



# YOUR SHARES: GIFTED

Rewarding you when we win together





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**We're giving all our colleagues shares in our business.  
Recognising your contribution to our future success.**

We all have a part to play in our success. That's why this September we're giving every colleague the opportunity to own part of Rolls-Royce, with 150 free shares.

In a very limited number of countries, we can't award shares because of local compliance restrictions, complexity or cost – you will therefore receive a cash alternative.

It's called *Your Shares: Gifted*. It's one of the ways we're investing more in our people to help us all win together.

It's our way of saying thank you for your hard work and the difference you make both today and for our future.

Let's stay focused and deliver our plan.  
**Because when Rolls-Royce wins, we all win.**

Rolls-Royce is one of the most enduring and iconic brands in the world and has been at the forefront of innovation for over a century. We're proud to be a business that has truly helped to shape the modern world.

We're making great progress, but we need to maintain our focus to become the high performing, competitive, resilient and growing business we have the potential to be.





## Key features

Your Shares: Gifted is your opportunity to become a Rolls-Royce shareholder and own part of our business.

### Your Shares: Gifted is...



#### Safe

Your Shares: Gifted is your opportunity to receive cash that is aligned to any growth in our share price.



#### For everyone, everywhere\*

No matter what your role or grade, if you're an employee then you're eligible.

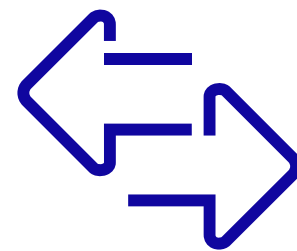


#### Easy

You don't need to do anything – sit back and receive your 'cash' share award in your share account.

## Your timeline

Here are the key dates for Your Shares: Gifted.



12 September 2024



12 September 2024 – 12 September 2025



12 September 2025



#### Receive

You'll be gifted your free cash equivalent shares on 12 September.

#### Keep

Your cash equivalent shares will be 'locked' for 12 months.

#### Unlock

Congratulations, the cash equivalent to the value of 150 Rolls-Royce shares is now yours!

\*All permanent employees, local regulations may apply.



## How Your Shares: Gifted works

In September 2024, we're giving 150 shares or the cash equivalent, to everyone who:

- Is directly employed by Rolls-Royce as a permanent employee – this means that contractors and agency workers are not eligible
- Were employed on 1 August 2024 (announcement date) and on 12 September 2024 (award date)

### What happens next...

Your cash equivalent shares are locked for 12 months. If you leave in that time, you may lose your cash alternative. See the Q&A section on [Your Shares Hub](#) for more details.

### In September 2025, your cash equivalent shares unlock.

At that point, in most countries there will be tax to pay on this amount.

Please note the value of your cash alternative will change as our share price changes – and this can go down as well as up. The cash value that you receive will be equivalent to the value of 150 shares on 12 September 2025.



### Don't want Your Shares: Gifted?

If you decide that you'd prefer not to receive this cash gift simply let us know by filling out this [short form](#) by 2 September 2024.



## One home for everything

[Your Shares Hub](#) is the first place to go for any information and support. We've designed it to help you learn more about share ownership at Rolls-Royce. You'll find plenty of resources including:

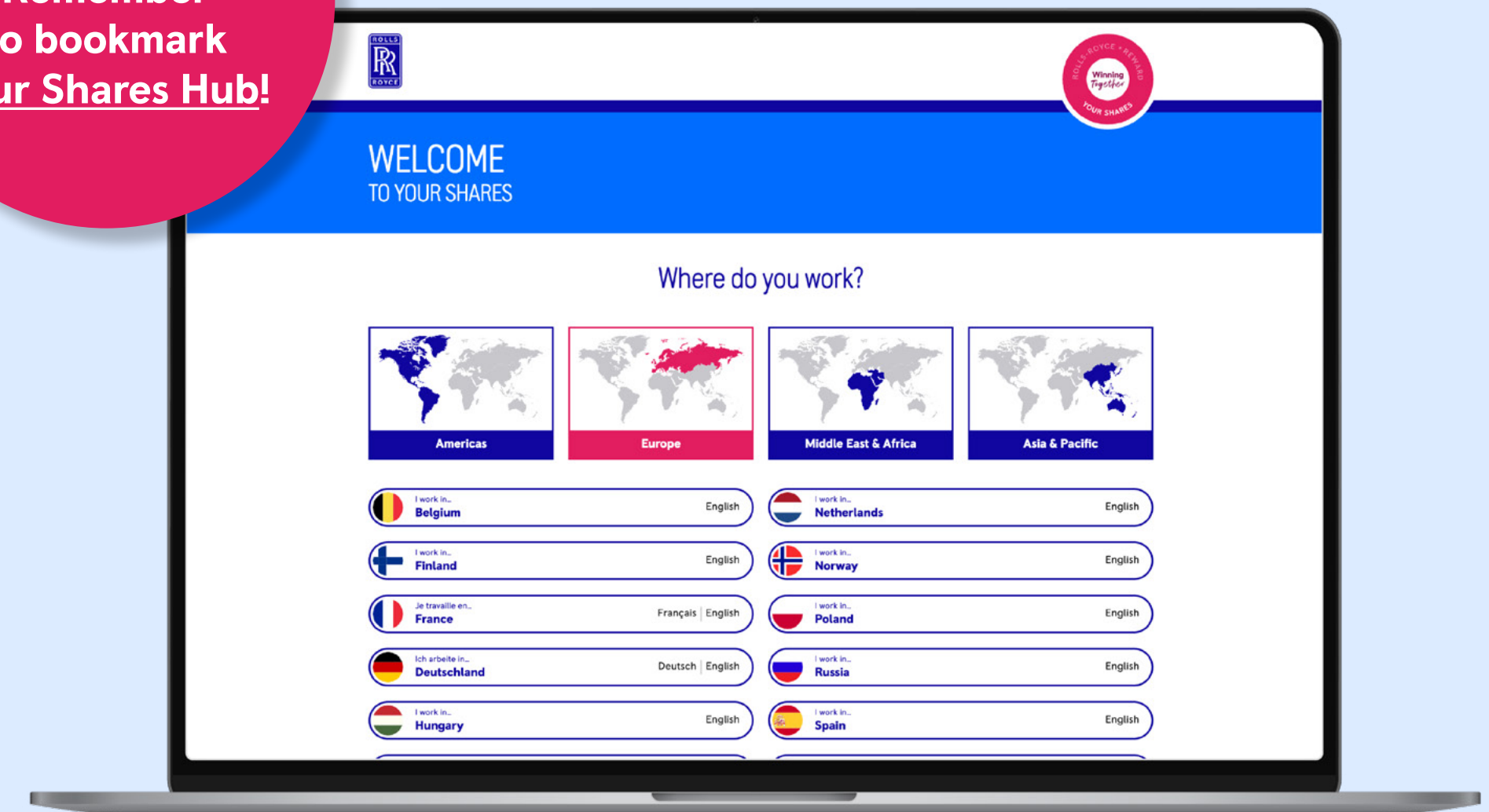
A video overview

Resources and supporting legal documents

Tax guidance

A Q&A, including these questions...  
How much is my cash alternative worth?  
How is my cash alternative taxed?

Remember to bookmark [Your Shares Hub!](#)



### Need more support?

You should be able to find all the information you need on Your Shares Hub and the resources we've provided. If you have any questions that aren't covered, you'll find our contact details in the 'Support' section.



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## Disclaimer

1. This brochure is intended to provide information and not advice. No member of Rolls-Royce or any of their officers, employees, agents or representatives is giving you investment, tax or other advice in relation to *Your Shares: Gifted*.
2. Whether or not to accept your cash alternative is a personal decision which will have no impact on your employment relationship.
3. The value of Rolls-Royce shares can go down as well as up. This will impact the value of your cash alternative while the cash is locked until 12 September 2025.
4. You may wish to seek independent, professional financial and/or tax advice if you need tailored advice specific to your circumstances.
5. The information provided in this brochure and other communications in connection with *Your Shares: Gifted* is provided in good faith. If it conflicts with any official documentation or applicable legislation, they will prevail.

