

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

Norway	
<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. <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>	39.7% (2025) excluding social security tax. Any change in tax rates usually takes effect from 1 January.
<b>Income tax rates</b>	The ordinary tax rate is 22% which covers all taxable income. For certain financial entities, the tax rate is 25%. A further state tax on salary income is assessed on earned income exceeding certain thresholds. The 2025 thresholds are: <ul style="list-style-type: none"><li>• on income between NOK217,400 and NOK306,049: 1.7%;</li><li>• on income between NOK306,050 and NOK697,149: 4.0%;</li><li>• on income between NOK697,150 and NOK942,399: 13.7%;</li><li>• on income between NOK942,400 and NOK1,410,749: 16.7%;</li><li>• on income exceeding NOK1,410,750: 17.7%.</li></ul>
<b>Will my employer withhold income tax in relation to my plan benefits?</b>	Yes.
<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.

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	<b>Unlocking of Gifted and Matching Shares:</b> Yes
<b>Will my employer withhold social security contributions in relation to my plan benefits?</b>	Yes.
<b>Employee social security</b>	<b>Employee social security (max rate):</b> 7.7% (2025). <b>Employee social security (cap):</b> no cap.
<b>What is the maximum rate of capital gains tax?</b>	37.84% (2025) Capital gains are subject to an upward adjustment factor of 1.72 to gross-up the ownership income before calculating the taxable gain. This results in an overall tax rate of 37.84% (being 1.72 x 22 ordinary tax rate).
<b>What is the maximum tax rate payable on dividends?</b>	37.84% (2025) Dividends are subject to an upward adjustment factor of 1.72 to gross-up the ownership income before calculating the taxable gain. This results in an overall tax rate of 37.84% (being 1.72 x 22 ordinary tax rate). Dividends paid by local companies are paid out of profits and are not deductible, as the company will have paid a tax of 22%, resulting in a combined tax rate of 51.5%. 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. <b>Reinvestment into ordinary shares:</b> no income tax or social security. <b>Sale of reinvested ordinary shares:</b> Taxed as a capital gain and subject to capital gains tax. No social security.

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	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.
<b>Do I have to report any income in relation to the plan to my local tax authority?</b>	<p>An employee is required to file an annual tax return, if the pre-recorded tax return they have received is wrong or incomplete, or if they have received income which has not been taxed under the PAYE system and is not included in the pre-recorded tax return. There is no specific filing in relation to share related incentives.</p> <p><b>Report name:</b> Annual Tax Return (RF-1030). Capital gains and dividends are reported on the same return or as an attachment in the Form RF-1159. The return can be filed online. The tax return can be downloaded from the website <a href="#">here</a>.</p> <p><b>Tax period:</b> 1 January to 31 December.</p> <p><b>Reporting deadline:</b> tax returns must be filed by 30 April.</p> <p><b>Payment of tax:</b> any unpaid taxes are due by 20 August. If the unpaid tax exceeds NOK1,000, the payment will be made in two instalments, the first on 20 August and the second on 24 September. If the individual receives the tax statement on 15 August or later, the first and second instalments will be due 3 and 8 weeks, respectively, after receipt of the tax statement. Capital gains tax and dividend tax must be paid by 31 May to avoid accumulating interest.</p>