



Your ShareSave Maturity

Employee Brochure



Your ShareSave is maturing

Congratulations!

You've been saving into the 2021 ShareSave for 3 years, and you're about to get the benefits!

As a reminder:

- You've been saving a fixed amount each pay from your net pay for three years
- Your savings entitle you to Stock Appreciation Rights (SARs). These give you the right to receive the increase between the 15% discounted price at the start of ShareSave (the SAR offer price) and our share price at the end of the plan (the maturity price). This is called the SAR gain.

When the plan matures on December 1, 2024 you'll get your savings back, plus any SAR gain.

Due to local laws and restrictions, it works slightly differently depending on your location. As you're based in Canada, you'll receive your SAR gain in December alongside your regular pay. Your savings will be returned separately.

This guide takes you through everything you need to know. Read through it carefully so that you understand the next steps.

Thank you for being on the journey with us – we all have a part to play in our success.

We're making great progress on our journey to becoming the high performing, competitive, resilient and growing business we have the potential to be. This progress is reflected in our share price which has increased materially over the last 3 years. As a result, we're expecting colleagues who joined ShareSave to make a significant gain. Your SAR gain will depend on how much you saved, and our average share price at the close market for the three days from November 27-29, 2024.

Your gain is a testament to our collective hard work and contribution to executing our strategy. We are delighted that you will have this opportunity to benefit from our combined success.

#winningtogether



We care for your financial wellbeing and want to align as many colleagues as possible to our Purpose.

Our transformation is changing not just the way we work, but the way we think and behave. We're moving from Sharesave to a new plan, to ensure our people will benefit as we deliver our strategy and continue to be a force for progress.

Look out for more details soon on *Your Shares: Matched!*

What to expect as you finish ShareSave

Your ShareSave savings are linked to our share price at the start of the plan, with a 15% discount applied.

For every £0.966 you saved as part of ShareSave, you're entitled to one Stock Appreciation Right (SAR).

Now that we've come to the end, you can benefit from the increase in our share price between the discounted price at the start of the plan – £0.966 – and our share price at the end of the plan. This is called the SAR gain, and in most countries will be taxable.

The price at the end of the plan will be calculated using the average closing share price from November 27 to 29, 2024.

The more SARs you have, the higher your overall gain.

You'll also get your savings back in full – more information about how the savings will be returned will be communicated locally.



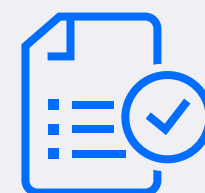
Our share price has increased significantly since the start of the plan, leading to a significant SAR gain.

What you need to do to...



Receive your SAR gain in your December pay

You don't need to do anything! Your money will automatically be paid to you, minus any taxes and social security.



Put your money in your Registered Retirement Savings Plan (RRSP)

If you wish to pay your SAR gain directly into your RRSP you can do so. You can arrange this in the usual way. Login to your account on the [Sun Life portal](#) no later than December 5, 2024. Find out more about how to do this in the Sun Life RRSP guide. You can find this in the Resources section of [Your Shares Hub](#).

You must make sure you [know your limits](#) before transferring your ShareSave profits into your RRSP.

Did you miss any payments?



If there was a break in savings at any point during ShareSave, including missing payments during the labour dispute, you won't be able to make up those payments. This means you won't benefit from the full ShareSave profit you would otherwise have made.

If you've missed payments for more than 26 pay periods, you won't be entitled to receive any ShareSave profit. Instead, you'll get your savings back in full.

You can confirm the number of payments you've made by contacting TMX Enquiry Plan Solutions Customer Service team.

See Support on [page 8](#).

Key dates

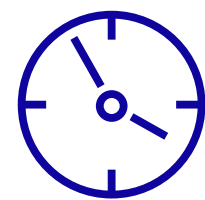
Here's what you can expect in December



Final contribution

October 2024

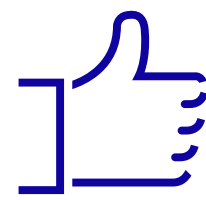
You make your last contribution to ShareSave



End of contract

December 1, 2024

Your ShareSave contract officially ends



Information

December 2, 2024

We'll send you confirmation of the ShareSave maturity price



Personal statement

December 12, 2024

We'll send you an individual statement with your SAR gain



Peterborough payroll

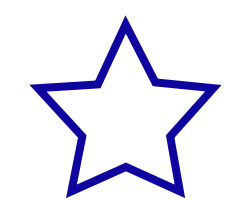
If you're paid by Peterborough, this is when you'll receive payment



Montreal payroll

December 19, 2024

If you're paid by Montreal, this is when you'll receive payment



Savings

December 2024

You'll receive your ShareSave savings.
More information about how the savings will be returned will be communicated locally.

Janey's story

Janey joined our ShareSave in 2021. This is what she can expect to happen as ShareSave finishes.



1

Janey decided to save an amount each pay period

£25

4

She now has the right to SARs

2,018

£900.00 savings ÷ £0.966 SAR offer price

7

This gives her a total profit of

£8,132.54

£4.034 profit per SAR x 2,018 SARs

This amount is subject to tax and social security

2

Over the 3 years, Janey saved

£1,950.00

£25 x 26 pay periods x 3 years

5

Example share price at maturity (to be confirmed on December 2)

£5.00

8

Janey also gets all her savings back

£1,950

This amount is **not** subject to tax and social security

3

SAR offer price when Janey joined ShareSave

£0.966

6

For each SAR she has the right to, she will receive

£4.034

£5.00 current Rolls-Royce share price - £0.966 per SAR

9

In total, Janey will receive (minus tax)

£10,082.54

£8,132.54 SARs gain + £1,950 savings

Q&A

Receiving your money

How much money will I receive?

The amount you receive depends on how much you've saved each pay, and the increase in our share price since you joined ShareSave (see the example on p5). This is based on our average share price between November 27 and 29, 2024 – known as the maturity price. We'll be in touch on December 2, 2024 to let you know what this is.

When will I receive the money?

You'll receive your money in two ways. Your SAR gain will be paid along with your regular pay on:

- December 12, 2024 if you're paid through the Peterborough payroll
- December 19, 2024 if you're paid through the Montreal payroll

You'll also receive your ShareSave savings back. We'll be in touch closer to the time to let you know what you can expect.

Could I get back less money than I put in?

Your savings are safe – you will get those back, in full. You will also benefit from an increase in our share price during ShareSave. Although the final price will be decided between November 27 and 29, 2024, we are expecting it to be a significant increase – meaning you will receive a significant gain.

Are there any costs?

You'll get back your savings in full. Your SAR gain will be calculated in British pounds and transferred into local currency using the exchange rate on November 30, 2024 and will be subject to local taxes.

During your savings

I missed payments during the 2022 labour dispute.

Can I make up these missed payments?

Unfortunately, this isn't possible.

I moved to another country since joining ShareSave, but I still work for Rolls-Royce. What will that mean for me?

If you moved to another country and there was no break in your service, you should have continued to save into ShareSave. We'll work with your local HR team to ensure that your savings have been made in full. So long as your savings are complete, your SAR gain will be calculated and paid along with your salary in the country where you currently work.

Tax

How much tax will I need to pay?

The amount of tax you owe will depend on how much money you've made from ShareSave, as well as your personal circumstances. You can find information on tax rules in your country by going to the Resources section of Your Shares Hub.

We're not allowed to give financial, tax or investment advice, so if you're in any doubt, we recommend that you consult a personal tax advisor about possible tax implications.

How do I pay my tax?

You don't need to do anything. We will manage this automatically through payroll.

What happens next

Can I join ShareSave again?

This was our final ShareSave. However, we will be launching a new scheme to allow colleagues around the world to own Rolls-Royce shares. Look out for further information on *Your Shares: Matched* in 2025.

Useful terms to know

We've kept the information in this brochure clear by using plain English wherever possible.

However, you may come across these terms throughout your ShareSave journey, so we've provided the definitions to help you understand:



Equiniti

Our ShareSave administrator.

Maturity price

The value of our average share price between November 27 and 29, 2024.

Stock Appreciation Right (SAR)

The right to receive the increase in share price between the 15% discounted price at the start of the plan (the SAR offer price) and our share price at the end of the plan (the maturity price).

SAR gain

This is your ShareSave profit and the amount of money you'll get from each SAR. This is calculated as the difference between the discounted price set at the start of ShareSave (the SAR offer price) and the maturity price (our share price at the end of the plan).

SAR offer price

The price that was set at start of ShareSave, with a 15% discount applied. For the 3 year ShareSave maturing in December 2024, this was £0.966.

ShareSave

Our all-employee share plan allowed our colleagues to share in our collective success by benefitting from the increase in our share price.

Your Shares: Matched

Our new all-employee share plan, which will give our colleagues the opportunity to own Rolls-Royce shares.

Need further support?

We hope you've enjoyed being involved in ShareSave and are excited about benefitting from our collective success. If you have any questions that haven't been answered here, you can find out more and reach out for support.

Information

Your Shares Hub is the first place to go for any information and support. Simply choose your country and then choose 'ShareSave'. Visit shareplans.rolls-royce.com

Support

For help accessing your share plan account, please contact our administrators Equiniti:

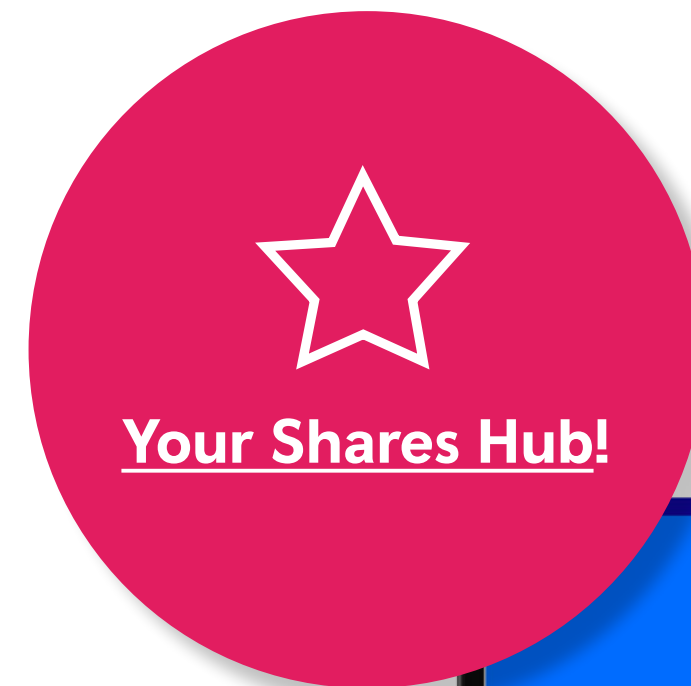
Tel: **+44 (0) 333 207 6388**

E-mail: myshareplan@equiniti.com

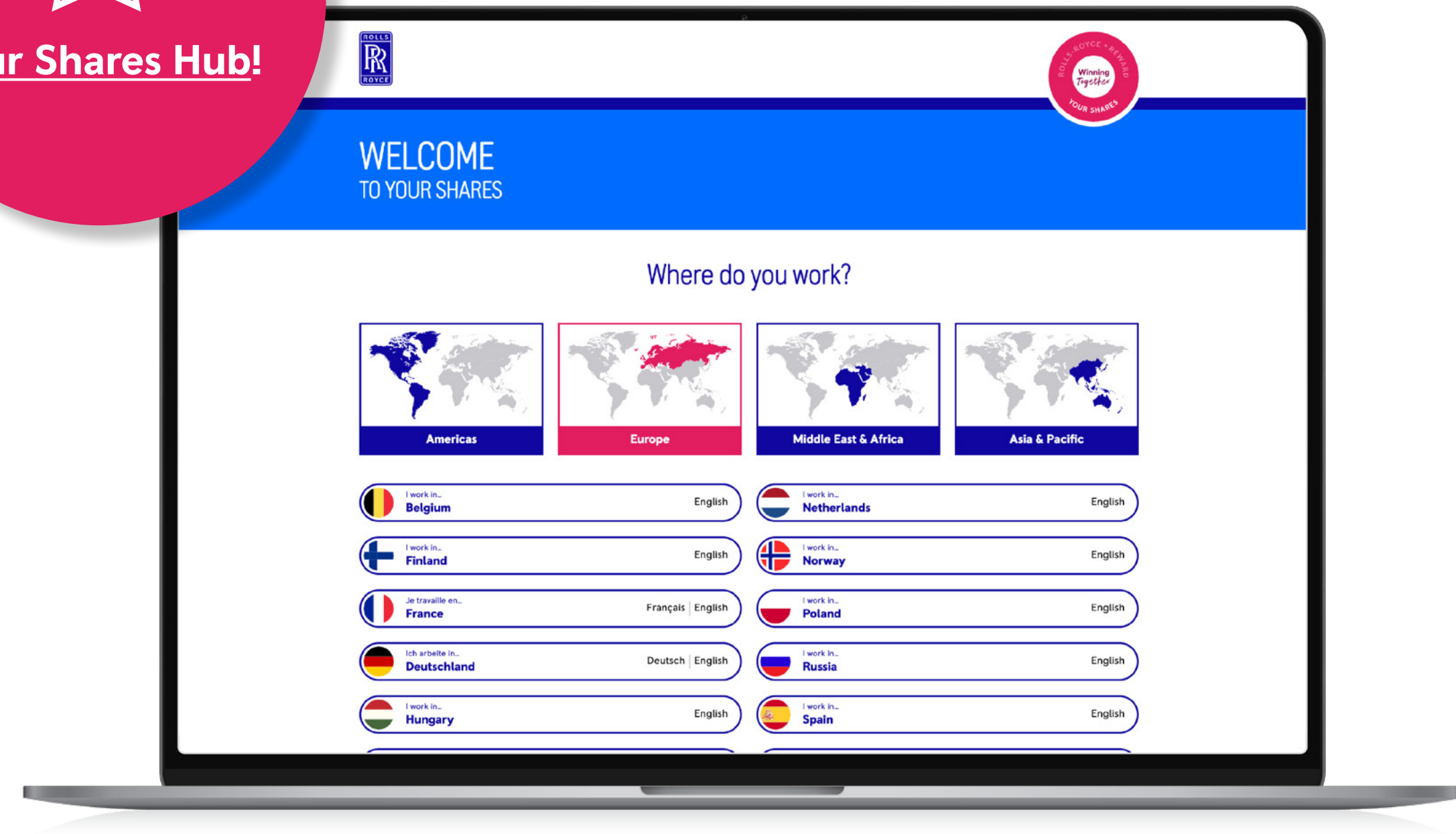
For questions about savings, please contact TMX Equity Plan Solutions Customer Service on **1-888-630-5999**.

For general questions about this brochure, please contact our People Services team peopleservices@rolls-royce.com.

This brochure is a general guide to how ShareSave works. The plan is governed by the Rolls-Royce International ShareSave plan rules, which you can find on Your Shares Hub. If there are any differences between this brochure and the ShareSave Rules or applicable legislation, the ShareSave Rules and applicable legislation will take precedence.



Your Shares Hub!



Data Privacy

We take processing your personal data very seriously. You can find information about how we handle your data, and your rights in relation to it, in our Share Plans Privacy Notice. You can find this on Your Shares Hub.