

Tax Strategy

This strategy applies to Mondays (Topco) Limited and to the Group of companies headed by Mondays (Topco) Limited in accordance with paragraph 17(4) of Schedule 19 to the Finance Act 2016. A list of the entities to which it applies is set out below. In this strategy, references to 'the Group' are to all these entities and are noted in Appendix 1. The strategy has been published in accordance with paragraph 16(4) of the Schedule.

This strategy applies from the date of publication, 9 December 2019, until it is superseded. References to 'UK Taxation' are to the taxes and duties set out in paragraph 15(1) of the Schedule which include Income Tax, Corporation Tax, PAYE, NIC, VAT, Insurance Premium Tax, and Stamp Duty Land Tax. References to 'tax', 'taxes' or 'taxation' are to UK taxation and to all corresponding worldwide taxes and similar duties in respect of which the Group has legal responsibilities.

The Group is committed to:

- Following all applicable laws and regulations relating to its tax activities and ensuring that the Group pays the correct amount of tax required of it.
- Maintaining an open and honest relationship with the tax authorities based on collaboration and integrity.
- Ensuring that the strategy is adopted and followed consistently across the Group.

Risk Management

The Group's appetite for tax risk is determined by a desire to achieve certainty in its tax affairs.

When reviewing the tax risks associated with a specific decision or action, the Group ensures that the following are considered:

- The legal and fiduciary duties of directors and employees.
- The requirements of any internal policies or procedures that are related to the risk.
- The maintenance of the Group's corporate and brand reputation.

All tax risks are considered on a case by case basis, which allows the Group to arrive at well-reasoned conclusions on how each individual risk should be managed. Where there is uncertainty on how a tax risk should be managed, external advisors are sought to support the Group's decision-making process.

Ultimate responsibility for the Group's tax strategy and compliance rests with the Board of directors.

Tax Planning

The Group's tax planning aims to support the commercial needs of the business by ensuring that the companies affairs are carried out in the most tax efficient manner whilst remaining compliant with all relevant laws. As a result the CFO is involved in both the commercial decision making process and the tax consequences of these decisions as they are made.

Approach to working with HMRC

The Group is committed to the principles of openness and transparency in its approach to dealing with tax authorities and other relevant bodies. All dealings with the tax authorities will be conducted in a collaborative and timely manner with the aim to strive for early agreement on disputed matters, and to achieve certainty.

External Advisors

Tax advice may be sought from external advisors in respect of material transactions, and when the Group do not have the expertise required in a particular area. Where external advisors are used the Group ensures that the principles within this document are adhered to.

Appendix 1 – Schedule of companies headed by Mondays (Topco) Limited

Mondays (Topco) Limited

Tuesdays (Midco) Limited

Wednesdays (Bidco) Limited

Thursdays (Holdings) Limited

Thursdays (UK) Limited