

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

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Tax - Employee Notes - Your Shares: Gifted and Matched

Spain	
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 Personal Income Tax (PIT). No social security. Unlocking of Gifted and Matching Shares: PIT (remuneration-in-kind) and social security based on the market value of the shares at the taxable moment Sale by participant: PIT (capital gain) on the increase in value since purchase of Investment Shares and since time of unlocking of Gifted and Matching Shares. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	54% in the Valencian Community (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	<p>The marginal tax rate for an individual depends on the autonomous region where the taxpayer habitually resides. Currently, the maximum marginal rate in Madrid is 45% (2025), in Catalonia the maximum marginal rate is 50% and, in the Valencian Community, the maximum marginal rate is 54%.</p> <p>The Spanish state publishes personal income tax (PIT) withholding rates which currently range from 19% to 47%. The amounts withheld and paid to the Treasury by the employer are an advance payment of the employee's final PIT liability, which can be lower or higher, depending on the tax rate in the region where the employee resides.</p> <p>The difference between the amount withheld by the employer and the final tax liability to be paid by the employee or to be refunded by the tax authorities, if the amounts withheld are higher than the employee's final tax liability, is settled by the employee through the filing of a tax return in April to June of the following year.</p>
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.

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	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?	Employer must withhold the employee contribution and pay to the Spanish social security authorities (General Social Security Treasury).
Employee social security	Employee social security (max rate): 6.47% Employee social security (cap): the maximum amount which is subject to social security contributions each month is EUR4,909.50 (applicable for 2025). As of January 2025 , an additional social security contribution will apply to remuneration above the maximum social security contribution base, called "Solidarity quota" (<i>Cuota de solidaridad</i>). This quota will increase progressively until 2045. By 2045 the quota will be: 5.5% for the excess up to 10% of the maximum social security contribution base (First Tranche); 6% for the excess between 10% and 50% of the maximum social security contribution base (Second Tranche); and 7% for the excess beyond the 50% of the maximum social security contribution base (Third Tranche). In relation to each tranche, the employee will pay 16.6% of the additional cost. For 2025, the percentages for each tranche will be: <ul style="list-style-type: none">• 0.92% for the First Tranche;• 1% for the Second Tranche; and• 1.17% for the Third Tranche.
What is the maximum rate of capital gains tax?	30% (2025). Rates are progressive: <ul style="list-style-type: none">• Up to EUR6,000: 19%

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	<ul style="list-style-type: none">• EUR6,000.01 to EUR50,000: 21%• EUR50,000.01 to EUR200,000: 23%• EUR200,000.01 to EUR300,000: 27%• Over EUR300,000: 30%
What is the maximum tax rate payable on dividends?	<p>30% (2025).</p> <p>Rates are progressive, with the maximum rate applying to amounts exceeding EUR300,000.</p> <p>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.</p> <p>Reinvestment into ordinary shares: no income tax or social security.</p> <p>Sale of reinvested ordinary shares: PIT (capital gain) on the increase in value since purchase. No social security.</p> <p>These taxes 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.</p>
Do I have to report any income in relation to the plan to my local tax authority?	<p>An employee is required to file an annual tax return.</p> <p>There is no specific filing in relation to share related incentives. Such income will be included as remuneration-in-kind or capital gain (as relevant) in the Annual PIT Return.</p> <p>Report name:</p> <ul style="list-style-type: none">• Annual PIT Return (Form 100):• Wealth tax (if applicable) is reported on Form 714 for both tax residents and non-tax residents in Spain:

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	<ul style="list-style-type: none">• Tax on Large Fortunes (if applicable) is reported on Form 718 for both tax residents and non-tax residents in Spain. Tax forms can be downloaded from the Spanish Tax Authorities' website here. <p>Tax period: 1 January to 31 December.</p> <p>Reporting deadline: generally, 30 June for both Form 100 and Form 714 and 31 July for Form 718. In general terms, the return should be filed between April and the end of June or July (as applicable) of the year following the year during which the employee receives the income.</p> <p>The employee may also be required to file Form 720 regarding assets held outside of Spain, if the value of each asset type (shares, insurance, annuities and cryptocurrencies) is at least EUR50,000. Subsequent declarations are required if the value of a group of assets increases by more than EUR20,000 or the assets are sold or cancelled. This tax form can be filed electronically through the Spanish Tax Authorities' website here, between 1 January and 31 March following the end of each tax year, in general terms.</p> <p>Payment of tax: any unpaid income tax, capital gains tax and dividend tax, must be paid by the date of filing the tax return. Withholdings that should have been made by the employer may be deducted from the PIT due.</p>