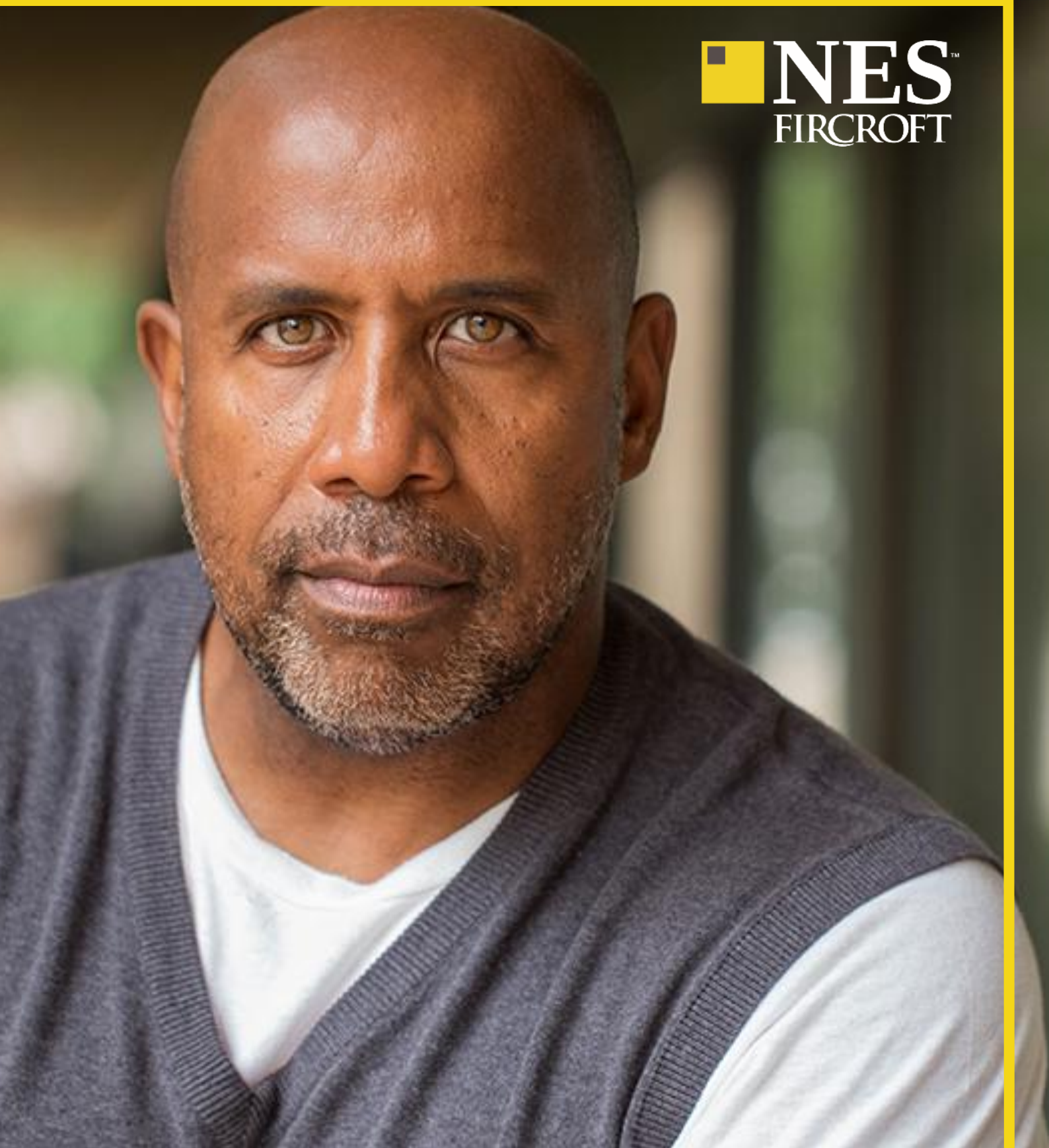




NES FIRCROFT// **TAX STRATEGY**

INTRODUCTION//

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

The publication of this strategy statement is regarded as satisfying the statutory obligation under Para 16(2), Schedule 19, Finance Act 2016 for NES Global Talent Limited and its UK subsidiary undertakings in relation to the year ended 31 October 2025.

This document, approved by the Audit Committee on behalf of the Board of NES Global Talent Limited, 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 document will be periodically reviewed by the Group Tax team, and any amendments will be approved by the Audit Committee on behalf of the Board of NES Global Talent Limited.

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.

APPROACH TO RISK MANAGEMENT AND GOVERNANCE ARRANGEMENTS IN RELATION TO TAXATION//

NES Fircroft always aims to be tax compliant and our tax policy reflects and supports our business by ensuring a sustainable tax rate, mitigating tax risks in a timely and cost-efficient way and complying with rules and regulations in the jurisdictions, including the UK, in which NES Fircroft operates.

NES Fircroft is present in many countries and aims to pay the right amount of tax in the right country. Each NES Fircroft subsidiary works closely with reputable, local tax advisors to ensure it understands local tax risks and obligations in respect of all applicable direct and indirect taxes, and to ensure payments and filings are made on time and in full.

As a growing multi-national enterprise, tax advisors from well known, trusted, global firms, are routinely used by the Group to understand inherent tax risks that might face the business; be that from changing tax legislation, growth of a subsidiary and/or the Group, entry into new territories, change within the business or complex transactions which the Group may enter into.

NES Fircroft has an OECD compliant transfer pricing model which is reviewed on an annual basis internally and by external tax professionals on a periodic and relevant basis as changing business and tax legislation deems it necessary.

Routine, local tax matters and obligations are managed by the local accounting function in each country. Group Finance oversees and controls the consolidated Group tax position, transfer pricing model and any new and emerging tax risks. The Board routinely review the Group's current and forecast tax position in addition to assessing any tax strategy and policy issues on a case-by-case basis as part of its regular governance and risk management process.

ATTITUDE TOWARDS TAX PLANNING//

NES Fircroft adopts an approach to tax planning which is based on integrity and responsibility. Any tax planning strategy must consider all the business' stakeholders and therefore aims to minimise the Group's tax liabilities by recognising and utilising appropriate legislative concessions and reliefs to control the Group's tax costs. The Group's policy, however, is not to take an aggressive interpretation of tax legislation or use artificial tax avoidance schemes - any tax planning undertaken by NES Fircroft will have commercial and economic substance.

LEVEL OF RISK IN RELATION TO TAXATION NES FIRCROFT IS PREPARED TO ACCEPT//

NES Fircroft aims for certainty on the tax positions it adopts. The Group will not enter into transactions that have a main purpose of gaining a tax advantage and will not make interpretations of tax law that are opposed to its original spirit.

RELATIONSHIPS WITH TAX AUTHORITIES//

NES Fircroft is committed to following an approach to dealing with tax authorities wherever the Group operates globally that is open and transparent. All dealings with the tax authorities and other relevant bodies is conducted in a timely and courteous manner.

NES Fircroft believes that it should pay the correct amounts of tax legally due in all of the territories that it operates. Where countries have a weak or poorly constructed fiscal regulation and/or institutions, NES Fircroft will work with them and our tax advisors to ensure fair and appropriate amounts of tax are paid.

NES Fircroft is committed to continuing to ensure compliance with Part 3 of the Criminal Finances Act, the Corporate Criminal Offence of Failure to Prevent the Facilitation of Tax Evasion, by maintaining reasonable prevention procedures including ongoing monitoring and review, provision of appropriate staff communications and training as well as periodic refreshing of policies and procedures.



**EXPERTISE NEEDED,
EXPERTISE FOUND**

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