

## **Addnode UK Tax Strategy**

*Service Works Global Limited, Symetri Limited and Technia Limited - UK sub-groups*

### **Scope**

This strategy applies to the SWG, Symetri and Technia UK sub-groups owned by Addnode Group ('the Group'), in accordance with paragraph 19 (2) of Schedule 19 to the Finance Act 2016. In this strategy, references to 'the Group' refer to Addnode Group and reference to the 'the UK sub-groups' are to the three UK sub-groups collectively and their UK subsidiaries. This tax strategy was published on [18/12/2025] and the UK sub-groups regard this publication as complying with their duty under paragraph 16(2) Schedule 19 FA 2016 in the financial year ended 31 December 2025.

This strategy applies from the date of publication until it is superseded. References to 'UK Taxation' are to the taxes and duties set out in paragraph 15(1) of the Schedule which include Income Tax, Corporation Tax, PAYE, NIC, VAT, Insurance Premium Tax, and Stamp Duty Land Tax. References to 'tax', 'taxes' or 'taxation' are to UK taxation and to all corresponding worldwide taxes and similar duties in respect of which the UK sub-groups have legal responsibilities.

### **Aim**

The Group is committed to full compliance with all statutory obligations and full disclosure to relevant tax authorities in the countries in which it operates, including the UK. The UK sub-groups' tax affairs are managed in a way which takes into account the Group's wider corporate reputation in line with the Group's overall high standards of governance.

### **Governance in relation to UK taxation**

- Ultimate responsibility for the UK sub-groups' tax strategy and compliance rests with the Board of Directors of the Group ('the Board');
- Day-to-day management of the UK sub-groups' tax affairs is delegated to each UK sub-group's CFO, who escalate matters to the Board as required;
- The UK Finance teams are staffed with appropriately qualified individuals and external tax advisers are consulted in respect of complex or uncertain matters;
- The UK Finance Directors report to the Board on the UK sub-groups' tax affairs and risks during the year.

### **Risk Management**

- The UK sub-groups operate a system of proportionate tax risk assessment and controls as a component of the overall internal control framework applicable to the UK sub-groups' financial reporting systems;
- The UK sub-groups seek to reduce the level of tax risk arising from its operations as far as is reasonably practicable by ensuring that reasonable care is applied in relation to all processes which could materially affect its compliance with its tax obligations; The group tax a prudent view in relation to managing their tax affairs and claiming incentives and reliefs in its tax returns.
- Processes relating to different taxes are allocated to appropriate process owners, who carry out a review of activities and processes to identify key risks and mitigating controls in place. These key risks are monitored for business and legislative changes which may impact them and changes to processes or controls are made when required;
- Appropriate training is carried out for staff who manage or process matters which have tax implications;

- Processes are outsourced to reputable providers and advice is sought from external advisers where appropriate.

### **Attitude towards tax planning and level of risk**

The UK sub-groups manage risks to ensure compliance with legal requirements in a manner which ensures payment of the right amount of tax.

When entering into commercial transactions, the UK sub-groups take advantage of available tax incentives, reliefs and exemptions in conjunction with advice, in line with, and in the spirit of the tax legislation. The UK sub-groups do not undertake tax planning unrelated to such commercial transactions.

The level of risk which the UK sub-groups accept in relation to UK taxation is consistent with the Group's overall objective of achieving certainty in its tax affairs. At all times the UK sub-groups seek to comply fully with regulatory and other obligations and to act in a way which upholds its reputation as a responsible corporate citizen.

In relation to any specific issue or transaction, the Board is ultimately responsible. Risks are identified and escalated to Board level by the UK sub-groups' Finance Directors and action is taken to address the risks including through seeking external advice as necessary.

### **Relationship with HMRC**

The UK sub-groups seek to have a transparent and constructive relationship with HMRC. When submitting tax computations and returns to HMRC, the UK sub-groups disclose all relevant facts and identify any transactions or issues where it considers that there is potential for the tax treatment to be uncertain.

Any inadvertent errors in submissions made to HMRC are fully disclosed as soon as reasonably practicable after they are identified and the UK sub-groups are committed to working with HMRC and engaging proactively on a timely basis on any such matters.

**Review date: 1 May 2026**