

CM.com is conscious of its impact on society. Tax is one of the aspects which defines our impact on society. The total yearly tax payments of CM.com consists of profit taxes, pay roll taxes, social security premiums, value added taxes and local taxes. In this tax policy we have defined our principles regarding tax. This Tax policy is approved by the Management Board and published on our website.

Risk profile

We aim for a conservative tax risk profile whereas CM.com pays its fair share.

Relationship with tax authorities

We seek to develop strong, respectful and open relationships with national tax authorities based on transparency, respect and trust. We act in a professional, courteous and timely manner with the tax authorities. We collaboratively work with the tax authorities to achieve early agreement on disputed issues and certainty on a real-time basis, where possible.

Compliance

We act in accordance with all applicable tax laws and regulations and we commit ourselves to behave responsibly. We are guided by relevant international standards, for example OECD (Organization for Economic Cooperation and Development) Guidelines. We respect the spirit of the law and aim to comply with the spirit as well as the letter of the law. We prepare and file all tax returns that are required on-time and with the best accuracy. We are transparent and provide a complete disclosure to the relevant tax authorities.

Employees are encouraged to report serious concerns regarding tax to the Tax Manager. They can also voice concerns regarding tax outside these channels through the Whistleblower Policy.

Tax organization

Tax plays an important role in our organization. To be compliant with applicable tax laws and regulations our Tax Manager is responsible for the global tax position and the tax process. In this tax process both internal employees and external advisers are involved.

Transfer pricing

We aim to report an appropriate portion of taxable income in those group entities where value is created. As CM.com is active worldwide via multiple group entities, transfer pricing plays an important role. Transfer pricing is based on the OECD Guidelines.

Tax avoidance

We do not use contrived or aggressive tax structures that are meant for tax avoidance, have no commercial substance and do not meet the spirit of local or international law. We therefore do not use secrecy jurisdictions or so-called 'tax havens' for aggressive tax planning.

Tax risk management

Tax risks are regularly assessed and where possible mitigated by incorporating relevant controls. CM.com uses both internal controls as well as external solutions to control tax risk in line with our tax risk profile.

As a tech company technology plays an important role in our business. This is also true for the tax function. By using automatization and standardization of tax data CM.com is able to more efficiently provide accurate information to tax authorities and other stakeholders.

Tax risk is incorporated in our corporate in-control statement.