

Key Facts about 1 + 1 Sharing in our Future Plan (the “1+1 Plan”)

Introduction

You may be aware that in September 2020 the Kingfisher 1+1 Plan was launched. The 1+1 Plan was rolled out across the Kingfisher Group, but due to regulatory complexities it was not possible to launch the 1+1 Plan for colleagues in Jersey at that point in time.

We can now announce that we have addressed those complexities and are launching a Jersey version of the 1+1 Plan (the “1+1 Jersey Sub-Plan”) to colleagues in Jersey.

This key facts document sets out how the 1+1 Jersey Sub-Plan will work if you are a colleague employed in Jersey. We have made some changes to how the 1+1 Plan works to accommodate a shortened time frame, some regulatory complexities, and to align as far as practicable the terms of your participation with other colleagues globally.

The 1+1 Jersey Sub-Plan allows colleagues in Jersey to buy Kingfisher shares using money contributed over a 4-month period between March 2021 and June 2021.

These shares are called your Purchased Shares and will be bought on your behalf in July 2021 and kept in an account set up for you by our plan administrator, Computershare, on their portal EquatePlus.

In other jurisdictions, when Purchased Shares are added to a colleague’s account they will also be given a right to receive the same number of additional free shares in July 2022. These are called Matching Shares. In Jersey it is technically difficult to provide colleagues with these Matching Shares.

In order that Kingfisher colleagues in Jersey can participate in the 1+1 Jersey Sub-Plan on similar terms to colleagues in other countries in the 1+1 Plan, rather than receiving Matching Shares you will receive Jersey Mirror Matching Shares in July 2022, provided you keep all your Purchased Shares in your EquatePlus account until that date and are still a Kingfisher employee.

Your Jersey Mirror Matching Shares will track the value of actual Kingfisher shares from July 2021 to July 2022.

The value of your Jersey Mirror Matching Shares will be paid to you in cash through payroll in July 2022 provided you don’t sell any of your Purchased Shares until that date and you are still a Kingfisher employee at that time.

When the payment in respect of the Jersey Mirror Matching Shares is made to you, a tax liability arises and this tax will be accounted for by your employer and you will be

paid the after tax amount via your local payroll so that you don't need to take any further action.

This document is a summary of the main terms of the 1+1 Jersey Sub-Plan. However, the detailed legal terms of the 1+1 Jersey Sub-Plan are set out in the terms and conditions and the rules of the 1+1 Jersey Sub-Plan. These documents are available on the 1+1 Jersey Sub-Plan microsite <https://kingfisher-shareplan.com/je/>. If there are any differences between the terms as set out in this document and the terms and conditions and the rules of the 1+1 Jersey Sub-Plan, then the terms and conditions and the rules of the 1+1 Jersey Sub-Plan will prevail.

As with any investment, it is important to note that there are risks in owning your Purchased Shares and in relation to your holding of Jersey Mirror Matching Shares. The value of your Jersey Mirror Matching Shares tracks the Kingfisher plc share price. While the trading price of Kingfisher shares can go up, the trading price can go down as well.

How it works

You decide:

- if you want to join the 1+1 Jersey Sub-Plan
- if you do, how much you would like to contribute every month for 4 months starting in March 2021.

There are minimum and maximum contributions, as set out in the table below.

You can change the amount you choose to contribute or leave or join the 1+1 Jersey Sub-Plan as many times as you like during the enrolment period but once the enrolment period ends you cannot make further changes, so think carefully about what's the right amount to contribute each month. If your circumstances change you can stop contributing during the Contribution Period.

Once you have joined the 1+1 Jersey Sub-Plan, the amount you have elected to contribute will usually be deducted from your regular pay (after taxes) each pay period and sent to Computershare.

At the end of the 4-month contribution period your monthly contributions will be used by Computershare to purchase Kingfisher shares on your behalf. These shares are called your "Purchased Shares" and they will be held in an account set up for you by Computershare in EquatePlus.

The number of shares in your Computershare account and the number of your Jersey Mirror Matching Shares allocated to you may increase over time in three different ways:

- **Adding Purchased Share dividends**
Twice a year, Kingfisher may make a small payment to everyone who holds shares. This payment is called a dividend and your Purchased Shares attract these payments. These payments are not guaranteed. Any dividends you

receive in relation to your Purchased Shares will be automatically reinvested in buying more Kingfisher shares on your behalf by Computershare. These Dividend Purchased Shares will be added to your EquatePlus account.

- **Adding Jersey Mirror Matching Shares**

For every Purchased Share you acquire, Kingfisher will give you a Jersey Mirror Matching Share. We will write and tell you the number of Jersey Mirror Matching Shares that have been awarded to you.

The cash value of these Jersey Mirror Matching Shares will be paid to you if you have kept all of your Purchased Shares and/or any Dividend Purchased Shares in your EquatePlus account until July 2022. If you sell your Purchased Shares, or any related Dividend Purchased Shares, before July 2022 the value of the Jersey Mirror Matching Shares will not be paid to you.

- **Adding Jersey Mirror Matching Share dividends**

As you are not the owner of the Jersey Mirror Matching Shares, you are not eligible to receive actual dividends on those shares. Under the 1+1 Jersey Sub-Plan, however, the value of dividends that would have been paid had you owned the actual number of Kingfisher plc shares equal to the number of your Jersey Mirror Matching Shares from July 2021. The value will be provided in the form of additional Jersey Mirror Matching Shares and will be added automatically to your account provided you have kept all of your Purchased Shares and/or any Dividend Purchased Shares in your EquatePlus account until July 2022. These additional Jersey Matching Mirror Shares are called your Jersey Mirror Dividend Matching Shares and their future value to you will be calculated by assuming any further dividends paid on such Jersey Mirror Matching Dividend Shares are reinvested into further Jersey Mirror Matching Shares.

If you sell your Purchased Shares, or any related Dividend Purchased Shares, before July 2022 the value of the Jersey Mirror Dividend Matching Shares will not be paid to you.

Provided you have kept all of your Purchased Shares and/or any Dividend Purchased Shares in your EquatePlus account until July 2022, you will receive a cash payment in July 2022 through payroll based on the actual Kingfisher plc share price at the time which will be calculated as follows:

- The value of your Jersey Mirror Matching Shares
- The value of Jersey Mirror Dividend Matching Shares, if any

You can leave the 1+1 Jersey Sub-Plan at any time although, if you leave before July 2022, there will be an impact on the possible cash pay-out that you will receive (see "Leaving the 1+1 Jersey Sub-Plan" section below).

There are tax consequences of participating in the 1+1 Jersey Sub-Plan. Full details are set out in the Tax Note and you are advised to read this in full so that you understand the tax implications of participating in the Plan. The Tax

Note is available on the 1+1 Jersey Sub-Plan microsite <https://kingfisher-shareplan.com/je/>.

Here's some more information about the key elements of the 1+1 Jersey Sub-Plan:

Who can join the plan?

The 1+1 Jersey Sub-Plan offers Kingfisher colleagues the ability to share in the future of Kingfisher plc.

You can join the 1+1 Jersey Sub-Plan if you were a permanent employee or on a fixed term contract at any company within the Kingfisher group, to which the 1+1 Jersey Sub-Plan is extended, on 22 September 2020 and remain currently employed by the Kingfisher group. Full time and part time employees can join the 1+1 Jersey Sub-Plan. Contract workers (i.e. if you are not employed by the Kingfisher Group) are not eligible to join.

How to join

The 1+1 Jersey Sub Plan is being administered by a company called Computershare via their EquatePlus employee portal which will be open to Kingfisher employees in Jersey on February 1, 2021.

If you decide you would like to join, then you need to access your EquatePlus account using your user ID and password which you should have already received. For security reasons the password will be sent separately to the user ID.

Once you have accessed your account, to join the plan please follow these steps:

- Click on the "Enrol" button
- Confirm that you have read and accept the Terms and Conditions and Rules of the Plan
- Choose the amount that you want to contribute per month
- Review your enrolment
- Press 'Save'

Contributions that you make

To participate in the 1+1 Jersey Sub-Plan, you need to make contributions each month for 4 months between March 2021 and June 2021. There are maximum and minimum monthly contributions as follows:

Minimum contribution per month	Maximum contribution per month
£15	£375

Once the enrolment period has ended you can no longer change your monthly contribution amount or pause it during the 4-month contribution period unless you wish to leave the 1+1 Jersey Sub-Plan.

If you wish to stop contributions into the 1+1 Jersey Sub-Plan you can do so at any time by notifying payroll and the contributions you have already made will be returned to you via payroll. You will stop being a member of the 1+1 Jersey Sub-Plan and will not receive any Purchased Shares or the additional Jersey Mirror Matching Shares in July 2022. You will not be able to restart contributing and be a member of the 1+1 Jersey Sub-Plan.

Your Purchased Shares

In July 2021, Computershare will purchase shares with your contributions and hold them on your behalf in your own EquatePlus account. These are your Purchased Shares. Computershare can only buy a whole number of shares with your contributions so any of your contributions that couldn't buy a whole share will be returned to you via payroll as soon as reasonably possible.

Once the Purchased Shares are added to your Computershare account, you are free to sell or transfer some or all of them (subject to complying with Kingfisher's rules about when certain people can buy and sell their Kingfisher shares – you will be told if you are one of these people) but you should note that if you remove any of them from your Computershare account before July 2022 you will not be eligible to receive your Matching Shares.

If Kingfisher plc pays a dividend after July 2021, your Purchased Shares will earn these dividends while they are held in your EquatePlus account and they will be automatically reinvested to purchase more Kingfisher shares called Dividend Purchased Shares. These extra Dividend Purchased Shares will be added to your EquatePlus account.

Only whole Kingfisher shares can be purchased with the dividends so any amounts not used to purchase more Kingfisher shares for you will be kept by Computershare and added to any future dividend payments and used to buy more Kingfisher shares which will be added to your account.

Your Jersey Mirror Matching Shares

If you keep your Purchased Shares and Dividend Purchased Shares in your EquatePlus account until July 2022, you will receive a cash payment in respect of your Jersey Mirror Matching Shares.

In July 2022, when you become entitled to a payment of the value of the Jersey Mirror Matching Shares, a tax charge will arise. Where there is an obligation for Kingfisher to pay these taxes over to the local authorities on your behalf, we will process the amount through payroll so that the correct tax is deducted and paid to the local tax authority.

In addition, if any dividends are paid by Kingfisher between July 2021 and July 2022, we will add some extra Jersey Mirror Dividend Matching Shares. These will represent the value of any dividends that would have been paid on your Jersey Mirror Matching Shares if you had been owner of the same number of Kingfisher shares from July 2021 and those dividends were reinvested. These will also be

subject to tax, as outlined above, when those Jersey Mirror Dividend Matching Shares are paid out in cash to you in July 2022.

This means that in July 2022 at the end of the 1+1 Jersey Sub-Plan lifecycle you may have:

- your Purchased Shares held in your EquatePlus account;
- some extra Dividend Purchased Shares, held in your EquatePlus account, equal to the value of any dividends paid on your Purchased Shares;
- cash paid to you in respect of your Jersey Mirror Matching Shares; and
- some extra cash paid to you in respect of your Jersey Mirror Dividend Matching Shares equal in value to the value of any dividends that would have been paid on your Jersey Mirror Matching Shares as if they were real Kingfisher plc shares and reinvested to buy extra shares between July 2021 and July 2022.

The cash payment made to you in July 2022, subject to deductions for tax, will be calculated as follows:

- The value of your Jersey Mirror Matching Shares plus
- The value of Jersey Mirror Dividend Matching Shares, if any

See the Tax Note available on the 1+1 Jersey Sub-Plan microsite <https://kingfisher-shareplan.com/je/>.

Becoming a shareholder

Once your Purchased Shares are in your EquatePlus account in July 2021, you are a shareholder of Kingfisher plc.

As a shareholder, you are entitled to vote at Kingfisher's Annual General Meeting and any other shareholder meeting. If you hold your Purchased Shares on certain dates during the year then you will be entitled to receive any dividends that the company pays out in respect of its shares. These dividends will be reinvested into additional Dividend Purchased Shares.

Your Purchased Shares will be eligible to receive dividends from July 2021 and these dividends will be automatically reinvested on your behalf into buying more Dividend Purchased Shares that will be added to your EquatePlus account.

You may be subject to tax on dividends which you receive on your Purchased Shares at the point that those dividends are reinvested. Payment of any taxes due in relation to such dividends will be your personal responsibility. Information on what you will need to do from a tax perspective when you receive dividends is included in the Tax Note available on the the 1+1 Jersey Sub-Plan microsite <https://kingfisher-shareplan.com/je/>.

As with any investment, it is important to note that the value of your Kingfisher shares can go down as well as up.

Holding, selling and transferring your Kingfisher shares

If you remain in the 1+1 Jersey Sub-Plan until July 2022, you can hold your Purchased Shares and Dividend Purchased Shares in your EquatePlus account at no cost for as long as you remain employed by Kingfisher.

Once you receive your Purchased Shares (July 2021) you can sell them whenever you want (subject to you complying with Kingfisher's rules about when certain people can buy and sell their Kingfisher shares – you will be told if you are one of these people).

When you sell your shares, you will incur a trading fee of 0.25% subject to a minimum of £10. This fee will automatically be deducted from the proceeds of your share sale.

Remember that if you sell any of your Purchased Shares or Dividend Purchased Shares before July 2022 you will not receive a cash payment in respect of your Jersey Mirror Matching Shares and Jersey Mirror Dividend Matching Shares in July 2022.

If you decide to sell any of your Kingfisher shares, the proceeds generated from the sale will be delivered to the bank account that you designate in your EquatePlus account as soon as possible.

Leaving Kingfisher

If you leave Kingfisher during the 4-month contribution period, you cannot participate in the 1+1 Jersey Sub-Plan and your monthly contributions will be returned to you via payroll.

If you leave once your contributions have been used to buy Purchased Shares but before July 2022, then you must usually sell or transfer your Purchased Shares out of your EquatePlus account within 6 months of you leaving employment.

Whether you will still receive the value of your Jersey Mirror Matching Shares and Jersey Mirror Dividend Matching Shares in July 2022 depends on why you have left employment. If you resign, then you will lose the right to your Jersey Mirror Matching Shares and Jersey Mirror Dividend Matching Shares. If you leave because you are made redundant, retire with the agreement of the company or in other circumstances where you are deemed to be a "good leaver" you will receive a payment in relation to your Jersey Mirror Matching Shares and Jersey Mirror Dividend Matching Shares, provided you have not sold any of your Purchased Shares or any Dividend Purchased Shares at that time.

If you leave after July 2022, then you will already have received a cash payment in respect of the 1+1 Jersey Sub-Plan. You can keep or sell your Purchased Shares as

you choose, but you will need to transfer them out of your EquatePlus account or sell them within 6 months of leaving employment.

Leaving the 1+1 Jersey Sub-Plan

If you wish to stop participating in the 1+1 Jersey Sub-Plan you are free to do so at any time.

If you stop your monthly contribution at any time before July 2021, you will have all your contributions returned to you via payroll.

Your Purchased Shares belong to you from July 2021 once they have been purchased by Computershare on your behalf using your contributions. If you decide to sell or transfer any of your Purchased Shares or Dividend Purchased Shares from your EquatePlus account before July 2022, then you can keep any remaining Purchased Shares and Dividend Purchased Shares in your EquatePlus account but you will lose the right to receive a cash payment in respect of your Jersey Mirror Matching Shares and Jersey Mirror Dividend Matching Shares in July 2022.

For as long as you remain an employee of Kingfisher you will be able to keep all the Kingfisher shares you have obtained under this plan in your EquatePlus account.

Key dates

If you decide to join the 1+1 Jersey Sub-Plan the key dates you need to know are:

Date you need to be employed to be eligible to join the 1+1 Jersey Sub-Plan	22 September 2020
Period to sign up to the 1+1 Jersey Sub-Plan	1 February to 19 February 2021
Last date to sign up to the 1+1 Jersey Sub-Plan if you'd like to	19 February 2021
First contribution should be made through payroll	March 2021
Fourth and final monthly contribution made through payroll	June 2021
Your Purchased Shares are added to your Computershare account	July 2021
Extra Dividend Purchased Shares are added to your account equal to the value of any dividends paid on your Purchased Shares	July 2021 to July 2022 (if you keep your Purchased Shares)
A cash payment is made to you in respect of your Jersey Mirror Matching Shares and any Jersey Mirror Dividend Matching Shares	July 2022 (if you keep your Purchased Shares)
You can sell or transfer your Purchased Shares without losing the cash payment in respect of your Jersey Mirror Matching Shares	July 2022

Things to think about before you join the 1+1 Jersey Sub-Plan

- What amount can you afford to contribute from your pay every month? You can stop contributing at any time and receive a refund of your contributions but if you do so you will then leave the 1+1 Jersey Sub-Plan and you will not be eligible to receive any Purchased Shares or Jersey Mirror Matching Shares.
- Will you still be employed by Kingfisher or working under a fixed term contract in July 2022 in order to be able to receive a payment in respect of your Jersey Mirror Matching Shares?
- What is your view of the likely future movement in Kingfisher's share price? When you become a shareholder, you should remember that the price of Kingfisher shares can go down as well as up in the future and you may get back less money that you invested. Your Jersey Mirror Matching Shares and Jersey Mirror Dividend Matching Shares will also mirror the Kingfisher plc share price.

Tax and legal information

Your contributions are taken from your pay that has already had tax deducted from it.

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The opportunity to acquire Purchased Shares and receive Jersey Mirror Matching Shares is being offered to Kingfisher colleagues on a one-off basis, there may be opportunities to participate again in the future but there are currently no plans to do this.

As with any investment, it is important to note that there are risks in owning your Purchased Shares and in relation to your holding of Jersey Mirror Matching Shares. The value of your Jersey Mirror Matching Shares tracks the Kingfisher plc share price. While the trading price of Kingfisher shares can go up, the trading price can go down as well.

This document does not constitute the giving of investment advice, nor a part of any advice on investment decisions. If you are in any doubt about the contents of this document or what action you should take, you are recommended to seek your own personal financial advice immediately from your stockbroker, bank manager, solicitor, accountant or other financial adviser duly authorised under the Financial Services and Markets Act 2000 if you are resident in the United Kingdom or another appropriately authorised independent financial adviser if you are taking advice in a territory outside the United Kingdom.

Please note, neither the Company, nor any of its executives or advisers are providing you with legal or tax advice in connection with the 1+1 Jersey Sub-Plan. If you feel that you need legal or tax advice you should seek your own personal advice from an appropriately qualified person.