

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

Korea, South	
<b>When will I be taxed in relation to my plan benefits?</b>	<b>Purchase of Investment Shares:</b> Contributions to purchase Investment Shares are deducted from post-tax salary. <b>Award of Gifted and Matching Shares:</b> No income tax. No social security. <b>Unlocking of Gifted and Matching Shares:</b> Income tax and social security (if any). <b>Sale by participant:</b> Capital gains tax on increase in value since purchase of Investment Shares and since time of unlocking of Gifted and Matching Shares. No social security.
<b>What is the maximum rate of income tax payable in relation to my plan benefits?</b>	49.5% (2025) including local income tax. Any change in tax rates usually takes effect from 1 January.
<b>Income tax rates</b>	The maximum progressive tax rate is 45% which is payable on tax base over KRW1,000million. Local income tax brings the top rate up to 49.5%.
<b>Will my employer withhold income tax in relation to my plan benefits?</b>	No – 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.
<b>Are my plan benefits subject to social security contributions?</b>	<b>Purchase of Investment Shares:</b> Yes – contributions to purchase shares will be taken from post-social security salary. <b>Award of Gifted and Matching Shares:</b> No. <b>Unlocking of Gifted and Matching Shares:</b> Yes
<b>Employee social security</b>	<b>Employee social security (max rate):</b> 9.404% (if all components are applicable). Social security consists of national pension, national health insurance premium and employment insurance, each of which has different rates. The max rate above is the sum of all social security rates. <b>Employee social security (cap):</b> monthly salary cap depends on component. Monthly salary cap for national pension and national health insurance premium are KRW6,170,000 and KRW119,625,106, respectively, and there is no monthly salary cap for the employment insurance.

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<b>What is the maximum rate of capital gains tax?</b>	22% for the sale of foreign shares, including 2% local income tax. Capital gains are included in income but are taxed separately.
<b>What is the maximum tax rate payable on dividends?</b>	<p>49.5% (including local income tax).</p> <p>Dividends that are paid by foreign companies and that are not subject to withholding in Korea, are taxed at progressive tax rates (at least 15.4% including 10% local income tax).</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><b>Reinvestment into ordinary shares:</b> no income tax or social security.</p> <p><b>Sale of reinvested ordinary shares:</b> capital gains are included in income but are taxed separately. 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>
<b>Do I have to report any income in relation to the plan to my local tax authority?</b>	<p>Yes.</p> <p>Korean residents are required to report foreign held assets such as unlocked shares from Your Shares to the tax authority, if those assets have a value over the equivalent of KRW0.5Billion in an offshore account (including bank accounts and brokerage accounts), with a foreign financial company as at the end of any month in any given year.</p> <p><b>Report name:</b></p>

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Korea, South	
	<ul style="list-style-type: none"><li>• Annual Tax Return; and</li><li>• foreign assets are reported on Form 45 - Report of Foreign Bank and Financial Accounts.</li></ul> <p><b>Tax period:</b> 1 January to 31 December.</p> <p><b>Reporting deadline:</b></p> <ul style="list-style-type: none"><li>• Annual Tax Return: 31 May; and</li><li>• Report of Foreign Bank and Financial Accounts: Form 45 must be filed by 30 June.</li></ul>