

Thoughtworks – UK Tax Strategy

Thoughtworks is a global technology consultancy that integrates strategy, design, and engineering to drive digital innovation, privately held by affiliates of certain investment funds advised by Apax Partners LLP.

In compliance with Section 161 and Section 19(2) of Schedule 19 of the UK Finance Act 2016, Thoughtworks is publishing its UK tax strategy for the financial year ending 31 December 2025. This strategy applies to Thoughtworks Holdings Limited and Thoughtworks, Ltd., comprising all UK companies within the Thoughtworks multinational group.

For additional information about Thoughtworks and its subsidiaries, please visit www.thoughtworks.com.

Risk Management and Governance Arrangements

Thoughtworks maintains a strong commitment to conducting business with integrity, as evidenced by the Thoughtworks Code of Conduct, which applies to all of Thoughtworks' subsidiaries worldwide.

Our goal is to ensure that we comply with the tax laws, reporting requirements, and payment obligations of all jurisdictions in which we operate.

We have established procedures and internal controls, including the use of outside advisors where appropriate, for ensuring the integrity of our tax filings and other tax compliance obligations; these procedures and controls facilitate appropriate identification, measurement, management, and reporting of tax risks.

Thoughtworks' Global Head of Tax and Chief Financial Officer report our tax affairs and risks to the Audit Committee of Thoughtworks' Board of Directors.

Tax Planning

We manage our tax affairs in support of and consistent with our business objectives and activities. We seek to apply tax incentives and exemptions in the manner in which they are intended. Our transactions are conducted on arm's length principles, in accordance with US and OECD guidelines.

Attitude Towards Risk

Thoughtworks does not enter into transactions void of commercial rationale. Further, we do not engage in or condone tax evasion or the facilitation of tax evasion. The aim is to ensure full compliance with all statutory obligations and as a consequence attempt to minimize risk wherever possible.

Relationship with HM Revenue & Customs (HMRC)

We approach all communications with HMRC in an open and transparent manner, consistent with our aim to ensure timely tax compliance, filing accurate returns, and complying with applicable disclosure requirements.