

This summary assumes that you only pay tax in one place. Different rules may apply if you pay tax in different places.

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of September 2025. Changes in legislation or practice after this date may affect the tax treatment.

Tax - Employee Notes - Your Shares: Gifted and Matched

Belgium	
When will I be taxed in relation to my plan benefits?	Purchase of Investment Shares: Contributions to purchase Investment Shares are deducted from post-tax salary. Award of Gifted and Matching Shares: No income tax. No social security. Unlocking of Gifted and Matching Shares: Income tax and social security. Sale by participant: No tax on gain. No social security. Belgian Stock Exchange Transaction Tax (SETT) of 0.35% applies on the sale or purchase of existing shares through a professional intermediary (capped at EUR1,600 per transaction per party).
What is the maximum rate of income tax payable in relation to my plan benefits?	54.5% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Progressive rates apply with a maximum tax rate of 50%. Communal taxes of up to 9% are added to the income tax due, resulting in a maximum effective top rate of 54.5%.
Will my employer withhold income tax in relation to my plan benefits?	Yes.
Are my plan benefits subject to social security contributions?	Purchase of Investment Shares: Yes – contributions to purchase shares will be taken from post-social security salary. Award of Gifted and Matching Shares: No. Unlocking of Gifted and Matching Shares: Yes.
Will my employer withhold social security contributions in relation to my plan benefits?	Yes.
Employee social security	Employee social security (max rate): 13.07%

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	Employee social security (cap): no cap. There is also a special social security contribution which is capped at EUR731.28 per year for a family.
What is the maximum rate of capital gains tax?	Capital Gains tax: no capital gains tax provided the sale falls within the scope of the normal management of the individual's private estate. This depends on the facts of the case but the sale of shares acquired via an employee incentive plan such as Your Shares: Gifted is typically considered to fall within the scope of the normal management of a private estate. Changes to the capital gains tax regime have been proposed for 2026. Belgian Stock Exchange Transaction Tax (SETT) of 0.35% applies on the sale or purchase of existing shares through a professional intermediary (capped at EUR1,600 per transaction per party).
What is the maximum tax rate payable on dividends?	30%. If a decision is taken to pay dividends, then while you continue to hold shares in Your Shares, dividends are currently automatically reinvested to purchase further Rolls-Royce Ordinary Shares, which will also be held within Your Shares and will be immediately unlocked. You will be eligible to receive dividends within Your Shares on all Investment Shares but on Gifted and Matching Shares only once they unlock. Also, shares arising from reinvestment of dividends will themselves be eligible to receive future dividends. Reinvestment into ordinary shares: no income tax or social security. Sale of reinvested ordinary shares: no tax on capital gains. No social security. Belgian Stock Exchange Transaction Tax (SETT) of 0.35% applies on the sale or purchase of existing shares through a professional intermediary (capped at EUR1,600 per transaction per party). This tax will not be collected by Rolls-Royce. Please see question "Do I have to report any income in relation to the plan to my local tax authority?" below regarding your tax reporting and payment responsibilities.

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Do I have to report any income in relation to the plan to my local tax authority?	<p>Yes, all Belgian residents are required to file an annual tax return. If the employee is responsible for withholding and paying SETT on the sale or purchase of shares, they will be required to file a separate return. Individuals must also report any foreign accounts such as unlocked shares from Your Shares: Gifted and Matched.</p> <p>Report name:</p> <ul style="list-style-type: none">• Annual tax return. The form can be filed by post or online through the Tax-on-web portal.• SETT return. The form can be filed by post (Inningscentrum - Diverse Taksen, Koning Albert II-laan 33 bus 431, 1030 Brussel) or by email (CPIC.TAXDIV@minfin.fed.be). <p>Tax period:</p> <ul style="list-style-type: none">• Annual tax return: the tax year is a calendar year.• SETT return: the month in which the taxable moment occurred. <p>Reporting deadline:</p> <ul style="list-style-type: none">• Annual tax return: generally filed by 30 June of the year following the tax year, although the actual date will be on the tax return. An extension is usually available if filing online. An assessment notice is sent by the tax authorities within six months of the following year and any tax due must be paid within two months after receipt of this notice.• SETT return: the deadline for filing and payment in relation to SETT by an individual is the last working day of the second month following the month in which the taxable moment occurred. <p>Payment of tax: as above.</p>