

## Tax Policy

InstallatørGruppen A/S  
(CVR no. 43 89 18 71)

## Contents

	<b>Page</b>
1 Introduction	3
2 Scope	3
3 Purpose	3
4 Tax compliance	3
5 Tax risk management	4
6 Revision, disclosure and effective date	5

## **1 Introduction**

- 1.1 This tax policy (the "Policy") has been established by the board of directors (the "Board of Directors") of InstallatørGruppen A/S ("InstallatørGruppen").
- 1.2 The Policy is supplemented by other policies and guidelines conducted by the Board of Directors and InstallatørGruppen's executive management (the "Executive Management", and together with the Board of Directors, the "Management").

## **2 Scope**

- 2.1 The Policy applies to InstallatørGruppen and its subsidiaries (the "Group") and, to the extent relevant, also to investments made by the Group.

## **3 Purpose**

- 3.1 The purpose of this Policy is to set direction and communicate how InstallatørGruppen conducts its tax affairs with the purpose of achieving a compliant tax position. The Policy describes how InstallatørGruppen views and manages taxes as well as tax risks in the Group.
- 3.2 InstallatørGruppen recognises the role that taxes play in society and acknowledges that businesses must have a responsible approach to handling tax matters in order to ensure sustainable societies.
- 3.3 InstallatørGruppen is committed to paying all applicable taxes. In addition to paying corporate income tax, InstallatørGruppen also pays withholding taxes, excise duties, VAT and other taxes. The Policy applies to all taxes.
- 3.4 Tax matters are handled on a daily basis by the finance department in InstallatørGruppen. The Policy is ultimately the responsibility of the Management and is approved and reviewed at least annually by the Board of Directors.

## **4 Tax compliance**

### *4.1 Compliance*

- 4.1.1 The Group aims to observe all applicable tax laws, regulations and reporting requirements in the countries in which it operates and to make tax returns, claims and payments in a timely manner. InstallatørGruppen will maintain necessary records, invoices and other information relating to taxation in respect of all periods, transactions and events which are required by law to be maintained or which are otherwise required to enable the taxation liabilities of the Group to be calculated accurately in all material respects.

- 4.1.2 The Group aims to observe and comply with applicable EU law and agreed international and EU standards on tax compliance and taxation, hereunder, including all applicable international and EU standards and legislation on the prevention of tax fraud, tax evasion, artificial arrangements aimed at tax avoidance and financing of tax crimes.
- 4.1.3 All transactions between a Group company and a related party or between any companies in the Group shall be on arm's length terms determined in accordance with applicable transfer pricing regulations and supported by any mandatory transfer pricing documentation.
- 4.1.4 To the extent operations or investments are conducted or made outside EU/EEA and/or Organisation for Economic Co-operation and Development ("OECD"), InstallatørGruppen will ensure that advice from an independent and renowned tax adviser is relied on for compliance purposes.
- 4.2 *Group's approach to tax planning*
- 4.2.1 The Policy is meant to support the corporate goals of the Group and its stakeholders whilst ensuring that it maintains its reputation as a responsible taxpayer. Thus, the Group will, within the framework of applicable tax laws, seek to optimize its commercial positions and activities by claiming legitimate incentives and reliefs available under applicable tax legislations and treaties.
- 4.2.2 The Group's tax affairs aim to be based on reasonable interpretations of applicable tax laws and to be aligned with the substance of its economic and commercial activity. The Group will not tax planning which (i) can be deemed as aggressive<sup>1</sup>; (ii) can cause significant reputational consequences; (iii) can negatively impact the relationship with the tax authorities; (iv) can result in an artificial transfer of risks and income to countries with low taxation through the use of transfer pricing planning; (v) can result in an artificial reduction of tax liability through the use of financial instruments or hybrid units, or (vi) can be considered in conflict with all international or EU standards or regulations.
- 4.2.3 The Group will use domestic holding companies when conducting its business, unless the use of holding companies in other countries is based on legitimate commercial reasoning. In addition, the Group shall, unless approved by the InstallatørGruppen's Board of Directors based on a legitimate commercial rationale, refrain from investing in or establishing any new company in any jurisdiction that is blacklisted or generally listed as a non-compliant or non-cooperative jurisdiction by the EU or OECD and will not support tax crimes.

## **5 Tax risk management**

### *5.1 Governance*

- 5.1.1 The Company will invest necessary resources to achieve compliance with applicable reporting obligations, tax filings and payment obligations and hence be a responsible taxpayer. Through continuously monitored and improved compliance procedures, InstallatørGruppen aims to ensure

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<sup>1</sup> Aggressive tax planning is, in this context, understood as an exploitation of technicalities in tax legislation or inconsistencies between tax rules with the purpose of artificially reducing tax liability.

that it observes applicable laws, regulations, and requirements for purposes of effectively managing tax risks in an appropriate manner.

5.1.2 As part of proper business management, InstallatørGruppen will ensure adequate control mechanisms, risk management strategies and processes for purposes of being compliant with applicable tax laws and regulations, by, inter alia, relying on sufficiently qualified personnel and external service providers for such purposes. Tax governance and compliance shall be included in InstallatørGruppen's general risk management functions.

## 5.2 *Tax advisors*

5.2.1 Based on tax being inherently complex, and the Group being operated on a multi-jurisdictional basis, the Group will continue to be exposed to a variety of tax risks. The Group aims to manage such risks by way of mitigation or elimination and when deemed necessary, InstallatørGruppen will seek advice from professional external tax advisors to manage areas of particular complexity or uncertainty.

## 5.3 *Relationship with tax authorities*

5.3.1 Consistent with this Policy, InstallatørGruppen aims to ensure the development and maintenance of a strong working relationship with the tax authorities in the respective countries where it operates. The Company promotes transparency, honesty, and collaborative relationships in its dealings with any tax authorities in the countries where it operates.

5.3.2 The Group recognises that when conducting business in more than one country, there may be uncertainties or even differences in tax laws, interpretations of such or local practices by relevant tax authorities. The Company considers tax laws across jurisdictions as being equally important and is committed to not giving priority to any one country's laws or practices, but rather to engage in open and active dialogue with any tax authorities, including to adequately respond to any reasonable and legitimate requests from tax authorities.

## **6 Revision, disclosure and effective date**

6.1 This Policy takes effect on the date of adoption as stated below.

6.2 Executive Management is responsible for ensuring that the applicable Policy is updated and adhered to. Certain important parts of the work related to tax are the responsibility of other parts of the InstallatørGruppen team.

6.3 The Board of Directors will on a regular basis, at least annually, review the Policy and revise it as necessary.

6.4 On request, this Policy must be provided to the Danish Financial Supervisory Authority and/or Nasdaq Copenhagen A/S.

This Policy has been adopted by the Board of Directors on 1 June 2026.