

TAX STRATEGY

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

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.

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.

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.

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.

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