



## **Endurance International Group Holdings, Inc.**

### **UK Tax Strategy Statement**

#### ***Our mission and our approach to tax***

Our mission is as simple as it is aspirational: to bring together technology, people, products, and data to create solutions that (em)Power small business. With more than 3,600 employees working across multiple offices, brands, and departments around the world, keeping everyone aligned is understandably a challenge. That's why we've created a set of core values to guide us in everything we do.

In keeping with our mission, (em)powered by our values and further to the statements made within our SEC filings, we have set out below our approach to tax for our businesses in the UK as required by Schedule 19 Finance Act 2016. This statement serves to comply with these requirements from the date of publication until otherwise superseded.

#### ***We continuously monitor and enhance our tax processes, systems and controls***

- Our tax strategy is determined by the Board of Directors, who delegate implementation to the Vice President, Tax.
- We operate a control framework through which our staff manages tax risk, supported where necessary by professional advisers.
- We monitor and enhance our processes through governance meetings to identify, assess, manage and monitor tax risks arising from business transactions and operations.
- We seek to obtain certainty on our tax position and ensure tax is managed in a way that would not damage our reputation to the detriment of our stakeholders.

#### ***We only undertake transactions to support genuine commercial activities***

- We operate within the letter and spirit of the applicable laws and regulations.
- We pursue efficient tax positions grounded in the commercial reality of our business operations.
- We seek external professional advice where tax law is unclear or subject to interpretation.
- We are driven by our values in every decision we make.

***We endeavour to manage and minimise risk throughout all areas of our organisation***

- We are an open and transparent business that adopts a low risk approach to tax and readily engages with tax authorities.
- We seek to establish the tax consequences of commercial transactions before we enter into them, taking advice where necessary from external advisers and where appropriate, seeking confirmation formally or informally from tax authorities.
- We adopt principles of reasonable care, materiality and full disclosure when preparing our tax filings.

***We seek to have a positive and open relationship with all the regulatory bodies we deal with***

- We seek to fully disclose matters concerning our tax affairs to HMRC
- We conduct ourselves in a collaborative, courteous, and transparent manner when dealing with the tax authorities.
- We seek early agreement on areas of uncertainty wherever possible and always look to correspond with HMRC in a timely manner.

**Policy Summary**

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Applicable Region (if any): UK	Effective Date: December 21, 2018
Policy Owner: Vice President, Tax	Review Date: September 15, 2019
Approved By: Chief Financial Officer	Original Publication Date: December 21, 2017

**Revision History**

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December 21, 2018	1.1	Update to dates	CFO