer will issue the tax withholding receipts to you and you should file your annual tax return directly with the tax authorities. The return should be filed within four by the last day of the 4th month from the year-end and any tax due should also be paid by that date.</p> <p>If you are not locally employed in Vietnam and your income is paid directly to your personal accounts, there is no tax withholding due on the cash payment. The payment should be included in your annual tax return by the last day of the 4th month from the year-end and any tax due should also be paid by that date.</p>

Your Mirror 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 Mirror Dividend Matching Shares unless you are required to file an individual tax return (Form 02/QTT-TNCN).

Date	Action	Any tax consequences for you?
Between July 2021 and July 2022	Award of Mirror Dividend Matching Shares	<p style="text-align: center;">No</p> <p>No tax is due when you are awarded your Mirror Dividend Matching Shares.</p>
July 2022	Cash payment received in respect of Mirror Dividend Matching Shares	<p style="text-align: center;">Yes</p> <p>You will be subject to income tax at your marginal rates on the value of the cash payment received in respect of your Mirror Dividend Matching Shares. No social security is due.</p> <p>Your employer is required to withhold the income tax due on your Mirror Dividend Matching Shares via payroll. To do this, your employer will calculate the amount of income tax 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.</p> <p>Depending on your circumstances, you may authorise your employer to finalise your tax return for you or you may be required to file an individual tax return (Form 02/QTT-TNCN). If required, your employer will issue the tax withholding receipts to you and you should file your annual tax return directly with the tax authorities. The return should be filed by the last day of the 4th month from the year-end and any tax due should also be paid by that date.</p> <p>If you are not locally employed in Vietnam and your income is paid directly to your personal accounts, there is no tax withholding due on the cash payment. The payment should be included in your annual tax return by the last day of the 4th month from the year-end and any tax due should also be paid by that date.</p>

Important information

The information in this document assumes that you remain employed by the Kingfisher Group and that you are resident and domiciled in Vietnam 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.