

Tax Strategy

2022

This tax strategy is applicable to all global Holman Enterprises, Inc. (HE) companies including UK operations.

The company is committed to:

- Meeting all legal requirements and to making all appropriate tax returns and payments
- Considering the tax impact for major and complex business decisions
- Applying diligence and care in our management of the processes and procedures by which all tax-related activities are undertaken, and ensuring our tax governance is appropriate

Governance & tax risk management

Responsibility for the tax strategy ultimately resides with the Chief Financial Officer (CFO). The Director of Global Tax supports the CFO and oversees the tax function at large.

In addition, HE ensures that the board of directors understand the importance of tax compliance and how it is to be achieved and maintain a positive approach towards tax compliance. There is regular, ongoing dialogue between the board and individuals tasked with the way the group manages its tax risk. The Financial Director of each jurisdiction is also involved in any discussions as appropriate.

HE encounters exposure to various tax risks and works to proactively identify, assess, and manage these risks in alignment with business objectives. HE applies the same risk management techniques to tax as it does throughout all business functions.

Professional tax advice is sought for complex decisions. HE invests in tax training for its staff in order to develop and enhance the team professionally and personally.

Tax planning

HE accepts its responsibility to pay the applicable tax in all jurisdictions while maintaining an efficient structure. External advice may be sought with regard to tax planning opportunities or complex areas of tax for which internal expertise does not exist. HE does not participate in tax-motivated transactions.

The tax function is involved in the planning, implementation and documentation for any significant changes to existing business activities; all business or share acquisitions and disposals; all changes in corporate structure; all cross border financing arrangements; all significant business transactions; all intra-group trading arrangements; and all significant new processes affecting tax compliance.

Tax compliance & taxing authority relationships

It is HE's goal to comply with all tax filing, reporting, and payment obligations on a global basis. HE aims to develop and maintain transparent and cooperative working relationships with all taxing authorities. HE seeks to timely respond to inquiries from taxing authorities and minimize disputes and to engage in early dialogue with taxing authorities to discuss tax accounting for significant complex transactions

Holman Enterprises, Inc. regards the publication of this tax strategy as compliance with Paragraph 16(2) of Schedule 19 of the Finance Act 2016.

This document is the group tax strategy for Holman Enterprises, Inc. and all its subsidiaries in respect of its financial year ending 31 December 2022.

We have a single global tax strategy and all references to our tax strategy in this document include a reference to our UK taxation strategy. Further, all references to tax or taxation include a reference to UK tax or UK taxation.