



NES FIRPCROFT// TAX STRATEGY —

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INTRODUCTION//

NES Fircroft (the ‘Group’) is the world’s leading engineering staffing provider spanning Oil & Gas, Power & Renewables, Chemicals, Construction & Infrastructure, Life Sciences, Mining, IT and Manufacturing sectors worldwide. The Group provides tailored staffing solutions, sourced from a global talent pool by a dedicated, discipline-specific team of consultants.

NES Global Talent Limited regards the publication of this document as satisfying its duty under paragraph 16(2) of Schedule 19 to the Finance Act 2016 to publish a tax strategy for the financial year ended **31 October 2026**. This strategy applies to NES Global Talent Limited and all relevant UK companies and UK permanent establishments within the NES Fircroft group for which a tax strategy is required to be published under Schedule 19 to the Finance Act 2016.

This strategy was approved by the Audit Committee on **5th October 2026** under authority delegated to it by the Board of Directors of NES Global Talent Limited. The document sets out NES Fircroft’s policy and approach to conducting its tax affairs and dealing with tax risk and is made publicly available to all NES Fircroft stakeholders. The strategy is reviewed at least annually by the Group Tax team and is submitted for approval in accordance with the Group’s governance arrangements.



The Group Tax team works together with the wider business to ensure that:

1

The strategy is adopted and followed consistently across the Group, with clear lines of responsibility and accountability;

2

The strategy is aligned with the Group's approach to risk management and corporate governance arrangements; and

3

The Group pays the right amount of tax required of it under the laws and regulations of the countries in which it operates.

The principles described below apply across NES Fircroft's global operations. For the purposes of satisfying Schedule 19 to the Finance Act 2016, each section specifically includes the Group's approach in relation to UK taxation.

APPROACH TO TAX RISK MANAGEMENT & GOVERNANCE//

Day-to-day responsibility for the Group's tax affairs is delegated to the Group Tax team, led by the Group Tax Director. Local finance teams are responsible for routine local compliance and for identifying and escalating material tax matters to Group Tax. Group Tax oversees the Group's UK tax position, transfer-pricing policies and significant or emerging tax risks. Material tax matters are reported to the Chief Financial Officer, the Audit Committee and, where appropriate, the Board. External professional advice is obtained where legislation is complex or uncertain, where the Group enters a new territory, or where a transaction is material or outside the ordinary course of business.

NES Fircroft maintains transfer-pricing policies designed to be consistent with the OECD Transfer Pricing Guidelines and applicable local legislation. These policies are reviewed internally and, where appropriate, with external tax advisers to reflect changes in the business and relevant legislation.

Routine local tax matters and obligations are managed by the local accounting function in each country, with oversight and support from Group Tax. The Board routinely reviews the Group's current and forecast tax position and considers material tax strategy and policy matters as part of its governance and risk-management processes.

ATTITUDE TOWARDS TAX PLANNING//

NES Fircroft manages its tax affairs in a responsible and commercially appropriate manner. The Group may claim available exemptions, incentives, concessions and reliefs where these are consistent with the purpose of the relevant legislation and with the Group's underlying commercial activities. The Group does not undertake artificial arrangements or aggressive tax planning. Transactions must have a genuine commercial or economic purpose and must not be undertaken primarily to obtain a tax advantage.

LEVEL OF ACCEPTABLE RISK//

NES Fircroft has a low appetite for tax risk and seeks reasonable certainty in the tax positions it adopts. The Group does not enter into artificial arrangements or transactions whose main purpose, or one of whose main purposes, is to obtain a tax advantage contrary to the purpose of the relevant legislation.

The Group recognises that tax legislation can be complex and may sometimes be open to interpretation. Where material uncertainty arises, the Group assesses the technical merits of the available positions, the amounts involved and the potential financial, operational and reputational consequences. Appropriate external advice is obtained where necessary, and significant or uncertain positions are escalated in accordance with the Group's governance arrangements.

DEALINGS WITH HMRC//

NES Fircroft seeks to maintain an open, transparent and constructive relationship with HMRC. The Group aims to make all required returns, disclosures and payments accurately and on time. It engages with HMRC in a professional and timely manner and seeks to provide relevant information openly when responding to enquiries or discussing material tax matters. Where an error is identified, the Group seeks to disclose and correct it promptly. The Group applies equivalent principles of openness, professionalism and cooperation in its dealings with tax authorities in other jurisdictions.

NES Fircroft is committed to paying the correct amount of tax legally due in each jurisdiction in which it operates. Where tax legislation or its application is uncertain, NES Fircroft obtains appropriate professional advice and, where appropriate,



engages with the relevant tax authority to determine and comply with its obligations.

NES Fircroft is committed to complying with Part 3 of the Criminal Finances Act 2017, including the corporate offences of failing to prevent the facilitation of UK or foreign tax evasion. The Group maintains reasonable prevention procedures, including appropriate policies, risk assessments, staff communications and training, together with ongoing monitoring and periodic review.