

SWISSPORT

GLOBAL TAX STRATEGY

REVISION RECORD

Date	Version	Author	Revision Description
30.06.2023	1.0	Manon Capel	Global Tax strategy

Global Tax Strategy

Objective

This Global Tax Strategy addresses our approach to Tax, the management of Tax compliance, Tax risks and planning for Radar Topco S.A.R.L. and its group undertakings globally (together referred to as “Swissport”, “We” or “the Group”).

Its primary purpose is to set out the Group’s framework for meeting its Tax obligations from an operational, governance and Tax risk management perspective. The ultimate responsibility for setting Swissport's Global Tax Strategy rests with the Board of Directors, who are supported by the Global Head of Tax responsible for the day-to-day approach to Tax. This document is reviewed on a periodic basis and approved by the Audit and Risk Committee.

Swissport overview

In 2022, Swissport provided best-in-class airport ground services for some 186 million airline passengers (2021: 97 million) and handled roughly 4.8 million tons of air freight (2021: 5.1 million) at 117 air cargo centers worldwide. Several of its warehouses have been certified for pharmaceutical logistics by IATA’s CEIV Pharma and by the British MHRA. The world's leader in airport ground services and air cargo handling, with currently around 50,000 employees, was active at 292 airports in 45 countries on six continents at the end of 2022.

Tax Strategy Overview

At Swissport our vision for Tax is to ensure we maintain strong Tax administration practices that include accurate and timely filing of returns and payment of Taxes. This vision is supported by:

- strong governance and internal Tax control framework.
- proactive management of Tax risks and compliance with both the letter and the spirit of Tax laws; and
- commitment to compliance and fostering a culture of openness and transparency when dealing with stakeholders, including Tax authorities.

We strive to build strong relationships with both our internal and external stakeholders and recognize our key role in supporting the business in making the right decisions.

Role of Tax

The role of the Tax team is to ensure Swissport can meet all Tax reporting and compliance obligations in the territories in which we operate. For us, compliance means paying the right amount of Tax in the right place at the right time and claiming reliefs and incentives in line with the provisions of the Tax law, where available.

In ensuring its robust approach to Tax administration is maintained, Swissport Tax team works closely with the business and is also supported by other functions of the business (such as Finance, Operations, Human Resources etc). Together they (i) identify and manage Tax risks as they arise; and (ii) ensure Tax processes are up to date and support accurate and timely compliance. Our Tax objectives set out below are underpinned by Swissport's Ethical values and Code of Business Principles and are essential in helping us to stay true to our vision.

Our Tax Objectives

Strategic Tax Objectives	Delivery of the Strategic Tax objectives
<p>1. Engage with Tax authorities in an open and transparent way to minimize uncertainty.</p>	<p>Swissport strives to have open and honest relationships with Tax Authorities which is proactively facilitated by Swissport Tax and Finance personnel.</p> <p>We seek to ensure that any material changes in-market are duly notified to the Tax Authorities. This also includes our Tax position being clearly presented to the Tax Authorities and clearances obtained, where required.</p> <p>We are committed to ensuring that all Tax compliance obligations are met by the required due date and any follow up queries raised by the relevant Tax Authorities are responded to in a timely manner.</p> <p>We look to provide our full support to the Tax Authorities in the event of an audit ensuring all relevant information and documentation is shared on a timely basis.</p>
<p>2. Business transactions and approach to Tax planning</p>	<p>Swissport adopts a balanced approach to Tax sensitive transactions ensuring that our business is conducted lawfully and with integrity and in line with our Code of Business Principles.</p> <p>All transactions support commercial operations. As responsible Taxpayers, we take due care to ensure that our accounting records and supporting documents are maintained and accurately describe and reflect the nature of the underlying transaction.</p> <p>We do not enter into any artificial transactions that do not reflect our economic nature of our operations.</p> <p>We do not structure commercial transactions in a way that would threaten our reputation and our foundations of integrity and strong business ethics. From time to time, where appropriate, we do use government sponsored Tax incentives and reliefs (including where appropriate in consultation with the relevant stakeholders considering our ESG responsibilities at all times).</p>
<p>3. Proactive engagement with Advisors.</p>	<p>Our commitment to maintaining certainty means that we engage with external Tax advisors. Where there is uncertainty as to the application of Tax legislation and/or a transaction is deemed significant a second opinion may be obtained. Swissport utilizes the help of external advisors when seeking clarity over the interpretation and/or application of the legislation or in the event of a resource gap.</p> <p>The use of third-party advisors is approved by Swissport Tax team with any advice obtained reviewed and authorized by the Head of Tax and/or CFO) to ensure compliance to Swissport's Code of Business Principles.</p>

	<p>Good and ethical business practices are the key to our success, and we conduct our operations fully respecting all our stakeholders and cooperating with governments and other organizations including Tax authorities.</p>
<p>4. Tax Risk Management</p>	<p>“Our Code of Conduct is integral to our Tax Objectives and the approach to Tax risk management adopted by the Group.”</p> <p>The Swissport Tax team works with the business on both a regional and group level to ensure that all key Tax risks are identified, considered, and captured in relevant Risk and Control Matrices. The Risk and Control Matrices have been developed with the assistance of external are supported by a formal periodic review process.</p> <p>Our approach to Tax risk is aligned to the Group’s enterprise risk framework and is assessed as other enterprise risks faced by the business.</p> <p>Swissport adopts a low Tax risk appetite ensuring that there is no significant threat to the Group’s core objectives. Our Tax risk appetite is informed by the level of risk, after the implementation of controls, that the business is prepared to accept.</p>
<p>5. Partner with the business</p>	<p>The Tax team is firmly embedded in Swissport's governance structure supporting the business in its operations. A clear allocation of roles and responsibilities between Tax and all other functions (e.g., Finance, Operations, Human Resources, Procurement etc.) is in place and further supports business partnering.</p> <p>As new Tax developments arise, these are appropriately considered by the Tax team (including their associated impact for the wider business) and relevant information is communicated with the relevant stakeholders through a variety of different forums.</p> <p>Our partnering with the business is also underpinned by formal and informal regular interaction. In addition, we regularly hold Tax training sessions with the business to ensure that the business is aware of any key developments and has an appropriate level of understanding of where the common Tax risks can arise.</p>
<p>6. ESG and Tax Transparency</p>	<p>Swissport appreciates the role the business can play in developing a better future. This is part of our ESG strategy, which is integrated into our business operations. We recognize the role of ESG reporting and disclosure plays and gives confidence to our stakeholders.</p> <p>This also includes the contributions made to local communities we operate in and serve across the globe. Our social and economic contributions (including job creation, Taxes paid and collected, supporting local businesses in our supply chain, etc.) are a core part of our approach to the ESG agenda.</p> <p>The Group is committed to Tax transparency and recognizes the confidence it gives to the stakeholders including Tax authorities and communities over our administration of Taxes.</p>

This Global Tax Strategy applies to the financial year ended 31 December 2023 and is in compliance with the Group's statutory requirement to publish UK Tax strategy under paragraph 19(2), Schedule 19, UK Finance Act 2016. The Global Tax Strategy applies to all group entities, including all UK companies that are specifically in scope of the Finance Act 2016.

