Exponential-e's Tax Strategy

Year ending January 2026

This tax strategy is published by and relates to the Exponential-e Group and explains the group's approach to tax. Its publication fulfils our requirement to comply with paragraph 16(2) of Schedule 19 of the UK Finance Act 2016. It applies to our financial year ending January 2026 and was approved by our Board on 11th January 2024.

Management of UK tax risks

Our Group CFO is ultimately responsible for the delivery of our tax strategy, and for managing the tax risks that arise. In managing these risks, our approach is driven by the following two guiding principles:

- To act with integrity and transparency in our dealings with all relevant stakeholders
- To meet our tax compliance obligations

Our CFO is supported by his team who provide assistance in the reporting and governance of our tax affairs, which are consistently applied across our group. Our support structure principally includes Finance Directors for each company, as well as a group reporting team. Our Finance Directors are responsible for the day-to-day running of their particular company's tax affairs and compliance, and they are supported by both their finance teams and external advisors as required.

Our CFO is kept up to date in relation to all tax matters (including tax risks) by our Finance Directors. Matters of risk are raised with our CFO promptly and dealt with as a matter of priority. Material commercial matters are discussed internally, and external professional advice is sought in relation to complex or non-routine matters.

Approach to tax planning

We are a responsible taxpayer and will not enter into tax schemes designed to artificially reduce or avoid tax, or otherwise wilfully seek to avoid paying what we calculate to be the right amount of tax. We have a zero-tolerance approach to tax evasion and the facilitation of tax evasion by anyone associated with our business. Our focus is on utilising tax reliefs and incentives as intended by parliament.

We will seek external tax planning advice for any events which fall outside of the day-to-day transactions such as share schemes, acquisitions etc.

Approach to the level of risk we are prepared to accept

As a mid-market business which has been consistently growing since inception, over 20 years ago, we are exposed to a variety of tax risks. We seek to proactively minimise these risks in line with our primary tax objectives described above. Our internal team, supported by our external advisors, collectively have adequate training and experience to carry out their tax related responsibilities, to identify and manage tax risks on an ongoing basis.

We believe in documenting and standardising processes wherever possible, leveraging the system controls from our applications, providing training for those members of the team charged with

governance, and creating a culture of continual improvement. We believe these are vital ingredients, that in combination underpin our ability to manage tax risks.

Our CFO will keep our Board up to date on tax matters and will take specific matters to our Board for consideration on an exceptional basis, particularly if there are doubts over how to apply the tax strategy to a specific set of circumstances.

Our Approach to our dealings with HMRC

We maintain an open and honest relationship in our dealings with HMRC and will seek to work in partnership with them in relation to our tax affairs. This is achieved in part by making sure our compliance obligations are met, for example that tax returns are consistently complete and correct and that tax filings and payments are made on time.