



International Automotive Components Group Limited - UK Tax Strategy

December 13, 2021

Introduction to Group Structure

This strategy applies to International Automotive Components Group Limited in accordance with Part 2 of Schedule 19 to the Finance Act 2016. International Automotive Components Group Limited is the only UK Company that is part of the wider International Automotive Components worldwide group. Accordingly, this strategy only applies to International Automotive Components Group Limited. In this strategy, references to 'the firm' or 'the Company' are to International Automotive Components Group Limited. The strategy is being published in accordance with paragraph 16(4) of the Schedule.

This strategy applies from the date of publication until it is superseded.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 Company has legal responsibilities.

Aim

International Automotive Components Group Limited is committed to full compliance with all statutory obligations and full disclosure to relevant tax authorities. The Company's tax affairs are managed in a way which takes into account its wider corporate reputation and overall high standards of governance.

Governance in relation to UK taxation

- Ultimate responsibility for International Automotive Components Group Limited's tax strategy and compliance rests with its Board of Directors.
- The Company's Board of Directors delegates responsibility for tax matters to the European management team.
- Day-to-day management of the Company's tax affairs is delegated to local finance and human resources, supported by external advisors.
- The European management team and local finance and human resource teams are staffed with appropriately qualified individuals.

Risk Management

- International Automotive Components Group Limited operates a system of tax risk assessment and controls as a component of the overall internal control framework applicable to the group's financial reporting system.

- The Company seeks to reduce the level of tax risk arising from its operations as far as is reasonably practicable by ensuring that reasonable care is applied in relation to all processes which could materially affect its compliance with its tax obligations.
- Processes relating to different taxes are allocated to appropriate process owners, who carry out a review of activities and processes to identify key risks and mitigating controls in place. These key risks are monitored for business and legislative changes which may impact them and changes to processes or controls are made when required.
- Appropriate training is carried out for staff who manage or process matters which have tax implications.
- Advice is sought from external advisers where appropriate.

Attitude towards tax planning and level of risk

International Automotive Components Group Limited manages risks to ensure compliance with legal requirements in a manner which ensures payment of the correct amount of tax.

When entering into commercial transactions, International Automotive Components Group Limited seeks to take advantage of available tax incentives, reliefs and exemptions in line with, and in the spirit of, tax legislation. International Automotive Components Group Limited does not undertake tax planning unrelated to such commercial transactions.

The level of risk which International Automotive Components Group Limited accepts in relation to UK taxation is consistent with its overall objective of achieving certainty in the group's tax affairs. At all times the Company seeks to comply fully with its regulatory and other obligations and to act in a way which upholds its reputation as a responsible corporate citizen. In relation to any specific issue or transaction, the Board of Directors is ultimately responsible for identifying the risks, including tax risks, which need to be addressed and for determining what actions should be taken to manage those risks, having regard to the materiality of the amounts and obligations in question.

Relationship with HMRC

International Automotive Components Group Limited seeks to have a transparent and constructive relationship with HMRC during communications in respect of developments in the Company's business, current, future and retrospective tax risks, and interpretation of the law in relation to all relevant taxes.

When submitting tax computations and returns to HMRC, International Automotive Components Group Limited discloses all relevant facts and identifies any transactions or issues where it considers that there is potential for the tax treatment to be uncertain.

Any inadvertent errors in submissions made to HMRC are fully disclosed as soon as reasonably practicable after they are identified.