

Tax Strategy

Meiji Yasuda Europe Limited

For the year ended 31 December 2023

Our UK tax strategy

Meiji Yasuda Europe Limited is publishing this UK tax strategy statement pursuant to the requirements of the United Kingdom Finance Act 2016, Schedule 19, Large Businesses: Tax Strategies and Sanctions, paragraph 22(2). This statement is applicable to the tax strategy in the United Kingdom.

1. Our risk management and governance arrangements in relation to UK taxation

We take a serious approach to tax risk and its responsibilities and the company has a strict risk management structure. The manager, company secretary and managing director of the company oversee tax risk management, including approval of policies and material tax positions. Management procedures and controls set down by our parent company, Meiji Yasuda Life Insurance Company, exist which set out decision-making procedures and reporting duties. The company regularly reviews compliance with tax laws, specifically to confirm that transfer pricing is consistent with the arm's length principle in accordance with the OECD guidance by updating and producing the transfer pricing documentation every year, which is conducted by the external tax specialist. The company conducted a follow up risk assessment in respect of Corporate Criminal Offence during the year.

2. UK tax risk management and governance

Our aim is to be transparent and compliant with tax legislation. The company does not define any acceptable level of tax risk and exercises reasonable care and due diligence with a view to minimising potential UK tax risks with respect to tax compliance. We seek external tax advice on any risks that arise and our parent company's compliance rules must be followed. Monthly and half yearly risk management reports in the form of checklists are prepared, reviewed and sent to our parent company to ensure all legislative requirements and internal rules are adhered to in a timely manner.

3. Attitude towards tax planning

The company has an 'open door' policy regarding internal communications and deals with issues as and when they arise, consulting with external advisers where appropriate. External tax advisers are employed to provide assistance with corporation tax, VAT, compliance filings and PAYE matters. By nature of the company's low tolerance to tax risk, the company does not undertake any transactions for tax planning reasons.

4. Approach to dealing with HMRC

The company endeavours to respond timely and completely to requests for information from tax authorities. If any enquiry from HMRC were to arise, the company would endeavour to respond in a timely manner to any requests for information. Under the guidance and advice of our tax advisers where necessary, the company would strive to have an open dialogue with HMRC as quickly and collaboratively as possible in order to resolve such disputes.