



Tax Strategy

Introduction

Globoforce is a provider of a cloud-based, social recognition and continuous performance management software solution that organizations use to engage their employees worldwide to create alignment with values and advance company goals and culture. The Company's Software-as-a-Service platform (the SaaS platform) enables employee-to-employee recognition that is broadcast socially and made visible throughout the organization. The Company, who is a private company, is headquartered in Dublin, Ireland and employs more than 1,000 people over 4 countries.

This statement of Globoforce's tax strategy ("**Tax Strategy**") sets out the strategy for conducting the Group's tax affairs in those countries where we do business (including Ireland, US, Canada and UK) and the processes and procedures for managing tax risks.

The Tax Strategy applies to all Executive and Non-Executive Directors, Officers employees and contract, agency and temporary staff who are responsible for or have an impact upon the execution of our tax strategy.

Approach

As a cloud based social recognition software provider Globoforce recognise that to remain internationally competitive we need to continually investment in our brand and expand our offering to our customers. In this regard, the tax strategy is to deliver a sustainable, optimised tax rate for the business, while ensuring that our transactions are conducted with integrity and in accordance with all relevant tax legislations within the countries where we do business.

Tax Strategy

Globoforce's tax strategy is designed to ensure compliance with all legal and disclosure requirements across the jurisdictions it operates as well as with the applicable legal and fiduciary duties of directors and employees. Globoforce seeks external tax advice from appropriately qualified advisors, where applicable, to ensure all tax planning and transactions are compliant with relevant tax laws. All Globoforce's dealings with its stakeholders (including shareholders, employees, consumers, customers and the communities where it operates) are based on best practice to ensure compliance with this policy. The tax strategy is also designed to support the delivery of the Globoforce's strategy through the appropriate management of its tax affairs.

Tax is inherently complex, particularly when it involves international dimensions. Where the tax treatment of a particular transaction or activity is unclear, we follow the generally understood interpretation of the relevant tax law. We do not base our decisions on aggressive interpretations of the law.

Governance

The Board of Directors (the "**Board**") is responsible for setting and monitoring the strategy of Globoforce and, by extension, its tax strategy. The Board has a clear governance framework with defined responsibilities and accountabilities. Globoforce's code of business conduct, for example, sets clear parameters for the conduct of all Officers, Executive and Non-Executive Directors, employees and contract, agency and temporary staff.

Globoforce Senior Leadership Executive Team is responsible for overseeing the effective execution of the business and, by extension, the tax strategy as well as monitoring risk exposures and establishing appropriate internal controls for risk identification and mitigation.

Globoforce's Audit Committee, in line with its responsibilities, reviews the design and implementation of Globoforce's risk management systems and internal controls.

Risk management is a regular agenda item at Board meetings. In addition, the Board conducts a detailed consideration of the impact of the Group's principal risks during the annual strategy process.

Tax Risk Management

A key imperative for delivering a sustainable, optimised tax rate is the effective identification and management of tax risks. This is supported by ensuring that a robust risk management culture exists throughout Globoforce. Accordingly, those individuals to which this Tax Strategy applies are responsible for identifying and escalating perceived tax risks to Globoforce's Director of Tax (Head of Tax).

Globoforce's Director of Tax, in collaboration with Globoforce's Chief Accounting Officer (Head of Finance), is responsible for monitoring tax risks as well as the establishment of parameters and procedures to minimise the likelihood of the identified tax risks materialising. Globoforce's Audit Committee, Operating Executive and the Board are informed of any emerging risks throughout the year.

Relationship with tax authorities

Globoforce is committed to always acting with integrity, maintaining a transparent, open and honest relationship with tax authorities and to undertaking any such dealings in a professional and timely manner.

Compliance with relevant legislation

Globoforce UK Limited considers that this Tax Strategy is compliant with its duty under section 161 and Schedule 19 of Finance Act 2016 to publish its tax strategy in respect of the financial year ended 31 December 2025.

Updated: 6 January 2026

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