

ALLEGIS GROUP'S UK TAX STRATEGY

Purpose

The purpose of this tax strategy is to communicate the policy for the management of tax within Allegis Group UK and its subsidiary undertakings. This document describes the Group's UK tax strategy in line with the requirements published in the Sch 19 FA. The tax strategy applies to all the UK companies in the Allegis Group ('Allegis Group UK')

UK Tax Strategy

Allegis Group's UK approach to tax is in line with its overall business strategy. Allegis Group UK has a transparent and compliant tax strategy that compliments our Code of Conduct globally. The UK Group is proactive in complying with the UK's governance and policies. The Group's UK strategic aim is to maintain its low tax risk rating as determined by HMRC. The UK Group will aim to do this by following established controls, filing in a timely manner, paying the appropriate amount of tax, maintain tax and accounting records, and ensuring that all filing positions are supported.

How Allegis Group UK manages its tax risks

Allegis Group's UK ongoing approach to managing its tax risks is to comply with local UK tax law and interpretation as guided by our internal tax team and external partners. This is owned and supported by Management's decision to actively comply with the tax legislation in force. In addition, this ensures that we meet the obligations of reporting and disclosure requirements to the highest standard.

Our tax risks

Allegis Group UK continually ensures that it manages its tax risk and compliance in accordance with the Company's objectives. Any areas of tax risk that are identified are proactively managed and further controls implemented, as necessary.

The Group's UK approach to tax planning

The UK Group will not engage in artificial transactions where the sole purpose of which is to reduce UK tax. However, the Group will consider undertaking a transaction in a way that gives rise to UK tax efficiencies providing this is aligned to the Group's UK commercial objectives as detailed above and complies with the associated UK tax legislation. The UK Group will not engage in tax efficiencies if the underlying commercial objectives do not support the position, or if the arrangements negatively impact

the Group's UK reputation, brand, corporate and social responsibilities, or future working relationship with HMRC.

Working with HMRC

In line with our overall business strategy, we seek to maintain an honest and open relationship with HMRC. We aim to work with HMRC to resolve any issues in relation to the current or future taxation in a proactive manner.

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