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When will I be taxed in relation to my plan benefits?	**Award**: No income tax. No social security. **Unlocking**: Income tax (plus exceptional tax surcharge), CSG and CRDS and social security. **Sale by participant**: Capital gains tax (plus exceptional tax surcharge). No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	45% (2024) 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%. **Exceptional tax surcharge**: 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. **CSG and CRDS**: in addition, social taxes, CSG (*Contribution Sociale Généralisée)* and CRDS (*Contribution au Remboursement de la Dette Sociale*) 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.
Are my plan benefits subject to social security contributions?	Yes.

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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	**Employee social security (max rate)**: 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. **Employee social security (cap)**: various caps apply to contributions. Any amount in excess of the annual threshold (EUR370,944 for 2024) 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%.
How will I be taxed on shareholder distributions?	In Rolls-Royce, if a decision is taken to make shareholder distributions, these are currently paid in the form of 'C Shares'. You will only be eligible to receive C Shares on Your Shares: Gifted once they unlock. After that, you will receive C Shares on your unlocked shares, whenever we pay them, until you choose to sell your shares. Whilst you hold your unlocked shares in your Equiniti share account, your C Shares will be redeemed for cash which will automatically be reinvested into ordinary shares. **Issue of C Shares**: taxed as a dividend subject to income tax and social security. 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). This tax will not be collected by

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	Rolls-Royce. 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. **Redemption of C Shares and reinvestment into ordinary shares**: no income tax or social security, **Sale of reinvested ordinary shares**: taxed as a capital gain and subject to capital gains tax. This tax will not be collected by Rolls-Royce. No social security.
Do I have to report any income in relation to the plan to my local tax authority?	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. **Report name**: 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. 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 here. **Tax period**: 1 January to 31 December. **Reporting deadline**: 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.

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	Payment of tax: any additional taxes due must be paid following the issue of a final assessment issued by the tax authority, generally between September and December.