

Alexander Mann Solutions | Tax Strategy

Year ended 31st December 2024

Alexander Mann Solutions (“AMS”) is a leading global provider of talent acquisition services, providing unrivalled experience, driven by technology and underpinned by innovation. We help our clients to attract, engage and retain the talent they need for business success.

We have three core areas of service: acquisition, advisory and digital, mainly delivered as an outsourced model, and spanning our clients’ permanent and contingent workforce, and internal mobility requirements. Our dedicated teams of experts are deeply embedded with our global blue-chip clients, enhancing talent acquisition processes and driving projects which align with overall strategic objectives. This relationship-driven approach is supporting our clients to redefine how they hire and retain top talent.

Our values – passionate, bold and authentic – are what make us tick. They come to life in our interactions with clients and colleagues and guide our actions and the decisions that we make. Being a responsible global corporate citizen is central to our culture and firmly embedded in our values and the way we do business. We act responsibly in all our relationships with clients, employees, and communities around the world and this applies to our approach to tax.

1. Approach of the Group to risk management and governance arrangements in relation to UK taxation

1.1 Governance

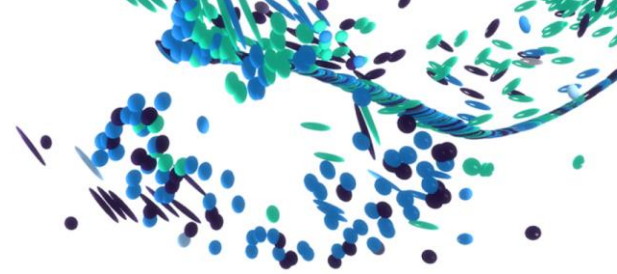
Responsibility for the tax strategy, the supporting governance framework and management of tax risk ultimately sits with the Chief Financial Officer. Day-to-day responsibility for each of these areas sits with Group Tax team, led by the Head of Tax who reports to the Director of Financial Accounting & Operations. The UK Group uses reputable external tax advisers to obtain expert, objective advice on the application and interpretation of tax law.

The UK Group's tax strategy aligns to the Group's wider risk and control framework.

1.2 Tax risk management

The Group operates in multiple jurisdictions across the globe and is exposed to a variety of tax risks as follows:

1.2.1 Tax compliance and reporting risks



Risks associated with compliance failures such as submission of late or inaccurate returns, the failure to submit claims and elections on time or where systems and processes are not sufficiently robust to support tax compliance and reporting requirements.

1.2.2 Transactional risks

Risks associated with undertaking transactions without appropriate consideration of the potential tax consequences or where advice taken is not correctly implemented.

1.2.3 Reputational risks

Non-financial tax risks that may have an impact on the Group's relationships with shareholders, clients, tax authorities and the general public.

The UK Group aims to manage tax risk in relation to UK taxation, in a similar way to any area of operational risk across the Group and to ensure that personnel whose business activities have a tax impact have a consistent understanding of how tax risk is identified, assessed, reported and managed. The business is supported by oversight functions, including Tax, Finance, Risk and HR.

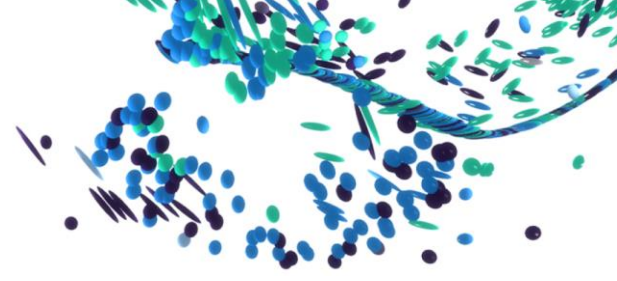
In order to support the UK Group in managing these tax risks, the Head of Tax ensures that the in-house tax team is sufficiently resourced to support the UK Group in meeting its tax responsibilities.

The Chief Financial Officer is the Group's Senior Accounting Officer (SAO) and holds responsibility for establishing and maintaining appropriate tax accounting arrangements to enable the company's relevant liabilities to be calculated in all material respects. The SAO must submit an annual declaration to HMRC confirming that there are reliable tax processes in place. As part of that process, the CFO, with the support of the tax and accounting teams evaluates the key tax risks impacting the business and considers whether there are appropriate controls in place to mitigate such risks.

Where appropriate, the UK Group looks to engage with tax authorities to disclose and resolve issues, risks, and uncertain tax positions. The subjective nature of global tax legislation means that it is often not possible to mitigate all known tax risks. As a result, at any given time, the UK Group may be exposed to financial and reputational risks arising from its tax affairs.

2. Attitude of the Group to tax planning

The UK Group is a responsible taxpayer. This is recognised by the tax strategy, which establishes a clear Group-wide approach based on openness and transparency in all aspects of tax reporting and compliance, wherever the company and its subsidiaries operate.



The Group recognises it has a responsibility to pay an appropriate amount of tax in each of the jurisdictions in which it operates. The Group aims to balance this with its responsibility to its shareholders to structure its affairs in an efficient manner. The UK Group does not undertake aggressive tax planning for the purpose of tax avoidance, and we understand the importance of corporations not wilfully engaging in tax schemes that go against the intention of legislative authority.

It is of primary importance that AMS Group pays the correct amount of tax at the right time, under all relevant laws and regulations.

3. Level of risk in relation to UK taxation that the Group is prepared to accept

The Group has minimal appetite for tax risk. The UK Group's tax affairs are aligned with the commercial substance of the business.

The Group is under the control of Auxey Holdings (Lux) S.A.S. OMERS Administration Corporation indirectly owns 100% of the participating (economic) interest and 30% of the voting interest of Auxey Holdings (Lux) S.A.S., and OCP Trust, of which OMERS Administration Corporation is a beneficiary, indirectly owns the remaining 70% voting interest of Auxey Holdings (Lux) S.A.S. A link to OMERS published tax strategy is available [here](#).

4. Approach towards dealings with HMRC

The Group seeks to comply with its tax filing, tax reporting and tax payment obligations globally. The UK Group finance team seeks to foster good relationships with HMRC, and the tax team will:

- Pro-actively engage with HMRC with the aim of minimising the risk of any uncertainty, dispute, or damage to the UK Group's credibility
- Participate in any tax authority formal consultation process where it is expected that the matter under consultation will have a material impact on the UK Group's liability or the UK Group's tax compliance management

This tax strategy has been approved by the Board of Auxey Holdco Limited.

Auxey Holdco Limited regards the publication of this tax strategy as complying with its duty under paragraph 16(2) of Schedule 19 of the Finance Act 2016 to publish its Group tax strategy in the current financial year.