

UK Tax Strategy

The tax strategy described in this publication relates to the year ending 31 December 2024 and applies to all UK entities which are consolidated for financial reporting purposes with H.I.G. Capital, LLC (“H.I.G. UK Group”). This strategy is published in compliance with paragraph 16(2) Schedule 19 of the Finance Act 2016.

1. Approach to Managing Tax Affairs

We are committed to complying with the letter, spirit, and intention of the tax laws in all the jurisdictions where we operate. This also includes providing information to our stakeholders, so they can report and pay tax in the jurisdictions required. In structuring our business activities, we consider relevant tax laws and utilize available tax reliefs and incentives to increase value for our investors and stakeholders. We do not participate in tax avoidance schemes or engage in artificial tax arrangements, and we seek to minimize the risk of uncertainty or disputes. We conduct transactions between group companies on an arm’s-length basis and in accordance with current OECD principles.

2. Tax Risk Management

We evaluate, monitor, and manage tax risks to ensure compliance with tax regulations. We retain advisors and legal counsel to provide tax advice and assistance with ongoing tax compliance and tax strategy matters, particularly for areas of uncertainty or complexity.

We have procedures and controls to ensure our taxation policies are up to date with all international tax regulations, including UK tax legislation. These procedures and controls support the filing of accurate and timely tax returns and paying the right amount of tax in the UK.

Our policy is that criminal tax evasion, or the deliberate facilitation of such tax evasion, is unacceptable. This applies whether the evasion takes place in the UK or anywhere in the world and in relation to both UK and non-UK taxes. We have carried out a comprehensive risk assessment and implemented procedures and controls intended to prevent any such evasion or facilitation.

3. Governance

The Global Head of Tax is responsible for formulating and implementing our approach to tax. Senior leadership of H.I.G. Capital, LLC comprising the Operational Risk Committee along with the Global Head of Tax are collectively responsible for ensuring that policies and procedures that support the approach are in place, maintained and used consistently around the world, and that the global tax team has the skills and experience to implement the approach appropriately.

Senior leadership of the H.I.G. UK Group with the Global Head of Tax are responsible for monitoring and approving the UK tax strategy. The UK tax strategy will be reviewed annually, updated as appropriate and approved by the



same. A qualified team of in-house tax and accounting professionals are responsible for the implementation of the tax strategy and the management of tax and related risk as noted above.

The Global Head of Tax reports on tax matters and governance to the Global CFO and General Counsel of H.I.G. Capital.

4. Relationship with HMRC

We seek to maintain an open, transparent, and collaborative relationship with HM Revenue & Customs (“HMRC”) based on respect, integrity, and fairness. We believe in constructive collaboration to achieve our shared goal of compliance with an understanding of our business.