

Tax Strategy – Etac Group

2024

1. Strategy

Overview

Etac Group is active within the development, manufacturing and sales of mobility equipment and solutions operating mainly in Europe and North America. Etac offers a wide range of mobility solutions aimed at short and long-term care for home, hospitals, and other healthcare settings.

The Etac Group's tax strategy has been established to formulate and communicate the tax policy and strategic tax objectives. This tax strategy applies to Etac AB and its subsidiaries and fulfills the Etac Group's disclosure requirements in the territories where the Group operates.

The Etac Group's approach to tax seeks to align with the long-term interests of its owners, customers, governments, employees and communities. Etac Group has also noted an increasing amount of regulations applicable to the Group in addition to the continuing growth in size and complexity.

Tax Strategy statement

The Etac Group strives to operate its business in line with statutory obligations and to be tax compliant. The tax strategy supports the Etac Group in its business decisions in order to ensure that internationally recognized standards are met and the business decisions are compliant with legal tax requirements. The business objectives in relation to the strategy can be summarised as follows:

Achieve financial targets through applying responsibility:

The Etac Group will work towards its legal obligations to pay tax in accordance with the business model and activities. Etac Group will not be involved in any tax planning which will harm the Etac Group's reputation, business operations or customers. Etac Group works hard for providing products to promote individual's abilities in their daily life. In situations where tax law is unclear, Etac Group will engage with external tax advisers to ensure compliance within statutory and legislative tax obligations.

Transparency and relationship with tax authorities:

Etac Group seek to build trust with customers and tax authorities by acting in an open and transparent relationship with the tax authorities. In particular, Etac Group strives to have an open dialogue with tax authorities and to be co-operative to resolve any issues in a timely manner.

Tax risks management:

The Etac Group perform tax risks assessments and controls in order to minimise tax risks. The tax positions and assessments are approved and communicated by the management of Etac Group. Hence, the Etac Group's tax control procedures and framework ensures that ongoing compliance is achieved by managing tax processes with the implementation of appropriate policies, procedures and controls.

2. Governance

Overview

Etac Group has set high standards of tax governance and has implemented a clear and effective structure for responsibility of the tax governance.

Structure & organisation

Etac Group has divided the tax responsibility as follows:

- *Etac Group management*
The Etac Group management is ultimate responsible for the Group's tax position and strategies and has also approved this tax strategy. The Etac Group management has the ultimate responsibility for reducing tax risks.
- *Group Finance and Local Finance teams*
Within the Etac Group the tax related questions are handled by respective finance teams. Group Finance and Local Finance teams engage external advisors to ensure compliance with our tax obligations when it is deemed necessary. The Local Finance team in each company is responsible for ensuring compliance with applicable local regulations and internal guidelines and policies as well as providing local tax information. The local finance teams report directly to its respective local management.

The activities performed to reduce the tax risks are made through risks assessments and controls. The Group Finance ensure that ongoing compliance is achieved by managing tax processes with the implementation of appropriate policies and controls. The Group Finance reports to the Group Chief Financial Officer ("CFO").