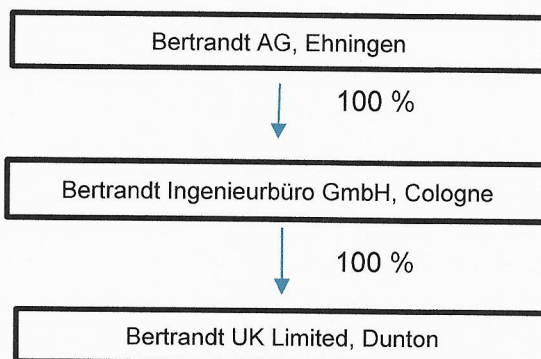


## Bertrandt UK Limited UK Tax Strategy

This document, approved by the board of Bertrandt UK Ltd, sets out the company's approach to conducting its tax affairs and dealing with tax risks for the year ended 30 September 2024.

Bertrandt UK Limited is a 100 % subsidiary of Bertrandt Ingenieurbüro GmbH, Cologne, Germany. Bertrandt Ingenieurbüro GmbH is a 100% subsidiary of Bertrandt AG in Ehningen Germany.



Bertrandt UK Limited conducts its business in line with the legal systems of Great Britain. Long term market success is only possible if a company is able to enduringly convince its customers by its innovation, quality, reliability and fairness. In our view, an essential aspect of this is to comply with statutory provisions as well as with the Company's own guidelines and ethical principles (compliance). All this is founded on factors like, for example, the integrity of business dealings, protecting our leading-edge knowledge, adhering to antitrust law and all foreign trade related regulations, proper record keeping and financial communication as well as equal opportunities and the principle of sustainability.

### **Working procedures of the Management Board and the Supervisory Board of Bertrandt AG**

The Managing Directors of Bertrandt UK report directly to the Management Board of Bertrandt AG in Germany. The Management Board of Bertrandt AG normally meets every two weeks and ad hoc if needed; the Supervisory Board of Bertrandt AG usually meets four times a year and as required. The Management Board comprehensively informs the Supervisory Board in a timely manner and on a regular basis of all key matters concerning corporate strategy, planning, business performance, the financial position and earnings situation, the risk situation and risk management activities as well as compliance. It also presents to the Supervisory Board the Group's capital expenditure and financial planning as well as earnings projections for the upcoming fiscal year.

Bertrandt UK Limited has, in Great Britain, in addition to external consultants, highly qualified employees, who capture the daily course of business. The director of Bertrandt UK Ltd has overall responsibility for tax in the UK.

### **Risk Management, Opportunities and Tax Planning**

Dealing carefully with potential risks to the Company is accorded high priority in our day-to-day work. We have set up a risk management system that helps us to detect risks and to minimise risk positions. This system is continuously adapted to changing circumstances. The Audit Committee set up by the Supervisory Board deals in particular with matters involving accounting, risk management, including the internal control system and compliance as well as the required independence and selection of the statutory auditor.

Bertrandt's accounting and controlling functions maintain an accounting-related internal control and risk management system that ensures complete, accurate and timely provision of information.

The financial statement of Bertrandt UK Limited is prepared according to the applicable law in the respective jurisdiction. The corporate policies contained in the accounting manual ensure consistent accounting and measurement. The financial statement of Bertrandt UK Limited is audited. A clear delineation of areas of responsibility, the use of the four eyes principle, the use of numerous IT authorisation concepts, encrypted transmission of information as well as the performance of plausibility checks are also important control elements which are applied in the course of the preparation of the annual financial statement.

Bertrandt Group's four-tier internal control and risk management system identifies and documents risks to the Company's financial performance and continuing existence. It is applicable to all Bertrandt Group companies, both domestic and foreign.

Tax risks should be minimized, which is why Bertrandt UK Limited is supported by external British consultants. This ensures that the accounting is correct and calculation, registration and settlement of taxes are timely correct and paid in the correct amount.

The company, in conjunction with UK external tax consultants apply professional diligence in the management of risks associated with tax matters to ensure the correct calculation of taxes, targeting

- Optimization of profits within legal framework
- Ensuring the deductibility of expenses
- Avoidance of double taxation
- Ensuring the clarity of any tax planning
- Knowledge of new legal regulations
- Taking advantage of tax changes
- Ensuring that the company does not enter into transactions that have a main purpose of gaining a tax advantage or intentionally make interpretations of tax law that are opposed to the original intention of the legislation

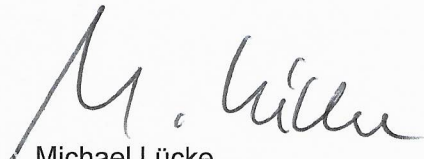
With the aforementioned preventive measures, Bertrandt Group avoids any tax risks in general and specifically in the UK. Bertrandt UK Limited intends to pay taxes fairly and in a timely manner. Bertrandt UK respectively Bertrandt Group are looking forward to continuing its successful cooperation with HMRC in general and particularly with the Submission of the sales tax pre-applications to the HMRC.

Signed on behalf of Bertrandt Group

September 2024



Markus Ruf  
Member of the Board of Management



Michael Lücke  
Member of the Board of Management