

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

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of 18 July 2024. Changes in legislation or practice after this date may affect the tax treatment.

Tax - Employee Notes - Your Shares: Gifted

Türkiye	
When will I be taxed in relation to my plan benefits?	Award: No income tax. No social security. Unlocking: Income tax and social security. Sale by participant: Income tax on increase in value since unlocking. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	40% (2024). Any change in tax rates usually takes effect from 1 January.
Income tax rates	<p>Progressive rates of tax apply. The maximum tax rate applies to income over TRY3,000,000. 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 2023. The salary income brackets and tax rates (2024) are:</p> <ul style="list-style-type: none">• taxable income up to TRY110,000: 15%;• income over TRY110,000 and up to TRY230,000: 20%;• income over TRY230,000 and up to TRY580,000 (non-salary income) / TRY870,000 (salary income): 27%;• income over TRY580,000 (non-salary income) / TRY870,000 (salary income) and up to TRY3,000,000: 35%;• income over TRY3,000,000: 40%. <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 (TRY2,550.32 on 1 January 2024 but the figure changes frequently).</p>

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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?	Yes.
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.
What is the maximum rate of capital gains tax?	40% (progressive tax rates).
How will I be taxed on shareholder distributions?	<p>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.</p> <p>Issue of C Shares: taxed as a dividend subject to income tax. The maximum rate is 40% (progressive tax rates). This tax will not be collected by Rolls-Royce. No social security.</p> <p>Redemption of C Shares: no income tax or social security.</p>

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	<p>Reinvestment into ordinary shares: no income tax or social security,</p> <p>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.</p>
<p>Do I have to report any income in relation to the plan to my local tax authority?</p>	<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>Report name: Annual Tax Return. The tax return can be filed online and downloaded from the website here.</p> <p>Tax period: 1 January to 31 December.</p> <p>Reporting deadline: tax returns must be filed between 1 March and 31 March of the following year.</p> <p>Payment of tax: the balance of tax due must be paid in two equal instalments in March and June.</p>