

## Annual report on executed tax strategy for FY2024

### Bacardi Martini Polska (Poland) spółka z ograniczoną odpowiedzialnością

#### Introduction

Bacardi Martini Polska spółka z ograniczoną odpowiedzialnością (hereinafter referred to as: “BMP” or the “Company”) is a taxpayer for Polish corporate income tax purposes subject to tax on its worldwide income with an annual revenue in fiscal year ended on March 31, 2024 that exceeded EUR 50 million. Consequently, the Company was required to prepare and publish an annual report on executed tax strategy for fiscal year(s) ended on or after 31 December 2024. This document presents such annual report for fiscal year 2024 (ended March 31, 2024) and is prepared in accordance with Art. 27c of paragraph 2 of the Act of February 15, 1992 on corporate income tax (consolidated text, Journal of Laws 2021, item 1800, as amended).

#### BMP

BMP is part of the Bacardi Group ([www.bacardilimited.com](http://www.bacardilimited.com)), the largest privately held spirits company in the world. BMP is the distributor of Bacardi products in Poland. Bacardi products include Bacardi rums, Grey Goose vodka, Dewar’s whisky, Bombay Sapphire gin, Martini vermouth and other alcoholic beverages.

General information about BMP:

|   |                                   |
|---|-----------------------------------|
| Company name  | Bacardi Martini Polska sp. z o.o. |
| Date of incorporation                                   | April 4, 1995                     |
| Company registered office                               | Wołoska 22, 02-675 Warszawa       |
| Identification data KRS #                               | 000084196                         |
| NIP #   | 5271022944                        |
| REGON #   | 0109512200                        |
| Date of entry into the register of entrepreneurs of KRS | January 23, 2002                  |

#### Processes and procedures for managing the fulfilment of duties arising from tax law and ensuring their proper fulfilment.

Bacardi’s approach to tax is laid down in its Global Tax Strategy, which is aligned with Bacardi Group’s Code of Conduct.

Our Code of Conduct established by Bacardi’s Board of Directors, applies to all employees and guides our professionals in their key responsibilities, their professional conduct, and how they work with third-party partners. As stated in the Code of Conduct, Bacardi also recognizes the substantial interest of governments in the regulation and taxation of cross border trade in alcoholic beverages. As such, Bacardi and its employees must always abide by all applicable laws related to customs, taxes, cross border trading and transporting of product.

In accordance with the Global Tax Strategy, BMP’s tax management was focused on financial and reputational risk management, ensuring tax compliance while adopting a conservative approach to tax planning and risk management.

Furthermore, Bacardi’s internal controls were based on criteria established by the Internal Control – Integrated Framework (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). The internal control framework included tax processes and procedures for managing and ensuring the fulfilment of duties arising from tax law. These processes and procedures included the following:

- Corporate Income Tax provision and Corporate Income Tax Return assessment procedure – which establishes a process for the preparation of the annual Corporate Income Tax provision and tax calculation for purposes of the annual Corporate Income Tax Return for BMP
- VAT compliance process description – which establishes the process of the preparation of VAT registers and the VAT declaration
- Withholding Tax & vendor due diligence procedure – which establishes the process for identifying and complying with WHT obligations, including maintaining required documentation
- Mandatory Disclosure Rules procedure applicable for Poland – which establishes a process to identify, assess and report relevant tax schemes.

BMP ensured compliant and timely tax filings and payments by implementing, controlling, monitoring and documenting the above processes and procedures. BMP completed these processes and procedures on a regular basis (monthly and quarterly) and followed established internal controls. BMP was supported by the Global Tax team.

#### **Information about the fulfilment of tax duties in Poland including information on the number of submitted tax arrangements to the Head of National Tax Administration**

The Company was subject to the following taxes in Poland:

- Customs & Excise Tax
- Corporate Income Tax (CIT)
- Value Added Tax (VAT)
- Withholding Tax
- Wage Tax and Social Security Contributions

During this fiscal year the Company ensured compliant and timely fulfilment of tax duties, resulting in a tax payment of PLN 77, 8 M for CIT and VAT.

No Mandatory Disclosure reports were filed with the National tax Administration. The Company followed the Mandatory Disclosure Rules procedure applicable for Poland to identify, assess and report relevant tax schemes.

#### **Information on voluntary forms of cooperation with the National Tax Administration**

The Company did not apply any voluntary forms of cooperation with the National Tax Administration.

#### **Related party transactions**

During this fiscal year, the Company entered into transactions with related entities within the meaning of article 11a paragraph 1 point 4 of the Corporate Income Tax Act, including related entities that are not tax residents of the Republic of Poland, the value of which exceeds 5% of the balance sheet total of

assets within the meaning of the accounting regulations, determined on the basis of the last approved financial statements of the Company.

Related party transactions included:

| Name of transaction   | Country         | Related party | Values arising from invoices, agreements, or other documents (in 000's PLN) |         |
|---|-----------------|---------------|---|---------|
|   |                 |               | Revenue   | Cost    |
| The Company's distribution activities – Purchase of Goods                     |                 |               |   |         |
| Transaction 1a:<br>Purchase of goods from Tradall                             | Switzerland     | Tradall       | -   | 248 139 |
| Transaction 1b:<br>Rebates  | The Netherlands | BMBV          | -   | 3 241   |
| The Company's distribution activities - Settlements of marketing costs        |                 |               |   |         |
| Transaction 2:<br>Settlement A&P costs with BMBV                              | The Netherlands | BMBV          | 63 044  | -       |
| Services supporting the Company's core activities - Regional support services |                 |               |   |         |
| Transaction 3:<br>Regional support / HUB services                             | The Netherlands | BMBV          | 21 017  | -       |
|   | Switzerland     | Tradall       | 1 073   | -       |
| Transaction 4:<br>Business support services rendered to BMBV                  | The Netherlands | BMBV          | 2 231   | -       |
| Financial transaction   |                 |               |   |         |
| Transaction 5:<br>Intercompany loans granted by BMBV                          | The Netherlands | BMBV          | -   | 4 692   |

The Company complied with relevant Polish transfer pricing requirements and documented the related party transactions accordingly in the 2024 Local File supported by relevant comparative analyses. In addition, the Company has submitted the information on transfer pricing (TPR-C form).

**Information on planned or undertaken restructuring projects which may affect the amount of the taxpayer's tax liabilities or tax liabilities of the related parties**

During this fiscal year no restructurings were planned or undertaken that could affect the amount of the tax liability of the Company or its related entities within the meaning of article 11a paragraph 1 point 4 of Corporate Income Tax Act.

**Information on making tax settlements in harmful tax jurisdictions**

During this fiscal year, the Company did not engage in tax settlements in countries or in territories pursuing harmful tax competition listed in the regulations issued under article 11j paragraph 2 of Personal Income Tax Act and under article 23v paragraph 2 of Corporate Income Tax Law and the announcement of the Minister of Finance issued based on article 86a paragraph 10 of Tax Code.

**Information on applications submitted by the Company**

During this fiscal year, the Company did not submit the following applications:

- general tax ruling (article 14a paragraph 1 of the Tax Code)
- individual tax ruling (article 14b of the Tax Code)
- binding rate information decision (article 42a of the Value Added Tax Act)
- binding excise information (article 7d of the Excise Tax Act)