

Fortrea UK Tax Strategy

In compliance with section 161 and paragraph 19(2) of schedule 19 Finance Act 2016, Fortrea UK Holdings Limited confirms that the Fortrea UK group's tax strategy applies to the financial year ending 31st December 2025 and remains in effect until cancelled or replaced by a subsequent strategy in line with the Schedule 19 Finance Act 2016 legislative requirements. The Fortrea UK group consists of the UK companies and branches directly or indirectly owned by Fortrea Holdings Inc. (Fortrea) listed at the end of this document.

The Fortrea UK group's overall tax strategy is to:

- Comply with all applicable tax laws, rules, regulations, reporting, and disclosure requirements.
- Act consistently with the wider Fortrea group's strategy, approach to risk, and core values.
- Apply professional diligence and care in the management of all risks associated with tax matters and employ appropriate governance and assurance procedures.
- Foster constructive, professional, and transparent relationships with tax authorities, based on the concepts of candor, collaboration, and mutual trust.
- Use appropriate incentives and reliefs to minimize the tax costs of conducting its business activities, but not for purposes which are knowingly contradictory to the intent of applicable regulations and not through the use of artificial tax arrangements.

Risk management and governance arrangements

The Fortrea UK group's tax affairs are transparent and compliant with tax legislation. A dedicated global tax team (Group Tax) collaborates with the group's UK businesses to provide advice and guidance necessary to maintain compliance. There are clear management responsibilities, backed up by regular monitoring and reviews carried out by members of Group Tax with the necessary experience and skill set.

From a governance perspective:

- The Fortrea board of directors and its Audit Committee are aware of the importance of tax compliance, and how it is achieved.
- There is an ongoing structured dialogue between the board of directors, executive management, senior finance executives, and those individuals responsible for the operations of our finance function regarding risk tolerance levels.
- The Fortrea UK group acknowledges its tax compliance responsibilities and the importance of meeting those obligations.
- Fortrea is committed to conducting business in compliance with all applicable laws, regulations, and Company policies and according to the highest standards of ethical conduct and integrity. To help strengthen this commitment, the Company maintains an ongoing compliance program which is designed to prevent violations by the Company, employees and Independent Contractors of national, state, local, and foreign laws, regulations, and Company policies.

Tax planning

Tax planning is undertaken where there is a commercial or business requirement. Professional advice is sought on a transactional basis, with the extent of such advice dictated by an assessment of the inherent complexity and risk involved in each relevant transaction. We do not engage in artificial tax arrangements that lack business or commercial substance. We do not seek tax avoidance through artificial arrangements or through transactions we would not fully disclose to a tax authority.

Attitude towards risk

The Fortrea UK group's appetite for tax risk is low. The Fortrea UK group has processes in place to evaluate tax risks in decision making processes. When deemed necessary, the Fortrea UK group will seek expert advice on specialized areas of tax from professional advisers to identify and manage tax risk.

Relationship with HM Revenue & Customs (HMRC)

The Fortrea UK group aims to have an open and collaborative professional relationship with HMRC. It is Fortrea UK group's policy and practice to:

- Make fair, accurate and timely disclosure in correspondence and tax returns, and respond to queries and information requests in a timely fashion.
- Seek to resolve issues with HMRC in real time and before returns are filed, if possible, and where disagreements arise, work with HMRC to resolve issues.
- Be open and transparent about decision-making, governance, and tax planning.

Fortrea UK group companies

Fortrea UK Holdings Ltd
Fortrea Development Ltd
Fortrea Clinical Research Unit Ltd
Chiltern International Ltd
Havenfern Ltd