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## Tax - Employee Notes - Your Shares: Gifted and Matched

Australia	
When will I be taxed in relation to my plan benefits?	<p><b>Purchase of Investment Shares:</b> Contributions to purchase Investment Shares are deducted from post-tax salary.</p> <p><b>Award of Gifted and Matching Shares:</b> No income tax or social security.</p> <p><b>Unlocking of Gifted and Matching Shares:</b> Income tax and employee social security on the tax market value of the shares.</p> <p><b>Sale by participant:</b> Progressive income tax rates (inclusive of the compulsory Medicare levy) on increase in value since purchase of Investment Shares and since time of unlocking of Gifted and Matching Shares. A 50% discount on the capital gain is available if the shares are held for 12 months or more.</p>
What is the maximum rate of income tax payable in relation to my plan benefits?	47% (2024/25) including Medicare levy. Any change in tax rates usually takes effect from 1 July.
Income tax rates	<p>Tax rates are progressive, with a maximum marginal rate of 45% applying to income over AUD190,000. The maximum marginal rate of tax is increased by the compulsory 2% Medicare levy.</p> <p><b>The 2024/25 tax rates and income thresholds are:</b></p> <ul style="list-style-type: none"><li>• <b>taxable income up to AUD18,200:</b> Nil</li><li>• <b>taxable income of AUD18,201 to AUD45,000:</b> Nil plus 6% of the excess over AUD18,200</li><li>• <b>taxable income of AUD45,001 to AUD135,000:</b> AUD4,288 plus 30% of the excess over AUD45,000</li><li>• <b>taxable income of AUD135,001 to AUD190,000:</b> AUD31,288 plus 37% of the excess over AUD135,000</li><li>• <b>taxable income from AUD190,001:</b> AUD51,638 plus 45% of the excess over AUD190,000.</li></ul> <p><b>Note:</b> Individuals may also be subject to the following payments through the income tax system:</p> <ul style="list-style-type: none"><li>• <b>Medicare levy of 2%</b> (see Employee social security below)</li><li>• <b>Medicare levy surcharge of up to 1.5%</b> (see Employee social security below); and</li><li>• <b>Student loan repayment:</b> income from share or cash-based awards may be subject to deductions in relation to compulsory repayment of student loans through the income tax system. The repayment thresholds and rates are</li></ul>

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	progressive and are adjusted annually. In 2024/25, for income over AUD159,664 the repayment rate is 10%. For employees, repayments on cash-based awards will generally be collected through income tax withholding.
<b>Will my employer withhold income tax in relation to my plan benefits?</b>	No, except where you have not provided a tax file number to 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>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> Employee social security (Medicare levy and applicable surcharge) is payable.
<b>Will my employer withhold social security contributions in relation to my plan benefits?</b>	Rolls-Royce will not withhold for this except where you have not provided a tax file number to 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>Employee social security</b>	<b>Employee social security (max rate):</b> 2% for Medicare levy. An additional Medicare levy surcharge of up to 1.5% is payable for higher income employees (i.e. employees who have earnings of more than AUD97,000 per year if single or more than AUD194,000 in total as a household) if they do not hold appropriate private medical insurance. The taxable value at settlement of incentive plan awards forms part of taxable income for this purpose. <b>Employee social security (cap):</b> no cap.
<b>What is the maximum rate of capital gains tax?</b>	Capital gains are taxed at progressive income tax rates (plus the compulsory Medicare levy, plus the potential Medicare levy surcharge). If an individual holds shares for 12 months or more before sale, only half the gain is subject to tax, after first applying any available capital losses.

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<b>What is the maximum tax rate payable on dividends?</b>	<p>Progressive income tax rates (plus the compulsory Medicare levy, plus the potential Medicare levy surcharge). A foreign income tax offset may be available for foreign withholding or income tax paid on the dividend.</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> Progressive income tax rates (inclusive of the compulsory Medicare levy) on increase in value since purchase. A 50% discount on the capital gain is available if the shares are held for 12 months or more.</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>You must file an individual annual tax return. There is no specific filing by the employee in relation to share related incentives such as Your Shares, the relevant information is included at Label 12 of your regular income tax return. Rolls-Royce will provide you with (as applicable) a PAYG Payment Summary and an ESS Statement setting out the details of taxable events that have occurred during the previous income year in relation to employee share schemes (ESS). Foreign income derived by Australian tax residents is generally liable to Australian tax and disclosable in the supplementary section to the annual income tax return. Capital gains and dividends are also reported on the annual income tax return.</p> <p><b>Report name:</b> Income Tax Return. The return can be filed online. A sample of the tax return can be downloaded from the Australian Taxation Office (ATO) website (<a href="#">here</a>).</p> <p><b>Tax period:</b> 1 July to 30 June.</p> <p><b>Reporting deadline:</b> 31 October (or later if filing through a registered tax agent).</p> <p><b>Payment of tax:</b> any unpaid income tax is generally due 3 weeks after a tax assessment has been issued.</p>

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Belgium	
When will I be taxed in relation to my plan benefits?	<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> No tax on gain. No social security. <b>Belgian Stock Exchange Transaction Tax (SETT)</b> 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?	<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.
Will my employer withhold social security contributions in relation to my plan benefits?	Yes.
Employee social security	<b>Employee social security (max rate):</b> 13.07%

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	<b>Employee social security (cap):</b> no cap. There is also a special social security contribution which is capped at EUR731.28 per year for a family.
<b>What is the maximum rate of capital gains tax?</b>	<b>Capital Gains tax:</b> 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. <b>Belgian Stock Exchange Transaction Tax (SETT)</b> of 0.35% applies on the sale or purchase of existing shares through a professional intermediary (capped at EUR1,600 per transaction per party).
<b>What is the maximum tax rate payable on dividends?</b>	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. <b>Reinvestment into ordinary shares:</b> no income tax or social security. <b>Sale of reinvested ordinary shares:</b> no tax on capital gains. No social security. <b>Belgian Stock Exchange Transaction Tax (SETT)</b> 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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<b>Do I have to report any income in relation to the plan to my local tax authority?</b>	<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 <b>unlocked</b> shares from Your Shares: Gifted and Matched.</p> <p><b>Report name:</b></p> <ul style="list-style-type: none"><li>• <b>Annual tax return.</b> The form can be filed by post or online through the <a href="#">Tax-on-web portal</a>.</li><li>• <b>SETT return.</b> 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).</li></ul> <p><b>Tax period:</b></p> <ul style="list-style-type: none"><li>• <b>Annual tax return:</b> the tax year is a calendar year.</li><li>• <b>SETT return:</b> the month in which the taxable moment occurred.</li></ul> <p><b>Reporting deadline:</b></p> <ul style="list-style-type: none"><li>• <b>Annual tax return:</b> 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.</li><li>• <b>SETT return:</b> 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.</li></ul> <p><b>Payment of tax:</b> as above.</p>

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Brazil	
When will I be taxed in relation to my plan benefits?	<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 on the market value. <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.
What is the maximum rate of income tax payable in relation to my plan benefits?	27.5% (2025) on ordinary income. Any change in tax rates usually takes effect from 1 January.
Income tax rates	Personal income tax rates range between 0% and 27.5% (progressive rates). For personal income, the maximum rate applies to annual income over approximately BRL55,980 (monthly income over BRL4,664.68). (2025)
Will my employer withhold income tax in relation to my plan benefits?	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.
Are my plan benefits subject to social security contributions?	<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.
Will my employer withhold social security contributions in relation to my plan benefits?	Not for unlocking of Gifted and Matching Shares - 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.  Contributions to purchase shares will be taken from post-social security salary.
Employee social security	<b>Employee social security (max rate):</b> 14% (progressive rates from 7.5% to 14%).

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	<b>Employee social security (cap):</b> the 14% rate applies to monthly income from BRL4,190.84 up to BRL8,157.41 (2025).
<b>What is the maximum rate of capital gains tax?</b>	15% (applicable to the disposal of foreign shares).
<b>What is the maximum tax rate payable on dividends?</b>	<p>15% fixed rate on dividends paid by foreign companies (applicable since 1 January 2024, under Law 14,754/23).</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 tax on 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>
<b>Do I have to report any income in relation to the plan to my local tax authority?</b>	<p>Yes - you will be responsible for reporting the amount and paying the tax through your annual Income Tax Return. You would also report and pay tax on proceeds of sale and dividends in the annual Income Tax Return. The monthly reporting of dividends payments under the "<i>carne-leão</i>" system was abolished from 1 January 2024.</p> <p>You are also required to report any foreign assets, if valued at USD 1,000,000 or more, to the Brazilian Central Bank as at 31 December.</p> <p>There is no specific filing in relation to share related incentives such as Your Shares.</p> <p><b>Report name:</b></p> <ul style="list-style-type: none"><li>• annual Income Tax Return; and</li></ul>



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	<ul style="list-style-type: none"><li>• a foreign asset reporting is made electronically through the Central Bank website.</li></ul> <p><b>Tax period:</b></p> <ul style="list-style-type: none"><li>• the tax year is 1 January to 31 December; and</li><li>• foreign assets are reported annually based on the value of the assets on 31 December.</li></ul> <p><b>Reporting deadline:</b></p> <ul style="list-style-type: none"><li>• the annual Income Tax Return must be filed by 31 May (30 May in 2025) of the following year. Returns must be filed either online on the tax authority's website or through the Filing Tax Return Program; and</li><li>• the foreign asset report must be filed by 5 April. If the employee has foreign assets valued at USD100million or more, the additional quarterly reporting deadlines are 5 June, 5 September and 5 December.</li></ul> <p><b>Payment of tax:</b> tax payments may be made in up to 8 monthly and successive instalments (if the tax due is less than BRL100, it must be paid in a single instalment). The first or single instalment must be paid by the reporting deadline, with additional instalments due by the last business day of each month.</p>

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Canada	
When will I be taxed in relation to my plan benefits?	<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 or 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. Tax on sale is on one-half of any capital gain, that amount is then subject to marginal rate taxes. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	54.8% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Canada operates a system of federal and provincial or territorial taxes. The top federal tax rate is 33% for income over CAD253,414 (2025). The highest combined federal and provincial/territorial rate is 54.8% in the province of Newfoundland and Labrador. In Quebec, the highest combined rate is 53.31% and in Ontario it is 53.53%. The rate of withholding varies by province and can be higher than the marginal rate (up to the maximum rate).
Will my employer withhold income tax in relation to my plan benefits?	Yes.
Are my plan benefits subject to social security contributions?	<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.
Will my employer withhold social security contributions in relation to my plan benefits?	Yes.

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Canada	
Employee social security	<p><b>Employee social security (max rate):</b></p> <p><b>For share related and most other non-cash benefits, pension plan contributions (2025):</b></p> <ul style="list-style-type: none"><li>• <b>Federal:</b> 5.95% and 4.00% for CPP2;</li><li>• <b>Quebec:</b> 6.40%.</li></ul> <p><b>For most cash payments and benefits, combined pension plan contributions and employment insurance premiums (2023):</b></p> <ul style="list-style-type: none"><li>• <b>Federal:</b> 7.59%;</li><li>• <b>Quebec:</b> (up to approximately) 7.71% or 8.20% including Quebec parental insurance premiums.</li></ul> <p><b>Employee social security (cap):</b></p> <p><b>Maximum amount of earnings subject to pension plan contributions (2025):</b></p> <ul style="list-style-type: none"><li>• <b>Federal and Quebec:</b> CAD71,300 with a basic exemption of CAD3,500. The maximum annual contribution to the pension plan is CAD4,034.10 (Federal) and CAD4,339.20 (Quebec). Pensionable earnings between CAD71,300 and CAD81,200 are subject to second additional CPP (CPP2) contributions and the maximum CPP2 contribution is CAD396.00 each for employees and employers.</li></ul> <p><b>Maximum contribution for employment insurance (2025):</b> the maximum insurable earnings are CAD65,700 and the maximum annual premium is:</p> <ul style="list-style-type: none"><li>• <b>Federal:</b> CAD1,077.48 (EI premium rate of 1.64%);</li><li>• <b>Quebec:</b> CAD860.67 plus CAD484.12 for parental insurance premiums.</li></ul>
What is the maximum rate of capital gains tax?	54.8% (tax on sale is on one-half of any capital gain, that amount is then subject to marginal rate taxes).
What is the maximum tax rate payable on dividends?	54.8% (foreign dividend tax rates depend upon the employee's province of residence and their income level).

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	<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, <b>Sale of reinvested ordinary shares:</b> taxed as a capital gain and subject to capital gains tax. 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, an employee is required to file an annual return and this would cover reporting on income that has been withheld, paid and reported by the employer. There is no specific filing in relation to share related incentives such as Your Shares. Individuals must report foreign property holdings in excess of CAD100,000 at any time during the year (Form T1135).</p> <p><b>Report name:</b> Annual Tax Return (Form T1). The tax return can be filed online. The tax return can be downloaded from the website <a href="#">here</a>. Foreign property is filed on Form T1135, the Foreign Income Verification Statement (and/or the Quebec equivalent, as applicable). The report can be obtained <a href="#">here</a>.</p> <p><b>Tax period:</b> 1 January to 31 December.</p> <p><b>Reporting deadline:</b> tax returns and foreign income statement must be filed by 30 April.</p> <p><b>Payment of tax:</b> any outstanding tax amount is due by 30 April.</p>

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Chile	
When will I be taxed in relation to my plan benefits?	<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> Income tax on increase in value since purchase of Investment Shares and since time of unlocking of Gifted and Matching Shares. No social security (because the capital gains are not labour income).
What is the maximum rate of income tax payable in relation to my plan benefits?	40% (2025). Any change in tax rates usually affects income received from 1 January of the year following the enactment of the modification of the tax rate.
Income tax rates	Tax rates are progressive. Tax bands are expressed as Monthly Taxable Units (MTU) and are adjusted on a monthly basis. An MTU is equivalent to approximately USD68 (January 2025). Personal income up to MTU13.5 is exempt from tax and the maximum tax rate applies to monthly income above MTU310.
Will my employer withhold income tax in relation to my plan benefits?	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.
Are my plan benefits subject to social security contributions?	<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.
Will my employer withhold social security contributions in relation to my plan benefits?	Not for unlocking of Gifted and Matching Shares - 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.  Contributions to purchase Investment Shares are deducted from post-social security salary.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Chile	
Employee social security	<p><b>Employee social security (max rate calculated over the employee's monthly remuneration):</b></p> <ul style="list-style-type: none"><li>• pension fund contribution of 10% (plus fund management fees which currently vary between 0.49% and 1.44%);</li><li>• health insurance contribution of 7%;</li><li>• unemployment insurance of 0.6% in case of indefinite term employment contracts; and</li><li>• heavy works contribution of 1% or 2% (if applicable).</li></ul> <p><b>Employee social security (cap):</b> calculation base capped at monthly salary levels based on <i>unidades de fomento</i> (UF), which is a set amount of Chilean pesos adjusted for inflation on a daily basis. The caps vary each year based on the increase of the Index of Real Remunerations, published by the National Statistics Institute.</p> <p>For 2025, the cap for pension fund, health insurance and heavy works contributions is UF874.8 (approximately USD3,366) and the cap for unemployment insurance is UF131.8 (approximately USD5,054).</p>
What is the maximum rate of capital gains tax?	<p>40%</p> <p>Capital gains made on the sale of shares in a foreign company are included in aggregate taxable income and are first subject to First Category Tax (25% or 27%), and subsequently to progressive Personal Income Tax (up to 40%). The First Category Tax paid can be credited against the Personal Income Tax.</p>
What is the maximum tax rate payable on dividends?	<p>40%.</p> <p>Foreign source dividends are subject to Personal Income Tax (progressive rates up to 40%).</p> <p>Taxpayers making investments or operations abroad must provide information on such operations to the Chilean Tax Authority (IRS). Specifically, a tax credit may be available for foreign taxes paid on dividends. To benefit from the foreign tax credit, the employee must comply with filing the annual sworn statement of foreign operations (Form No. 1929) or register the investment with the Foreign Investments Registry kept by the IRS. Failure to submit one of the filing reporting requirements is subject to a fine that ranges from approximately USD677 to USD6,768.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Chile	
	<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> taxed as a capital gain (if any) and subject to capital gains taxation. 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>An individual may be required to file a return, as discussed below.</p> <p><b>Report name:</b></p> <ul style="list-style-type: none"><li>• <b>Annual Tax Return (Tax Form No. 22):</b> the employee is required to file an annual tax return if they have received salaries from more than one employer or income from sources other than salary which are subject to Personal Income Tax;</li><li>• <b>Monthly Tax Return (Form No. 50):</b> the employee is required to file a monthly return if the employee has received taxable income which has not been subject to income tax withholding by the employer..</li></ul> <p>Capital gains and dividends are reported in the Annual Tax Return. Capital gains tax may be considered to be sporadic income if the taxpayer does not have any other income subject to first category tax (Corporate Income Tax), in which case a monthly tax return must be filed in the month following the realisation of the capital gain.</p> <p>The returns are usually filed online and 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></p> <ul style="list-style-type: none"><li>• the Annual Tax Return must be filed by 30 April in the year following the year when the income is obtained;</li></ul>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Chile	
	<ul style="list-style-type: none"><li>monthly returns (if required) must be filed within the first 12 days of the month following the month in which the income was obtained or the amounts were withheld.</li></ul> <p><b>Payment of tax:</b> any unpaid income tax is due by the date of filing the relevant tax return.</p> <p><b>Foreign asset reporting:</b> the employee is required to issue a sworn statement listing any shares maintained abroad such as unlocked shares from Your Shares, as well as foreign dividends and other foreign income (through Form No. 1929). This form is filed annually by 30 June. Employees may register the investment, in the Registry of Foreign Investments kept by the IRS, in order to be entitled to tax credits for any taxes paid abroad. However, if Form No. 1929 is filed, the employees are entitled to tax credit even if the registration is not performed.</p>



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## Tax - Employee Notes - Your Shares: Gifted and Matched

Colombia	
<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% (2025) for labour income. Any change in tax rates usually takes effect from 1 January.
<b>Income tax rates</b>	Individual income tax is scheduler and is calculated depending on the source of the income (e.g. general income, pensions and dividends). The income tax rate for individuals is progressive (i.e. depends on the level of the income obtained by the employee during the financial year). The maximum rate applies to income over TVU31,000. For fiscal year 2025, each tax value unit ( <i>Unidad de Valor Tributario</i> ) (TVU) is equivalent to COP49,799. Labour income is subject to a maximum marginal income tax rate of 39%.
<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 (if applicable – see “Employee Social Security below) – 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 (if applicable – see “Employee Social Security” below).

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Colombia	
Will my employer withhold social security contributions in relation to my plan benefits?	Yes (if applicable – see “Employee Social Security” below).
Employee social security	<p><b>Employee social security (max rate):</b> the standard combined rate is 8% (4% for pension contributions and 4% for health contributions) which applies to employees who earn more than the minimum monthly salary and not more than 25 minimum monthly salaries. Employees with income equal to or higher than 4 minimum monthly salaries (COP5,694,000) will be subject to additional pension contributions of up to 2%. From 1 July 2025, employees with income equal to or higher than 4 minimum monthly salaries (COP5,694,000) and up to 25 minimum monthly salaries (COP35,587,500 in 2025) will be subject to additional pension contributions of up to 3%. People who are independent (with no labour contract) will have to assume the full payment of social security contributions. Social security contributions increase every year in line with the minimum monthly wage (COP1,423,500 in 2025).</p> <p><b>Employee social security (cap):</b> the base on which social security contributions are calculated is capped at the equivalent of 25 minimum monthly mandatory salaries (COP35,587,500 in 2025). As a general rule, share plan income (non-salary benefits) are only included in the base for calculating social security if the share plan income exceeds 40% of the employee’s salary income for the corresponding month.</p>
What is the maximum rate of capital gains tax?	15% fixed rate if held for more than two years. Progressive tax applies (up to 39%) if held for less than two years.
What is the maximum tax rate payable on dividends?	<p>For fiscal year 2025, dividends paid by a foreign company to an individual tax-resident in Colombia, are subject to income and dividend tax at a maximum effective rate of:</p> <ul style="list-style-type: none"><li>• 35%, if the amount of the dividend paid does not exceed the value of 300TVU (COP14,939,700 in 2025); or</li><li>• 48%, if the amount of the dividend paid exceeds the value of 300TVU.</li></ul> <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</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Colombia	
	<p>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> proceeds taxed with income tax if the shares are held for less than 2 years. Taxed as a capital gain and subject to capital gains tax if the shares are held for more than 2 years. 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, most employees will file a tax return. Individuals who hold assets abroad, including unlocked shares from Your Shares, must file a special report, along with their tax return, reporting the assets and the value of the assets as of 31 December.</p> <p><b>Report name:</b> Annual Tax Return. The foreign assets report is Form 160 and can be found at the tax authority’s website <a href="#">here</a>.</p> <p><b>Tax period:</b> 1 January to 31 December.</p> <p><b>Reporting deadline:</b> depends on the tax number of the individual but generally between August and October.</p> <p><b>Payment of tax:</b> any tax due must be paid by the due date for filing the return.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Egypt	
When will I be taxed in relation to my plan benefits?	<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.
What is the maximum rate of income tax payable in relation to my plan benefits?	27.5% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Tax rates are progressive. From 1 July 2023, a new maximum tax rate of 27.5% applies to annual income exceeding EGP1,200,000. Taxpayers whose income exceeds EGP700,000 in any tax year, progressively lose the right to make use of the lower tax brackets, which increases their effective tax rate.
Will my employer withhold income tax in relation to my plan benefits?	Yes.
Are my plan benefits subject to social security contributions?	<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.
Will my employer withhold social security contributions in relation to my plan benefits?	Yes.
Employee social security	<b>Employee social security (max rate):</b> 11%

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Egypt	
	<b>Employee social security (cap):</b> the minimum and maximum salary caps increase on 1 January of each year. In 2025, the minimum monthly salary cap is EGP2,300 and the maximum monthly salary cap is EGP14,500.
<b>What is the maximum rate of capital gains tax?</b>	Subject to income tax: 27.5%
<b>What is the maximum tax rate payable on dividends?</b>	<p>Dividends realised on shares held outside of Egypt may be subject to income tax at the maximum rate of 27.5% after deduction of any tax paid on the dividends abroad.</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> taxed as a capital gain and subject to capital gains tax. 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>There is no specific filing for share related incentives such as Your Shares.</p> <p><b>Report name:</b> Annual Tax Return. Capital gains and dividends are reported on the same return. The return can be filed online. The 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> the report must be filed by 31 March.</p> <p><b>Payment of tax:</b> any unpaid income tax (including tax on dividends and capital gains) is due by the date of filing the return.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Finland	
<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>	57.15% (2025) highest combined rate, including national, municipal and church tax. Any change in tax rates usually takes effect from 1 January.
<b>Income tax rates</b>	The tax rate for an individual is a combination of national tax, municipal tax and church tax (if applicable). In 2025, the top national tax rate is 44.25% and applies to annual income in excess of EUR150,000. Additional municipal taxes (from 4.7% to 10.9% of taxable income) depend upon the residence of the taxpayer. These national and municipal rates are applicable in mainland Finland, not the province of Åland, where the allocation of tax burden between the rates is different. Some residents also pay church tax of between 1% and 2.25%. The highest combined tax rate is 57.15%. In Helsinki, if the individual is a member of the Evangelical-Lutheran church, the maximum tax rate is currently 50.55%.
<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. <b>Unlocking of Gifted and Matching Shares:</b> Yes.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

<b>Will my employer withhold social security contributions in relation to my plan benefits?</b>	Yes.
<b>Employee social security</b>	<p><b>Employee social security:</b> 9.64% to 11.14% (combined amounts):</p> <ul style="list-style-type: none"><li>• <b>Sickness insurance premium:</b> combined 1.90% (daily allowance premium of 0.84% (0.00% if income is less than EUR16,862) and Medicare premium of 1.06%);</li><li>• <b>Medicare premium on pension income and social benefits</b> (not assessed for ordinary salary income subject to sickness insurance premium): 1.45%;</li><li>• <b>Pension insurance contribution:</b> 7.15% (aged 17 to 52 years or 63 to 68 years) and 8.65% (aged 53 to 62 years);</li><li>• <b>Unemployment insurance contribution:</b> 0.59% (employees aged 18 to 64).</li></ul> <p><b>Employee social security (cap):</b> no cap.</p> <p><b>Note:</b> under specific conditions, share related income will only be subject to the Medicare premium of 1.45% (see 'Tax beneficial treatment' section).</p>
<b>What is the maximum rate of capital gains tax?</b>	Capital income is taxed progressively with a rate of 30% for annual capital income up to EUR30,000 and 34% for annual capital income exceeding EUR30,000.
<b>What is the maximum tax rate payable on dividends?</b>	<p>Subject to certain conditions, 85% of dividends from publicly quoted shares is taxed as capital income. 15% is tax exempt. The basic capital income tax rate is 30%, rising to 34% when the amount of annual capital income exceeds EUR30,000.</p> <p>The above assumes that the company distributing the dividend is a publicly quoted company and that it is either a company stated in Article 2 of the Parent-Subsidiary directive or a company resident in a tax treaty state, the tax treaty with Finland is applied to the dividend, and the company is subject to at least 10% income tax on its profits. If the assumptions do not apply, dividends will be subject to income tax in full.</p> <p>Dividends from e.g. companies located in a non-treaty state outside the EU, are fully taxable as earned income with progressive income tax rates.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

	<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> taxed as a capital gain and subject to capital gains tax.. 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, the employee must file an annual return. There is no specific filing in relation to share related incentives.</p> <p>The employee must report any foreign held assets such as unlocked shares from Your Shares to the tax authorities.</p> <p><b>Report name:</b> pre-completed Annual Income Tax Return. Capital gains and dividends are reported on the same return. Foreign held assets are reported with the tax return. The return can be filed online or in paper form. The tax return can be downloaded from the website <a href="#">here</a>.</p> <p><b>Tax period:</b> Calendar year.</p> <p><b>Reporting deadline:</b> typically at the beginning of May following the tax period. Deadline varies slightly every year. Certain groups of individuals have their deadline in April.</p> <p><b>Payment of tax:</b> any unpaid income tax is due by the end of January following the end of tax period, if the taxpayer is to avoid any late payment interest. The final residual taxes based on the tax assessment are due by August-October or September-November following the end of tax period. There are two instalments if the amount of unpaid income tax exceeds EUR170. Capital gains tax and dividend tax are due by the same date. The due dates for any unpaid income taxes are individual and the dates are stated on the personal tax return document.</p>



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## Tax - Employee Notes - Your Shares: Gifted and Matched

France	
When will I be taxed in relation to my plan benefits?	<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 (plus exceptional tax surcharge), CSG and CRDS 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 (plus exceptional tax surcharge). No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	45% (2025) plus exceptional tax surcharge and social taxes. Any change in tax rates usually takes effect from 1 January.
Income tax rates	Income tax rates are progressive up to 45%. <b>Exceptional tax surcharge:</b> an exceptional tax surcharge of 3% or 4% is imposed on the income of high earners. The 3% rate is levied on income over EUR250,000 for a single person or EUR500,000 for a married couple, and the 4% rate is levied on income over EUR500,000 for a single person and over EUR1million for a married couple. <b>Differential tax for high earners:</b> individuals whose income is over EUR250,000 for a single person or EUR500,000 for a married couple, should be taxed at a minimum of 20%. This new rule applies for revenues earned in 2025 onwards. A first down payment is due to be paid between 1 December and 15 December, 2025, the balance will be paid during Spring 2026. <b>CSG and CRDS:</b> in addition, social taxes, CSG ( <i>Contribution Sociale Généralisée</i> ) and CRDS ( <i>Contribution au Remboursement de la Dette Sociale</i> ) are levied on gross income. Although a separate tax on income, the social taxes (sometimes called social surcharges or social contributions) are subject to employer withholding along with social security. Separate rates apply to employment income and investment income.
Will my employer withhold income tax in relation to my plan benefits?	Yes.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

France	
Are my plan benefits subject to social security contributions?	<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.
Will my employer withhold social security contributions in relation to my plan benefits?	Yes, the employer must withhold CSG and CRDS, and the employee social security contributions.
Employee social security	<b>Employee social security (max rate):</b> the average standard rate is between 21.55% to 23% of the gross gain (including 9.2% CSG and 0.5% CRDS). Some contributions are capped, so the average effective rate decreases progressively. Most of the employee social charges (except 2.4% CSG and 0.5% CRDS) are deductible when computing the employee's income tax liability. <b>Employee social security (cap):</b> various caps apply to contributions. Any amount in excess of the annual threshold (EUR376,800 for 2025) is subject to an uncapped rate of 10.10% (including CSG and CRDS) of the gross compensation.
What is the maximum rate of capital gains tax?	Investment income, including capital gains, is subject to a flat tax rate of 30% (made up of 12.8% income tax and 17.2% CSG and CRDS). The full amount of the capital gain would also be subject to the exceptional tax surcharge for high earners, of 3% or 4%.
What is the maximum tax rate payable on dividends?	Investment income, including dividends, is subject to a flat tax rate of 30% (made up of 12.8% income tax and 17.2% CSG and CRDS). The full amount of the dividend would also be subject to the exceptional tax surcharge for high earners, of 3% or 4%. Subject to certain conditions, the participant can elect to be taxed at progressive income tax rates (plus 17.2% CSG and CRDS and the exceptional tax surcharge) instead of the flat rate tax. 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

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## Tax - Employee Notes - Your Shares: Gifted and Matched

France	
	<p>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> taxed as a capital gain and subject to capital gains tax. 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>The individual has an obligation to report all taxable income received during the year (including any taxable amount from a share plan, dividends received and any taxable capital gain) to the French tax authorities.</p> <p><b>Report name:</b> the individual must file an annual French income tax return, Form 2042 (if applicable, the individual should also file Form 2047 for foreign income and Form 2074 for capital gains) generally by mid-May of the following year. Tax returns are filed jointly and the taxable income will be calculated based on marital status and the number of dependent children. If withholding has not been applied to dividends received by the individual, they are required, within the first 15 days of the month following the date of receipt, to report the dividends on form 2778-DIV-SD and to pay the withholding tax. The individual must report foreign shares (but not shares which have not yet unlocked) and bank accounts on Form 3916.</p> <p>All income returns must be filed electronically (for taxpayers with internet access). The tax return and other tax forms 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> the income tax return filing date changes each year but is between mid-May and early June for income received during the previous tax year. Time extensions are available for online filing.</p> <p><b>Payment of tax:</b> any additional taxes due must be paid following the issue of a final assessment issued by the tax authority, generally between September and December.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Germany	
<b>When will I be taxed in relation to my plan benefits?</b>	<p><b>Purchase of Investment Shares:</b> so long as the combined purchase value of Investment Shares and the value at unlocking of Matching Shares received in any tax year does not exceed EUR 2000, then your contributions to purchase Investment Shares will be taken from pre-income tax salary (you will still pay social security). In 2025, the calculation of the EUR 2000 limit also includes the unlocked shares from Your Shares: Gifted.</p> <p><b>Award of Gifted and Matching Shares:</b> No income tax. No social security.</p> <p><b>Unlocking of Gifted and Matching Shares:</b> Free of Income tax and social security up to the EUR 2000 limit. Please refer to "Purchase of Investment Shares" above for details of how shares are valued against the EUR 2000 limit.</p> <p>If you have shares in the LTIP plan they will not benefit from the EUR 2000 exemption and income tax and social security contributions will be payable on the full value of the shares when they vest.</p> <p><b>Sale by participant:</b> Capital gains tax on increase in value since purchase of Investment Shares and since unlocking of Gifted and Matching Shares. This tax will not be collected by Rolls-Royce. No social security.</p>
<b>What is the maximum rate of income tax payable in relation to my plan benefits?</b>	47.475% (2025) includes solidarity surcharge but excludes church taxes. Any change in tax rates usually takes effect from 1 January.
<b>Income tax rates</b>	Income tax rates are progressive with a top rate of 45%. In addition, depending on total income and individual circumstances, some taxpayers pay a solidarity surcharge (a tax on individual income tax) of up to 5.5%, which results in a combined maximum tax rate of 47.475%. Members of certain churches also pay a church surcharge of 8% or 9%, taking the maximum tax rate for some taxpayers to 51.525%.
<b>Will my employer withhold income tax in relation to my plan benefits?</b>	There will only be an income tax withholding from salary used to purchase Investment Shares and when the Matching Shares unlock if the combined purchase value of Investment Shares and the value at unlocking of Matching Shares received in any tax year is over EUR 2000. In 2025, the calculation of the EUR 2000 limit also includes the unlocked shares from Your Shares: Gifted.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Germany	
	For the LTIP Plan the employer will withhold income tax and social security contributions.
<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> No, unless the combined purchase value of Investment Shares and the value at unlocking of Matching Shares received in any tax year is over EUR 2000. In 2025, the calculation of the EUR 2000 limit also includes the unlocked shares from Your Shares: Gifted.
<b>Will my employer withhold social security contributions in relation to my plan benefits?</b>	<b>Purchase of Investment Shares:</b> Yes. <b>Award of Gifted and Matching Shares:</b> No <b>Unlocking of Gifted and Matching Shares:</b> Yes (if required - please see “Are my plan benefits subject to social security contributions?” above). For the LTIP Plan the employer will withhold income tax and social security contributions.
<b>Employee social security</b>	<b>Employee social security (max rate):</b> 21.55% (2025) (combined rates covering pension insurance, unemployment insurance, health insurance (including average additional contribution) and compulsory long-term care insurance ( <i>Pflegeversicherung</i> ) for employees without children). <b>Employee social security (cap):</b> in 2025, the same caps apply in all Federal States: EUR96,600 (pension scheme and unemployment insurance); and EUR66,150 (health insurance and compulsory long-term insurance). This is the annual limit of income subject to social security contributions; income exceeding the cap will not be subject to social security contributions.
<b>What is the maximum rate of capital gains tax?</b>	26.375% (includes solidarity surcharge but excludes church taxes).

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Germany	
	Capital gains tax on the sale of shares is set at a flat rate of 25%. In addition, all taxpayers pay a solidarity surcharge (a tax on individual income tax) of 5.5%, which results in a combined rate of 26.375%. Members of certain churches also pay a church surcharge of 8% or 9% on the tax.
<b>What is the maximum tax rate payable on dividends?</b>	<p>26.375% (includes solidarity surcharge but excludes church taxes).</p> <p>Dividends are taxed at a flat rate of 25%. In addition, all taxpayers pay a solidarity surcharge (a tax on individual income tax) of 5.5%, which results in a combined maximum rate of 26.375%. Members of certain churches also pay a church surcharge of 8% or 9% on the 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> taxed as a capital gain and subject to capital gains tax. 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><b>Your Shares: Gifted and Matched</b></p> <p>If you only receive a salary subject to wage tax withholding and have no other income there is no need to file a tax return. The unlocking of Your Shares: Gifted and Matched does not create the need to file an annual tax return where there is no existing requirement to do so. If you do need to file a tax return you must include the value of your income which was exempt from tax. Please refer to “When will I be taxed in relation to my plan benefits?” for details regarding the tax exemption for Your Shares.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Germany	
	<p><b>LTIP</b></p> <p>The employee must file an annual return (unless the employee only receives salary subject to wage tax withholding and has no other income). There is no specific filing in relation to share related incentives and receipt of the unlocked shares does not create the need to file an annual return where there is no existing requirement to do so.</p> <p><b>Report name:</b> Annual Tax Return. Capital gains and dividends are reported on attachments to the Annual Return. The return must be filed online. The tax return can be prepared using the tax authorities' 'elster' platform (see the website <a href="#">here</a>).</p> <p><b>Tax period:</b> 1 January to 31 December.</p> <p><b>Reporting deadline:</b> 31 July (in respect of the prior calendar year). The deadline is extended to the end of February in the following year, if the return is prepared by a certified tax adviser. If exercise takes place after the year-end dates, filing is made by the following 31 July. Deadlines have been extended due to Covid (until and including fiscal year 2023) so that for fiscal year 2023, the income tax returns deadline is 31 August 2024 (31 May 2025 if a tax advisor is instructed).</p> <p><b>Payment of tax:</b> the due date for payment will be set by the tax authority (depending on the date of the final assessment).</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Hong Kong	
When will I be taxed in relation to my plan benefits?	<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> Salaries (income) tax. No social security. <b>Sale by participant:</b> No tax on capital gains. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	17% (2025/26). Any change in tax rates usually takes effect from 1 April.
Income tax rates	There are two ways to compute the salaries tax in Hong Kong. Taxpayers can pay tax on their net chargeable income (assessable income less deductions and allowances) at progressive rates ranging from 2% to 17%, or at a flat rate of 15% on net income (assessable income less deductions), whichever is the lower.
Will my employer withhold income tax in relation to my plan benefits?	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.
Are my plan benefits subject to social security contributions?	No.
Will my employer withhold social security contributions in relation to my plan benefits?	Not applicable.
What is the maximum rate of capital gains tax?	None.



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## Tax - Employee Notes - Your Shares: Gifted and Matched

Hong Kong	
<b>What is the maximum tax rate payable on dividends?</b>	<p>None.</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> no capital gains tax or social security.</p>
<b>Do I have to report any income in relation to the plan to my local tax authority?</b>	<p>Yes</p> <p><b>Report name:</b> Individual Tax Return (BIR60). The assessable value of a share award will be included in the annual Employer's Return (Form IR56B), a copy of which must be delivered to the employee by the employer. A separate return (IR56F or IR56G) must be delivered to employees leaving employment or departing from Hong Kong. The return can be filed online. Forms and information can be accessed through the Inland Revenue Department (IRD) website <a href="#">here</a>.</p> <p><b>Tax period:</b> 1 April to 31 March.</p> <p><b>Reporting deadline:</b> Individual Tax Returns are usually issued in early May of each year and must be lodged within 1 month (2 months if filing electronically) from the date of issue unless an extension request is submitted and approved by the IRD. If the individual does not receive the required tax return form, they must notify the IRD in writing about their assessable income within four months of the end of the tax year (i.e. by 31 July).</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Hungary	
When will I be taxed in relation to my plan benefits?	<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> Income tax on increase in value since purchase of Investment Shares and since time of unlocking of Gifted and Matching Shares, plus social contribution tax (if applicable).
What is the maximum rate of income tax payable in relation to my plan benefits?	15% (2024). Any change in tax rates usually takes effect from 1 January.
Income tax rates	A flat tax of 15% is levied on most income.
Will my employer withhold income tax in relation to my plan benefits?	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.
Are my plan benefits subject to social security contributions?	<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> Employee social security (Medicare levy and applicable surcharge) is payable.
Will my employer withhold social security contributions in relation to my plan benefits?	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.
Employee social security	<b>Employee social contribution tax (max rate):</b> 13%

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Hungary	
	<b>Employee social contribution tax (cap):</b> the social contribution tax, payable on investment income for an employee, is payable until the individual's income (including the value of the relevant award) exceeds 24 times the statutory monthly minimum wage, which is HUF266,800 per month in 2024.
<b>What is the maximum rate of capital gains tax?</b>	15% (income tax) In addition, employee social contribution tax is payable on the gain of the sale of shares, unless the cap has been reached (see 'Employee social security').
<b>What is the maximum tax rate payable on dividends?</b>	15% (income tax) In addition, employee social contribution tax is payable on dividend income, unless the cap has been reached (see 'Employee social security'). 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.  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>	The employee must file an annual return. There is no specific filing in relation to share related incentives. <b>Report name:</b> Annual Tax Return. Capital gains and dividends are reported on the same return. The return can be filed online. The tax return can be downloaded from the website <a href="#">here</a> .

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Hungary	
	<p><b>Tax period:</b> 1 January to 31 December.</p> <p><b>Reporting deadline:</b> the tax return is due to be filed by 20 May in the following tax year but taxpayers can request an extension, up to 20 November, from the tax authorities.</p> <p><b>Payment of tax:</b> taxpayers who have received income that is not subject to withholding, must generally make quarterly tax advance payments (for employment income) by the 12th day of the month following the end of the quarter. Income from capital gains and dividends should be reported in the annual tax return and any tax due paid when the tax return is filed.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

India	
<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. No 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>	42.74% (old tax regime) / 39% (new tax regime) (2025/26) including maximum surcharge and Health and Education Cess. Any change in tax rates usually takes effect from 1 April.
<b>Income tax rates</b>	<p>Income tax payable at progressive rates up to 30% adjusted up to 39% under the new tax regime or up to 42.74% under the old tax regime. Following changes introduced in April 2023, the new tax regime (with no deductions/exemptions) is now the default regime, although taxpayers can elect to be taxed under the old tax regime. The maximum general effective tax rate (ETR) including maximum surcharge and Health and Education Cess is either:</p> <ul style="list-style-type: none"><li>• new tax regime: 39% (maximum surcharge capped at 25%) or</li><li>• old tax regime: 42.74% (maximum surcharge of 37%).</li></ul> <p>The tax rates and salary bands in INR under the new tax regime are as follows:</p> <ul style="list-style-type: none"><li>• 0 - 400,000: 0%</li><li>• 400,001 - 800,000: 5.2%</li><li>• 800,001 - 1,200,000: 10.4%</li><li>• 1,200,001 - 1,600,000: 15.6%</li><li>• 1,600,001 - 2,000,000: 20.8%</li><li>• 2,000,001 - 2,400,000: 26%</li></ul>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

India	
	<ul style="list-style-type: none"><li>• 2,400,001 - 5,000,000: 31.2%</li><li>• 5,000,001 - 10,000,000: 34.32%</li><li>• 10,000,001 - 20,000,000: 35.88%</li><li>• Above 20,000,001: 39%</li></ul> <p>In addition to income tax, taxpayers must contribute a surcharge on the income tax, which is calculated as follows:</p> <ul style="list-style-type: none"><li>• Exceeding INR5million up to INR10million: 10%;</li><li>• Exceeding INR10million up to INR20million: 15%;</li><li>• Exceeding INR20million up to INR50million: 25%;</li><li>• Exceeding INR50million: 37% (old tax regime) or 25% (new tax regime).</li></ul> <p>Health and Education Cess of 4% of the total income tax, plus surcharge, is also payable.</p>
<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>	No.
<b>Will my employer withhold social security contributions in relation to my plan benefits?</b>	Not applicable.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

India	
<b>What is the maximum rate of capital gains tax?</b>	<p><b>Foreign listed shares:</b></p> <ul style="list-style-type: none"><li>• Long-term capital gains (shares held for more than 24 months): 12.5%.</li><li>• Short-term capital gains (shares held for 24 months or less) are treated as ordinary income and taxed at progressive rates of up to 30%.</li></ul> <p><b>Note:</b></p> <ul style="list-style-type: none"><li>• long-term capital gains are subject to a maximum 15% additional surcharge and short-term capital gains are subject to a maximum 25%/37% additional surcharge under new tax regime/old tax regime respectively;</li><li>• additionally, capital gains are subject to a combined 4% health and education surcharge, which is levied on the tax on capital gains as increased by the surcharge;</li><li>• a credit may be available for an Indian resident individual under the Income Tax Act 1961 for any taxes paid in a foreign jurisdiction on the sale of foreign listed shares, or for any tax withheld by the buyer in a foreign jurisdiction; and</li><li>• different time frames and rates apply to shares in unlisted Indian companies and shares listed on an Indian stock exchange.</li></ul>
<b>What is the maximum tax rate payable on dividends?</b>	<p>Up to 35.88%</p> <p>Dividends payment from foreign as well as Indian companies are included in an individual's total income and are charged at the income tax rate applicable to that individual.</p> <p>The enhanced surcharge rates of 25% and 37% are not levied on dividend income. As a result, the maximum rate of surcharge on tax payable on such income will be 15%.</p> <p>In respect of dividends received from a foreign company, such dividends may be subject to tax withholding in a foreign jurisdiction. Such tax withheld may be creditable against any tax liability of an Indian resident individual in accordance with the provisions of the Income Tax Act.</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.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

India	
	<p>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> Taxed as a short term capital gains (or taxed as a long term capital gain if shares are held more than 12 months). 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>The employee must file an annual tax return. Share related incentive income is included in the Statement of Perquisites (Form 12BA). The filing is not specific to share related incentives.</p> <p>The employee must report all worldwide income and foreign assets such as unlocked shares from Your Shares to the relevant tax authority.</p> <p>Participants should receive a Tax Collected at Source (TCS) certificate from the Authorised Dealer Bank for TCS paid on outward remittances under the Liberalised Remittance Scheme (LRS).</p> <p><b>Report name:</b> Income Tax Return. The specific tax return will depend on the employee’s income. The employee should use the Tax Deducted at Source (TDS) certificate (Form 16) and Form 12BA (statement showing particulars of perquisites, other fringe benefits or amenities and profits in lieu of salary) provided by the employer to complete their annual tax return. Foreign assets and income are reported on Schedule FSI of Form ITR-2.</p> <p>For most individuals, digital filing of income tax returns is mandatory. To file online, individuals must register on the e-filing website of the Income Tax Department and, once registered, the filing process is also through the e-filing website <a href="#">here</a>.</p> <p><b>Tax period:</b> 1 April to 31 March.</p> <p><b>Reporting deadline:</b> the employer must deliver Form 16 and Form 12BA to employees by 15 June following the end of the tax year, and individual tax returns must be filed by 31 July.</p> <p><b>Payment of tax:</b> any unpaid tax must be paid on or before the due date for filing the income tax return.</p>



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## Tax - Employee Notes - Your Shares: Gifted and Matched

Indonesia	
When will I be taxed in relation to my plan benefits?	<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 on fair market value of shares. No social security. <b>Sale by participant:</b> Income tax on increase in value since purchase of Investment Shares and since time of unlocking of Gifted and Matching Shares. This tax will not be collected by Rolls-Royce. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	35% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Tax rates are progressive. In 2025, the maximum tax rate applies to annual taxable income over IDR5Billion.
Will my employer withhold income tax in relation to my plan benefits?	Yes, effective 1 July 2023, upon the first taxable moment (i.e. upon unlocking of Gifted and Matching Shares).
Are my plan benefits subject to social security contributions?	No (share options and share awards are not subject to social security).
Will my employer withhold social security contributions in relation to my plan benefits?	Not applicable.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Indonesia	
What is the maximum rate of capital gains tax?	35% (progressive income tax rates).
What is the maximum tax rate payable on dividends?	<p>35% (progressive income tax rates) unless there is a tax treaty which may regulate a lower tax rate for the receipt of an offshore dividend.</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> subject to income tax. 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>There is no specific filing in relation to share related incentives, the annual return must list all of the assets of the employee including their ownership of share interests.</p> <p><b>Report name:</b> Annual Income Tax Return (<i>Surat Pemberitahuan Pajak Tahunan</i>) (SPT) 1770, SPT 1770 S or SPT 1770 SS, depending on the annual income of the employee.</p> <p>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> calendar year.</p> <p><b>Reporting deadline:</b> the annual tax return must be filed by 31 March.</p> <p><b>Payment of tax:</b> by the end of March (before filing the tax return).</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Italy	
When will I be taxed in relation to my plan benefits?	<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. No 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.
What is the maximum rate of income tax payable in relation to my plan benefits?	47.83% (2025) including maximum regional and municipal taxes. Any change in tax rates usually takes effect from 1 January.
Income tax rates	State income tax is levied at progressive tax rates on all income. Starting from fiscal year 2024, the following brackets apply: <ul style="list-style-type: none"><li>• EUR 0 - 28,000: 23%</li><li>• EUR28,001 - 50,000: 35%</li><li>• Over EUR50,000: 43%</li></ul> In addition: <ul style="list-style-type: none"><li>• regional taxes of up to 3.63% and municipal taxes of up to 1.2% may apply</li></ul>
Will my employer withhold income tax in relation to my plan benefits?	Yes.
Are my plan benefits subject to social security contributions?	No.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Italy	
Will my employer withhold social security contributions in relation to my plan benefits?	Not applicable.
What is the maximum rate of capital gains tax?	26%
What is the maximum tax rate payable on dividends?	<p>26%</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> taxed as a capital gain and subject to capital gains tax. 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>The employee must file an annual return. There is no specific filing in relation to share related incentives.</p> <p>Foreign assets such as unlocked shares from Your Shares must also be reported to the tax authorities.</p> <p><b>Report name:</b> Annual Tax Return. The foreign assets report is filed electronically on Form RW together with the individual's annual tax return (<i>Modello Redditi PF</i>). The tax return form and instructions 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 September of the following year.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Italy	
	<b>Payment:</b> any unpaid tax is due by 30 June (tax balance and first advance payment); and 30 November (second advance payment) of the year following the relevant tax period.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Japan	
When will I be taxed in relation to my plan benefits?	<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. No 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.
What is the maximum rate of income tax payable in relation to my plan benefits?	55.945% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	National income tax rates are progressive up to 45%. The maximum income tax rate of 55.945% includes local income tax of 10% and the 2011 earthquake recovery surcharge of 2.1%, which is assessed on the taxpayer's national income tax.
Will my employer withhold income tax in relation to my plan benefits?	Yes.
Are my plan benefits subject to social security contributions?	No.
Will my employer withhold social security contributions in relation to my plan benefits?	Not applicable.
What is the maximum rate of capital gains tax?	20.315% Capital gains are taxed at a flat rate of 15.315% for national tax and 5% for local tax.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Japan	
<b>What is the maximum tax rate payable on dividends?</b>	<p>Listed shares (such as Rolls-Royce): taxpayer's choice of:</p> <ul style="list-style-type: none"><li>• 20.315% (separate self-assessment taxation) subject to any available tax credit; or</li><li>• 55.945% (comprehensive income tax) subject to any available tax credit.</li></ul> <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> taxed as a capital gain and subject to capital gains tax. 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>Generally yes. If the plan benefits are paid through the local employer and are subject to Japanese withholding tax, employees resident in Japan whose annual gross salary receipt amount (including the amount of salaries other than the plan benefits) is JPY20million or less and whose income, other than salary income and retirement income, for that year is JPY200,000 or less, are not required to file annual tax returns.</p> <p>There is no specific filing in relation to share related incentives.</p> <p>Individuals are required to report foreign held assets if those assets have a market value (or estimated value as an alternative) over JPY50million as of 31 December.</p> <p><b>Report name:</b></p> <ul style="list-style-type: none"><li>• Annual Tax Return. The return can be filed online. The tax return can be downloaded from the website <a href="#">here</a>;</li><li>• Foreign assets reports are filed physically or electronically on the Foreign Assets Report website (<i>Kokugai Zaisan Cho-sho</i>) <a href="#">here</a>.</li></ul>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Japan	
	<p><b>Tax period:</b> 1 January to 31 December.</p> <p><b>Reporting deadline:</b> tax returns must be filed by 15 March of the subsequent year. Foreign asset reports must be filed by 30 June of the subsequent year.</p> <p><b>Payment:</b> any unpaid income tax is due by the date of filing the tax return.</p>



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## Tax - Employee Notes - Your Shares: Gifted and Matched

Korea, South	
When will I be taxed in relation to my plan benefits?	<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.
What is the maximum rate of income tax payable in relation to my plan benefits?	49.5% (2025) including local income tax. Any change in tax rates usually takes effect from 1 January.
Income tax rates	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%.
Will my employer withhold income tax in relation to my plan benefits?	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.
Are my plan benefits subject to social security contributions?	<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
Employee social security	<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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## Tax - Employee Notes - Your Shares: Gifted and Matched

Korea, South	
<b>Will my employer withhold social security contributions 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>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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## Tax - Employee Notes - Your Shares: Gifted and Matched

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>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Kuwait	
When will I be taxed in relation to my plan benefits?	<b>Purchase of Investment Shares:</b> No income tax. No social security. <b>Award of Gifted and Matching Shares:</b> No income tax. No social security. <b>Unlocking of Gifted and Matching Shares:</b> No income tax. No social security. <b>Sale by participant:</b> No capital gains tax. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	None
Income tax rates	There is no personal income tax in Kuwait.
Will my employer withhold income tax in relation to my plan benefits?	No
Are my plan benefits subject to social security contributions?	No, social security will not be payable on share related income.
Will my employer withhold social security contributions in relation to my plan benefits?	Not applicable.
What is the maximum rate of capital gains tax?	None

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Kuwait	
What is the maximum tax rate payable on dividends?	<p>None</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> no income tax or social security,</p>
Do I have to report any income in relation to the plan to my local tax authority?	None.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Lebanon	
When will I be taxed in relation to my plan benefits?	<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.
What is the maximum rate of income tax payable in relation to my plan benefits?	25% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Rates are progressive from 2% to 25%.
Will my employer withhold income tax in relation to my plan benefits?	Yes.
Are my plan benefits subject to social security contributions?	<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
Will my employer withhold social security contributions in relation to my plan benefits?	Yes.
Employee social security	<b>Employee social security (max rate):</b> 3% (medical scheme contribution).

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Lebanon	
	<b>Employee social security (cap):</b> earnings caps apply and the current cap should be checked as the amounts are affected by the prevailing LBP/USD exchange rate.
<b>What is the maximum rate of capital gains tax?</b>	10%
<b>What is the maximum tax rate payable on dividends?</b>	<p>10%</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> taxed as a capital gain and subject to capital gains tax. 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, if you have income where tax has not been withheld by your employer. There is no specific filing for share related incentives.</p> <p>Report name: Annual Tax Return.</p> <p>Tax period: 1 January to 31 December.</p> <p>Reporting deadline: the deadline for filing the tax return is 31 March of the following year.</p> <p>Payment of tax: the deadline for the payment of tax is the same as the reporting deadline.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Netherlands	
When will I be taxed in relation to my plan benefits?	<p><b>Purchase of Investment Shares:</b> Contributions to purchase Investment Shares are deducted from post-tax salary.</p> <p><b>Award of Gifted and Matching Shares:</b> No income tax. No social security.</p> <p><b>Unlocking of Gifted and Matching Shares:</b> Income tax and social security. Box 3 income tax may apply.</p> <p><b>Sale by participant:</b> Box 3 income tax may apply on proceeds of sale received. No social security.</p>
What is the maximum rate of income tax payable in relation to my plan benefits?	49.50% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	<p>Income is divided into three boxes and each is taxed differently.</p> <p><b>Box 1</b> covers employment income (including income received under an employee incentive plan) and business profits of self-employed persons. Income in Box 1 is taxed at progressive rates up to 49.50%. From 2025, there are three brackets:</p> <ul style="list-style-type: none"><li>• 35.82% which includes national/employee social security (see 'Employee social security' section) for income through EUR38,441;</li><li>• 37.48% for income over EUR38,441 up to EUR76,817; and</li><li>• 49.50% for income over EUR76,817.</li></ul> <p>In certain cases a surcharge applies. For example, a 'special rate' is to be applied on stock-based compensation. This is not an explicit rate in a table but a combination of the ordinary income tax withholding rates and an additional uplift percentage, because of a reduction of the individual tax discount. The 'special rate' percentage that should be applied will depend on the employee's previous year's gross income. The resulting maximum withholding rate is 56.01% (49.5% + 6.51%). This percentage applies to earnings between EUR76,818 and EUR139,405 for employees under the retirement age. For annual income over EUR139,405 there is no surcharge and the standard rate of 49.50% applies.</p> <p><b>Box 2</b> covers income (capital gains and dividends) from a substantial interest, at least 5%, in a company. In 2025 the rates are:</p> <ul style="list-style-type: none"><li>• 24.5% on the first EUR 67,804 of income; and</li></ul>



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## Tax - Employee Notes - Your Shares: Gifted and Matched

Netherlands	
	<ul style="list-style-type: none"><li>• 31% above that.</li></ul> <p><b>Box 3</b> covers income from savings and investments. Net assets (including shares acquired under an incentive plan minus liabilities) are subject to taxation under Box 3. With regard to shares, this relates to shares that the individual owns and does not include rights to shares under a share plan before unlocking. Under Box 3, the actual income (including dividend income) or capital gain realised is not taxed but a notional income is deemed to be derived from the net assets (assets less liabilities). The reference date for the value of the net assets is 1 January of the year concerned. The notional income on shares held is 5.88%. This income is taxed at a flat rate of 36% (2025). Taxation only occurs to the extent the value of the net assets exceeds EUR57,684 (2025) for an individual. In 2028 (delayed from 2027), a new, non-flat rate system of taxation on capital income is expected to take effect, based on actual income from assets rather than a notional rate of return.</p>
Will my employer withhold income tax in relation to my plan benefits?	Yes (for income under Box 1).
Are my plan benefits subject to social security contributions?	<p><b>Purchase of Investment Shares:</b> Yes – contributions to purchase shares will be taken from post-social security salary.</p> <p><b>Award of Gifted and Matching Shares:</b> No.</p> <p><b>Unlocking of Gifted and Matching Shares:</b> Yes</p>
Will my employer withhold social security contributions in relation to my plan benefits?	Yes.
Employee social security	<p><b>Employee social security (max rate):</b> national insurance premium contributions are levied at 27.65% and are withheld at the same time as wage tax (therefore, no additional withholdings for national insurance premiums are required on top of the applicable income tax rate). The national insurance premiums are incorporated in the lowest income tax bracket (in 2025, up to and including EUR38,441), leading to a total withholding of 35.82% (2025). In addition, every employee is required to have a health insurance policy and to pay a nominal premium to their insurance company.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Netherlands	
	<b>Employee social security (cap):</b> the maximum amount of national insurance contributions in 2025 is EUR10,629 per year (i.e. EUR38,441 x 27.65%).
<b>What is the maximum rate of capital gains tax?</b>	<p>None, capital gains are generally exempt from tax unless they arise from the sale of business assets (business profits are treated as income) or from the sale of a substantial interest in a company (broadly, at least 5% of the company) in which case the sale proceeds would be taxed as Box 2 income.</p> <p>Although there should be no capital gains tax, the shares may be treated as savings and investment income and be taxed in Box 3.</p>
<b>What is the maximum tax rate payable on dividends?</b>	<p>Dividend income is generally exempt from taxation unless:</p> <ul style="list-style-type: none"><li>• if the participant has a substantial interest in the company (broadly, at least 5% of the total shares or of a class of share in the company), in which case the dividend income would be taxed as Box 2 income;</li><li>• the value of the dividends received, together with all other Box 3 assets for personal income tax purposes, exceeds EUR57,684 (2025) on 1 January and the participant holds less than 5% of the total shares or of a class of shares in the company, in which case the dividend income is taken into account as income from savings and investments for Box 3; or</li></ul> <p>Dividend withholding tax may be credited against Dutch income tax due.</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>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Netherlands	
<b>Do I have to report any income in relation to the plan to my local tax authority?</b>	<p>Yes, income tax is payable on the value of the awards under an incentive plan. Tax on Box 1 income is withheld and paid by the employer and tax on Box 2 and Box 3 income is payable through the individual's tax return. The employee must report all income which, under certain circumstances, may include capital gains, in their income tax return (Box 1, 2 and 3 income). Withheld income tax (i.e. Box 1) can be credited against any other income tax payable by the individual.</p> <p><b>Report name:</b> Annual Income Tax Return (<i>aangifte inkomstenbelasting</i>). The return can be filed online. The tax return can be downloaded from the website <a href="#">here</a>. Please note, the URL for this website can change from year to year. The general site through which the filing can be made is <a href="#">here</a>.</p> <p><b>Tax period:</b> 1 January to 31 December.</p> <p><b>Reporting deadline:</b> 1 May of the following year (extensions are available).</p> <p><b>Payment of tax:</b> any unpaid tax is due within 6 weeks after the date of issuance of the relevant (preliminary) income tax assessment.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

New Zealand	
When will I be taxed in relation to my plan benefits?	<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. No social security. <b>Sale by participant:</b> Generally, no tax on capital gain. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	39% (2024). Any change in tax rates usually takes effect from 1 April (31 July in 2024).
Income tax rates	<p>The New Zealand tax year starts on 1 April but new tax thresholds are expected to be effective from 31 July 2024. Currently the following progressive tax rates and thresholds apply (figures in NZD):</p> <ul style="list-style-type: none"><li>• from 0 to 14,000: 10.5%</li><li>• from 14,001 to 48,000: 17.5%</li><li>• from 48,001 to 70,000: 30%</li><li>• from 70,001 to 180,000: 33%</li><li>• over 180,000: 39%.</li></ul> <p><b>Note:</b> income from share or cash based awards may be subject to deductions in relation to compulsory repayment of student loans through the income tax system, at a rate of 12% for every NZD1 earned over the repayment threshold. For the 2025 tax year, the repayment threshold is NZD24,128. For employees, such repayments will generally be collected through income tax withholding.</p>
Will my employer withhold income tax in relation to my plan benefits?	Yes.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

New Zealand	
Are my plan benefits subject to social security contributions?	No.
Will my employer withhold social security contributions in relation to my plan benefits?	Not applicable.
What is the maximum rate of capital gains tax?	None (in most circumstances).
What is the maximum tax rate payable on dividends?	<p>39%</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> no capital gains tax provided the shares are held by the employee on capital account or the shares have been taxed under FIF rules*. No social security.</p> <p><i>*Note that employees who have Foreign Investment Fund ("FIF") interests over \$50,000 will need to account for income tax annually on the shares under the FIF rules.</i></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>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

### New Zealand

**Do I have to report any income in relation to the plan to my local tax authority?**

Yes, if the individual has income which has not been subject to employer withholding and if the employee is required to report foreign assets. There is no specific filing in relation to share related incentives.

**Report name:** Annual Individual Tax Return (IR3). Dividends are reported on the same return. The return can be filed online. The tax return can be downloaded from the website [here](#). The New Zealand tax office is in the process of phasing out the use of IR3 forms and progressively moving towards online returns filing using annual pre-populated tax statements.

Employees may also be required to report information about foreign shares held to the New Zealand tax office under the foreign investment fund (FIF) regime. This is an annual obligation. There are a number of possible exemptions to this FIF disclosure requirement, which can be affected by the employee's individual circumstances (including, for example, where the total value of foreign shares held by the individual does not exceed NZD50,000). There are different disclosure forms depending on which calculation method the employee has applied in respect of their overseas shareholding. Where the default calculation is used (the 'fair dividend rate' method), the applicable form is IR447.

**Tax period:** 1 April to 31 March.

**Reporting deadline:** tax returns must be filed by 7 July (extended to 31 March of the following year, if the employee has a tax agent).

**Payment of tax:** if an individual has additional tax to pay, the due date is 7 February following the end of the tax year (extended to 7 April if the employee has a tax agent or accountant). If an individual had residual income tax (RIT) in the previous tax year over NZD2,500, they will pay provisional tax the following year. Payment of provisional tax is generally paid in three instalments, with the third instalment due by 7 May. Dividend tax forms part of an individual's RIT and must be paid at the same time as any RIT payments. An employee's deemed income on an overseas shareholding under the FIF rules will also form part of their overseas income for the purposes of the IR3 form. This may result in an annual assessment of tax in respect of the overseas shareholding.

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## 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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## Tax - Employee Notes - Your Shares: Gifted and Matched

Norway	
	<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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## Tax - Employee Notes - Your Shares: Gifted and Matched

Norway	
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<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>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Oman	
When will I be taxed in relation to my plan benefits?	<b>Purchase of Investment Shares:</b> No income tax. No social security. <b>Award of Gifted and Matching Shares:</b> No income tax. No social security. <b>Unlocking of Gifted and Matching Shares:</b> No income tax. No social security. <b>Sale by participant:</b> No capital gains tax. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	None
Income tax rates	There is no individual income tax in Oman.
Will my employer withhold income tax in relation to my plan benefits?	No.
Are my plan benefits subject to social security contributions?	No.
Will my employer withhold social security contributions in relation to my plan benefits?	Not applicable.
What is the maximum rate of capital gains tax?	None

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Oman	
What is the maximum tax rate payable on dividends?	No taxes arise on the payment of dividends, the reinvestment into ordinary shares and the sale of reinvested ordinary shares. 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.
Do I have to report any income in relation to the plan to my local tax authority?	Not applicable.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Poland	
When will I be taxed in relation to my plan benefits?	<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. No social security. <b>Sale by participant:</b> Personal income tax on the gain from the sale of shares on 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?	32% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Tax rates are progressive (12% to 32%). The maximum tax rate applies to annual taxable income over PLN120,000. Solidarity tax of 4% applies to annual income over PLN1million.
Will my employer withhold income tax in relation to my plan benefits?	No.
Are my plan benefits subject to social security contributions?	No.
Will my employer withhold social security contributions in relation to my plan benefits?	Not applicable.
What is the maximum rate of capital gains tax?	19%

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Poland	
	There is no separate capital gains tax regime. The gain from the sale of shares (increase in value since unlocking) is taxed at a flat rate of 19%. The income from the sale of shares is included in calculating solidarity tax.
<b>What is the maximum tax rate payable on dividends?</b>	<p>19%</p> <p>The income from dividends is taxed at a flat rate of 19%. The dividend tax liability may be credited against the amounts withheld abroad by the dividend distributor up to the maximum amount of tax which would be paid in Poland on the distribution of dividends. Dividend income is not included in calculating solidarity 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> there is no separate capital gains tax regime. The gain from the sale of shares (increase in value since purchase) is taxed at a flat rate of 19%. The income from the sale of shares is included in calculating solidarity tax. 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, the employee must report any income from awards, dividends and from the sale of shares in their annual tax return. In the case of awards subject to progressive tax rates, participants may be required to pay a tax advance by the 20th day of the month following the month when they receive the unlocked shares</p> <p><b>Report name:</b> Annual Tax Return (Form PIT-36 or PIT-38). The return can be filed online. The tax return forms can be downloaded from the website <a href="#">here</a>. The solidarity tax must be reported in a separate tax return.</p> <p><b>Tax period:</b> 1 January to 31 December.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Poland	
	<p><b>Reporting deadline:</b> tax returns must be filed by 30 April of the following year.</p> <p><b>Payment of tax:</b> if there is a positive difference between the annual tax due and total amount of advance payments made during the tax year, the employee must pay the tax by 30 April of the following year.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Qatar	
When will I be taxed in relation to my plan benefits?	<b>Purchase of Investment Shares:</b> No income tax. No social security. <b>Award of Gifted and Matching Shares:</b> No income tax. No social security. <b>Unlocking of Gifted and Matching Shares:</b> No income tax. No social security. <b>Sale by participant:</b> No capital gains tax. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	None
Income tax rates	There is no individual income tax in Qatar.
Will my employer withhold income tax in relation to my plan benefits?	No.
Are my plan benefits subject to social security contributions?	No.
Will my employer withhold social security contributions in relation to my plan benefits?	No.
What is the maximum rate of capital gains tax?	None Capital gains from the sale of shares by an individual are exempt from tax, unless part of the individual's business activity.
What is the maximum tax rate payable on dividends?	No taxes arise on the payment of dividends, the reinvestment into ordinary shares and the sale of reinvested ordinary shares.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Qatar	
	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.
Do I have to report any income in relation to the plan to my local tax authority?	Not applicable.



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## Tax - Employee Notes - Your Shares: Gifted and Matched

Saudi Arabia	
When will I be taxed in relation to my plan benefits?	<b>Purchase of Investment Shares:</b> No income tax. No social security. <b>Award of Gifted and Matching Shares:</b> No income tax. No social security. <b>Unlocking of Gifted and Matching Shares:</b> No income tax. No social security. <b>Sale by participant:</b> No tax on gain. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	None
Income tax rates	There is no individual income tax in Saudi Arabia.
Will my employer withhold income tax in relation to my plan benefits?	No.
Are my plan benefits subject to social security contributions?	No.
Will my employer withhold social security contributions in relation to my plan benefits?	No.
What is the maximum rate of capital gains tax?	None
What is the maximum tax rate payable on dividends?	No taxes arise on the payment of dividends, the reinvestment into ordinary shares and the sale of reinvested ordinary shares.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Saudi Arabia	
	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.
Do I have to report any income in relation to the plan to my local tax authority?	Not applicable.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Singapore	
<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 on the fair market value of the shares acquired at the time of unlocking. No social security. <b>Sale by participant:</b> No capital gains tax on increase in value since purchase of Investment Shares or unlocking of Gifted and Matching Shares, provided shares are held for long-term investment purposes and not for trading purposes. No social security.
<b>What is the maximum rate of income tax payable in relation to my plan benefits?</b>	24% (2025). Any change in tax rates usually takes effect from 1 January.
<b>Income tax rates</b>	Tax rates are progressive. The maximum tax rate applies to annual taxable income over SGD1,000,000.
<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>	No Central Provident Fund (CPF) contributions (assuming there is no cash settlement).
<b>Will my employer withhold social security contributions in relation to my plan benefits?</b>	Not applicable.
<b>What is the maximum rate of capital gains tax?</b>	None

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Singapore	
	Singapore does not impose capital gains tax but gains made from the disposal of shares may be subject to income tax if the shares are held for trading purposes.
<b>What is the maximum tax rate payable on dividends?</b>	<p>None. Singapore does not impose a separate dividends tax. Foreign-sourced income (including foreign-sourced dividends) received by a Singapore resident individual in Singapore is exempt from tax (provided such income is not received through a partnership in Singapore).</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> Singapore does not impose capital gains tax but gains made from the disposal of shares may be subject to income tax if the shares are held for trading purposes. No social security.</p>
<b>Do I have to report any income in relation to the plan to my local tax authority?</b>	<p>Yes</p> <p>There is no specific filing in relation to share related incentives.</p> <p><b>Report name:</b> Annual Tax Return to the Inland Revenue Authority of Singapore (IRAS) (Form B1 and appendices). Most taxpayers file their tax return online through IRAS's e-services portal. A paper Form B1 will only be sent to individual taxpayers who request one. Usually, the employer will have reported employees' income directly to the IRAS and the income will be reflected on the electronic tax return.</p> <p><b>Tax period:</b> 1 January to 31 December of the preceding year.</p> <p><b>Reporting deadline:</b> 15 April (18 April if filed electronically).</p> <p><b>Payment of tax:</b> any income tax is due within one month after service of the Notice of Assessment issued by IRAS.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

South Africa	
When will I be taxed in relation to my plan benefits?	<p><b>Purchase of Investment Shares:</b> Contributions to purchase Investment Shares are deducted from post-tax salary.</p> <p><b>Award of Gifted and Matching Shares:</b> No income tax. No social security.</p> <p><b>Unlocking of Gifted and Matching Shares:</b> Income tax and social security.</p> <p><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.</p> <p><b>Note:</b> the above responses assume, among other things, that participants will hold the shares as capital (as opposed to revenue) assets.</p>
What is the maximum rate of income tax payable in relation to my plan benefits?	45% (2024/25). Any change in tax rates usually takes effect from 1 March but updates have been delayed for tax year 2025/26 pending final approval of the National Budget.
Income tax rates	<p>Tax rates are progressive. The tax rates from 1 March 2024 to 28 February 2025 are:</p> <ul style="list-style-type: none"><li>• ZAR1 to 237,100: 18% (of taxable income)</li><li>• ZAR237,101 to 370,500: 26%</li><li>• ZAR370,501 to 512,800: 31%</li><li>• ZAR512,801 to 673,000: 36%</li><li>• ZAR673,001 to 857,900: 39%</li><li>• ZAR857,901 to 1,817,000: 41%</li><li>• ZAR1,817,001 and above: 45%.</li></ul>
Will my employer withhold income tax in relation to my plan benefits?	Yes

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## Tax - Employee Notes - Your Shares: Gifted and Matched

South Africa	
Are my plan benefits subject to social security contributions?	<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
Will my employer withhold social security contributions in relation to my plan benefits?	Yes.
Employee social security	<b>Employee social security (max rate):</b> 1% Unemployment Insurance Fund (UIF). <b>Employee social security (cap):</b> capped at ZAR212,544 (from 1 June 2021) remuneration per year or ZAR17,712 per month. South Africa does not have a formal social security system but requires contributions to the Unemployment Insurance Fund and payment of Skills Development Levies. For the purposes of this table, 'social security' refers to these contributions and payments.
What is the maximum rate of capital gains tax?	18% <b>Capital gains tax:</b> only 40% of the capital gain (after deducting an exempted amount of ZAR40,000 per year and ZAR300,000 in year of death) is taxed. This amount is included in the individuals' income and taxed at progressive tax rates. As a result, the effective tax rate on capital gains for an individual taxed at the highest marginal rate of 45% is 18% (i.e. 40% x 45%).
What is the maximum tax rate payable on dividends?	20% (maximum rate). <b>Dividend tax:</b> a foreign dividend will be subject to South African Dividends Tax (i.e. withholding tax) of 20%, if the dividend is paid by a foreign company which is listed on an exchange in South Africa licensed in terms of the Financial Markets Act No.19 of 2012. <b>Income tax:</b> foreign dividends must be included in the 'gross income' of South African tax residents for South African income tax purposes. 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

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## Tax - Employee Notes - Your Shares: Gifted and Matched

South Africa	
	<p>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> taxed as a capital gain and subject to capital gains tax. 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>An employee is required to file an annual tax return (and, in certain circumstances, provisional tax returns). There is no specific filing in relation to share related incentives.</p> <p><b>Report name:</b> Annual Tax Return. Capital gains and dividends are reported on the same return. The return can be filed online by the employee registering for e-filing on the website <a href="#">here</a>.</p> <p><b>Tax period:</b> 1 March to 28/29 February.</p> <p><b>Reporting deadline:</b> fixed each year by government notice but generally at the end of September (if submitted in hard copy) or by the end of November (if electronically filed).</p> <p><b>Payment of tax:</b> a payment may be due once an assessment has been issued by the South African Revenue Service (SARS).</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Spain	
<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 Personal Income Tax (PIT). No social security. <b>Unlocking of Gifted and Matching Shares:</b> PIT (remuneration-in-kind) and social security based on the market value of the shares at the taxable moment <b>Sale by participant:</b> 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.
<b>What is the maximum rate of income tax payable in relation to my plan benefits?</b>	54% in the Valencian Community (2025). Any change in tax rates usually takes effect from 1 January.
<b>Income tax rates</b>	<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>
<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.



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## Tax - Employee Notes - Your Shares: Gifted and Matched

Spain	
	<b>Award of Gifted and Matching Shares:</b> No. <b>Unlocking of Gifted and Matching Shares:</b> Yes
<b>Will my employer withhold social security contributions in relation to my plan benefits?</b>	Employer must withhold the employee contribution and pay to the Spanish social security authorities (General Social Security Treasury).
<b>Employee social security</b>	<b>Employee social security (max rate):</b> 6.47% <b>Employee social security (cap):</b> the maximum amount which is subject to social security contributions each month is EUR4,909.50 (applicable for 2025). <b>As of January 2025</b> , 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. <b>For 2025, the percentages for each tranche will be:</b> <ul style="list-style-type: none"><li>• 0.92% for the First Tranche;</li><li>• 1% for the Second Tranche; and</li><li>• 1.17% for the Third Tranche.</li></ul>
<b>What is the maximum rate of capital gains tax?</b>	30% (2025). Rates are progressive: <ul style="list-style-type: none"><li>• Up to EUR6,000: 19%</li></ul>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Spain	
	<ul style="list-style-type: none"><li>• EUR6,000.01 to EUR50,000: 21%</li><li>• EUR50,000.01 to EUR200,000: 23%</li><li>• EUR200,000.01 to EUR300,000: 27%</li><li>• Over EUR300,000: 30%</li></ul>
<b>What is the maximum tax rate payable on dividends?</b>	<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><b>Reinvestment into ordinary shares:</b> no income tax or social security.</p> <p><b>Sale of reinvested ordinary shares:</b> 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>
<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.</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><b>Report name:</b></p> <ul style="list-style-type: none"><li>• Annual PIT Return (Form 100):</li><li>• Wealth tax (if applicable) is reported on Form 714 for both tax residents and non-tax residents in Spain:</li></ul>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Spain	
	<ul style="list-style-type: none"><li>• 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 <a href="#">here</a>.</li></ul> <p><b>Tax period:</b> 1 January to 31 December.</p> <p><b>Reporting deadline:</b> 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 <a href="#">Form 720</a> 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 <a href="#">here</a>, between 1 January and 31 March following the end of each tax year, in general terms.</p> <p><b>Payment of tax:</b> 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>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Taiwan	
When will I be taxed in relation to my plan benefits?	<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. No 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.
What is the maximum rate of income tax payable in relation to my plan benefits?	40% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Under the regular tax rules, progressive rates of tax apply. The maximum tax rate applies to income over TWD4,980,000 (exclusive). Under the Alternative Minimum Tax system (AMT), the taxpayer is required to pay the higher of the tax due under the regular tax rules and AMT tax. AMT tax is a fixed 20% rate and is calculated on the basis of: <ul style="list-style-type: none"><li>• general Taiwan sourced net income; <u>plus</u></li><li>• foreign sourced income (FSI), if the FSI exceeds TWD1million; <u>plus</u></li><li>• certain additional (non-general and non-FSI) qualified items, either Taiwan or foreign sourced income; <u>less</u></li><li>• a fixed deduction of TWD7.5million.</li></ul>
Will my employer withhold income tax in relation to my plan benefits?	No – income tax is to be reported and paid by the employee as ‘other foreign sourced income’ under the Alternative Minimum Tax system (AMT), rather than under the regular income tax rules.
Are my plan benefits subject to social security contributions?	No.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Taiwan	
<b>What is the maximum rate of capital gains tax?</b>	<p>20% (if subject to AMT). Progressive rates up to 40% (if the regular tax rules apply).</p> <p>Capital gains from the disposal of foreign shares will be included in the individual's foreign sourced income. If the foreign sourced income is equal to or more than TWD1million; and if the sum of Taiwan sourced income and foreign sourced income exceeds TWD7.5million; the capital gains will be included in the calculation and test for AMT (as discussed in the 'Income tax rates' section).</p>
<b>What is the maximum tax rate payable on dividends?</b>	<p>20% (if subject to AMT). Progressive rates up to 40% (if the regular tax rules apply).</p> <p>Non-Taiwan sourced dividends may be subject to the calculation and test for AMT (as discussed in the 'Capital gains tax' and 'Income tax rates' sections). The maximum rate under AMT is 20% for non-Taiwan sourced dividends, but it remains subject to the test comparing AMT with regular progressive tax rates rules, and the higher tax result (amount) applies.</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> taxed as a capital gain and subject to capital gains tax. 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>There is no specific filing in relation to share related incentives.</p> <p><b>Report name:</b> Annual Tax Return. Capital gains and dividends are reported on the same return. The return can be filed online. The tax return can be downloaded from the website <a href="#">here</a>.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Taiwan	
	<p><b>Tax period:</b> 1 January to 31 December.</p> <p><b>Reporting deadline:</b> the report is normally required to be filed by 31 May.</p> <p><b>Payment of tax:</b> any unpaid tax is due by the date of filing the tax return. Capital gains tax and dividend tax must be paid at the same date.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Türkiye	
<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> Income 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>	40% (2025). Any change in tax rates usually takes effect from 1 January.
<b>Income tax rates</b>	<p>Progressive rates of tax apply. The maximum tax rate applies to income over TRY4,300,000. Remuneration paid through payroll is subject to stamp duty at a rate of 0.759%.</p> <p>Personal income tax rates are determined under the Law on Income Tax numbered 193, which was amended on 30 December 2024. The salary income brackets and tax rates (2025) are:</p> <ul style="list-style-type: none"><li>• taxable income up to TRY158,000: 15%;</li><li>• income over TRY158,000 and up to TRY330,000: TRY23,700 for part of the income corresponding to TRY158,000 and 20% of the income exceeding TRY158,000;</li><li>• income over TRY330,000 and up to TRY800,000 (non-salary income) / TRY1,200,000 (salary income): TRY58,100 for part of the income corresponding to TRY330,000 and 27% of the income exceeding TRY330,000;</li><li>• income over TRY800,000 (non-salary income) / TRY1,200,000 (salary income) and up to TRY4,300,000: TRY185,000 for part of the non-salary income corresponding to TRY800,000 and 35% of the non-salary income exceeding TRY800,000 and as for salary income, TRY293,000 for part of the salary income corresponding to TRY1,200,000 and 35% of the salary income exceeding TRY1,200,000;</li></ul>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

Türkiye	
	<ul style="list-style-type: none"><li>income over TRY4,300,000: TRY1,410,000 for part of the non-salary income corresponding to TRY4,300,000 and 40% of the non-salary income exceeding TRY4,300,000 and as for salary income, TRY1,378,000 for part of the salary income corresponding to TRY4,300,000 and 40% of the salary income exceeding TRY4,300,000.</li></ul> <p>Tax payable through payroll each month will be reduced by the income tax and stamp tax exemption amounts. The tax exempt amount is the amount corresponding to the tax which would be due on the minimum wage amount (TRY3,315.70 on 1 January 2025 but the figure changes frequently).</p>
<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>Will my employer withhold social security contributions 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>What is the maximum rate of capital gains tax?</b>	40% (progressive tax rates).
<b>What is the maximum tax rate payable on dividends?</b>	40% (progressive tax rates). 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.



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## Tax - Employee Notes - Your Shares: Gifted and Matched

Türkiye	
	<p><b>Reinvestment into ordinary shares:</b> no income tax or social security</p> <p><b>Sale of reinvested ordinary shares:</b> Income tax on 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>
<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 return.</p> <p>There is no specific filing in relation to share related incentives.</p> <p><b>Report name:</b> Annual Tax Return. The tax return can be filed online and 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 between 1 March and 31 March of the following year.</p> <p><b>Payment of tax:</b> the balance of tax due must be paid in two equal instalments in March and June.</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

United Arab Emirates	
When will I be taxed in relation to my plan benefits?	<b>Purchase of Investment Shares:</b> No income tax. No social security. <b>Award of Gifted and Matching Shares:</b> No income tax. No social security. <b>Unlocking of Gifted and Matching Shares:</b> No income tax. No social security. <b>Sale by participant:</b> No tax on capital gains. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	None
Income tax rates	There is no personal income tax.
Will my employer withhold income tax in relation to my plan benefits?	No.
Are my plan benefits subject to social security contributions?	Usually, no social security on share plan income.
Will my employer withhold social security contributions in relation to my plan benefits?	Not applicable.
What is the maximum rate of capital gains tax?	None.
What is the maximum tax rate payable on dividends?	None.

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## Tax - Employee Notes - Your Shares: Gifted and Matched

United Arab Emirates	
	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.
Do I have to report any income in relation to the plan to my local tax authority?	No

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## Tax - Employee Notes - Your Shares: Gifted and Matched

United States	
When will I be taxed in relation to my plan benefits?	<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 FICA taxes. <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, at long-term or short-term rates depending on the holding period. No additional FICA taxes.
What is the maximum rate of income tax payable in relation to my plan benefits?	37% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Progressive tax rates apply. The maximum income tax rate applies to income over USD626,350 (single taxpayer for 2025) and USD751,500 (married filing jointly for 2025). In addition, state and/or local (municipal) taxes may also be payable on income and/or investments.
Will my employer withhold income tax in relation to my plan benefits?	Yes <b>Supplemental wages tax treatment:</b> Rolls-Royce will withhold tax on income from share awards at a flat rate of 22%, which applies to supplemental wages paid to an employee up to USD1million per year. Supplemental wages in excess of USD1million are subject to tax withholding at the highest marginal tax rate (currently 37%). The supplemental withholding tax rates are applied without reference to the amount of normal wages or any relevant withholding allowances. If applicable, the employee would be liable to pay any extra income tax when filing their annual tax return.
Are my plan benefits subject to social security contributions?	<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, employer and employee FICA taxes (social security tax and Medicare tax).

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## Tax - Employee Notes - Your Shares: Gifted and Matched

United States	
Will my employer withhold social security contributions in relation to my plan benefits?	Yes.
Employee social security	<p><b>Employee FICA:</b></p> <ul style="list-style-type: none"><li>• Social security tax: 6.2% on employee's wages up to 'wage base';</li><li>• Medicare tax: 1.45% of employee's wages; and</li><li>• additional 0.9% Medicare tax (for a total of 2.35%) on wages above certain thresholds (e.g. USD250,000 for 'married filing jointly' taking into account both the employee's and spouse's wages). The employer withholds the additional Medicare tax (if relevant). Although the applicability of the additional Medicare tax is determined based on the filing status of the individual and includes the spouse's wages (if any), the tax withholding is applied to the employee's wages in excess of USD200,000 regardless of whether the employee files their tax return as single, married filing jointly or married filing separately, and without consideration to the spouse's wages.</li></ul> <p><b>Employee FICA (cap):</b> social security tax is capped on wages up to 'wage base' (USD176,100 for 2025); and no upper earnings limit for Medicare tax or additional Medicare tax.</p>
What is the maximum rate of capital gains tax?	<p><b>Short term gain rate (shares held for 12 months or less since purchase or unlocking):</b> 37% plus 3.8% Net Investment Income Tax for high earners.</p> <p><b>Long term gain rate (shares held for more than 12 months since purchase or unlocking):</b> 20% plus 3.8% Net Investment Income Tax for high earners.</p> <p><b>Net Investment Income Tax:</b> an additional 3.8% Net Investment Income Tax applies for high earners on capital gains from the sale of shares, unless:</p> <ul style="list-style-type: none"><li>• the participant is a non-resident alien, i.e. not a US citizen, no US tax residency, no green-card; or</li></ul>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

United States	
	<ul style="list-style-type: none"><li>if married to a US citizen or resident, the participant makes an election under Section 6013(g) of the Code and a similar election under Section 1411 of the Code.</li></ul>
<b>What is the maximum tax rate payable on dividends?</b>	<p>Nonqualified dividends are taxable at a maximum rate of 37% and qualified dividends are taxable at a maximum rate of 20%. Generally, for a dividend to be treated as a qualified dividend, the shareholder must have owned the stock for a period of more than 60 days during the 121-day period that began 60 days prior to the ex-dividend date. Fidelity will issue a Form 1099-DIV. High earners are also subject to a 3.8% net investment income tax on dividend income (both qualified and nonqualified dividends). No FICA taxes.</p> <p>Backup withholding may be required in limited circumstances, this is a form of tax withholding that may apply when, for example, the payee has not provided a valid taxpayer ID number or provided an incorrect one, or because they have underreported interest or dividends on their tax return.</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> taxed as a capital gain and subject to capital gains tax.</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>An employee is required to file a federal tax return. There is no separate filing in relation to share related incentives.</p> <p>The employee should report foreign assets by 15 April to the IRS on Form 8938 (FATCA) and to the office of Financial Crimes Enforcement Network (FinCEN) on Form 114 (FBAR).</p>

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## Tax - Employee Notes - Your Shares: Gifted and Matched

United States	
	<p><b>Report name:</b> U.S. Individual Income Tax Return (Form 1040). Capital gains and dividends are reported on the same return. The return can be filed online. The tax return can be downloaded from the website <a href="#">here</a>. The employer will provide employees with a copy of the Form W-2 (Wage and Tax Statement) and (if applicable) the additional information returns for tax-qualified Section 422 incentive stock options (Form 3921) and Section 423 employee stock plan purchases (Form 3922) by 31 January of the following year.</p> <p><b>Tax period:</b> 1 January to 31 December.</p> <p><b>Reporting deadline:</b> 15 April, with an extension until 15 October.</p> <p><b>Payment of tax:</b> any unpaid federal tax is due by 15 April and no extension is available for payment. If the individual has significant income which is not subject to withholding, they are generally required to make quarterly payments (15 April, 15 June, 15 September and 15 January) of estimated tax due.</p> <p><b>State tax:</b> employees may also be required to file state and/or local (municipal) tax returns and make payments of state and/or local (municipal) tax on income.</p>