

Report on Corporate Income Tax Information

in compliance with chapter 10a of Directive 2013/34/EU ('country-by-country reporting')

Introduction

Section 1. General Information

Name of ultimate parent of group / of standalone company	Hays Plc
Country of registered office of ultimate parent undertaking	United Kingdom
Date of start of financial year	2024-07-01
Date of end of financial year	2025-06-30
Reporting currency	GBP
Language of report	English (EN)
Application of option to report in accordance with taxation reporting instructions	No
Name and registered office of a single subsidiary undertaking which has published the report on income tax information of an undertaking that is not governed by the law of a Member State	Hays Srl, Corso Italia 13, Milano, 20122
Name and address of a single branch which has published the report on income tax information of an undertaking that is not governed by the law of a Member State	-

Section 2. Overview of Information on a Country-by-Country Basis

Tax jurisdiction	Country code of Member State or tax jurisdiction	Revenues from transactions with non-related parties	Revenues from transactions with related parties	Revenue	Profit (loss) before tax	Income tax paid (on cash basis)	Income tax accrued	Stated capital	Accumulated earnings	Number of employees	Tangible assets other than cash and cash equivalents
Austria	AT	50834664	100025	50934689	1903841	1011179	-462301	373198	3594598	60	1704701
Belgium	BE	93222661	1779440	95002101	-1433975	-16811	-6724	216198	-191252	131	3882121
Czechia	CZ	15793840	113406	15907246	-1592000	-24215	0	1793582	-1762621	29	102081
Denmark	DK	7855356	0	7855356	-501566	0	0	115348	-1946533	22	225522
France	FR	134318226	3632849	137951075	-40503113	-276540	-38665	6442176	-32583650	528	30167540
Germany	DE	1750817013	56241069	1807058082	32569555	7787678	-13582416	6733013	546714061	2381	82407344
Hungary	HU	15831762	154332	15986094	-977663	394831	-313884	178191	292086	65	1269071
Ireland	IE	83943851	601832	84545684	-2695638	-208456	0	1737303	6317523	87	3005319
Italy	IT	30459780	2335042	32794822	1314617	792637	-337900	1346946	6044449	147	1794784
Luxembourg	LU	18443305	230310	18673615	-242078	125242	0	248799	3388025	18	207618
Netherlands	NL	244951668	2047575	246999244	63041	0	0	1123885	6154999	85	2862045
Poland	PL	118061055	11447503	129508559	-788633	-481384	-233691	324590	7781586	237	3010092
Portugal	PT	10740523	2297218	13037741	881735	446331	-242078	531915	1459139	105	1367536
Romania	RO	8699493	0	8699493	-458338	143789	-53268	61011	-624479	33	604191
Spain	ES	42255190	3887030	46142221	2343448	642179	-621165	1267159	11984625	282	3555251
Sweden	SE	5480144	51475	5531619	-277486	0	0	260640	-4004381	11	97231
All other tax jurisdictions (aggregated basis)	-	3969347995	182982388	4152330383	-76834227	2757501	-7248814	44225452	676899213	5302	52335231

Section 3. List of Subsidiary Undertakings included in the Consolidation and their Activities

Tax jurisdiction	Country code of Member State or tax jurisdiction	Names of subsidiary undertakings	Brief description of nature of activities
Austria	AT	Hays Österreich GmbH; Hays Professional Services Österreich GmbH	Provision of services to unrelated parties
Belgium	BE	Hays NV; Hays Services NV	Provision of services to unrelated parties
Czechia	CZ	Hays Czech Republic sro; Hays Information Technology sro	Provision of services to unrelated parties
Denmark	DK	Hays Specialist Recruitment (Denmark) A/S	Provision of services to unrelated parties
France	FR	Hays Executive SASU; Hays Media SASU; Emposo SASU (formerly James Harvard France SASU); Hays Corporate SASU; Hays France SASU; Hays Consulting SASU; Hays Portage; Hays Life Sciences Consulting SASU; Hays Enterprise Solutions SASU (Formerly Hays Talent Solutions SASU); Hays Services SASU; Hays SASU (formerly Hays Travail Temporaire SASU); Hays Pharma SASU	Holding shares or other equity instruments; Provision of services to unrelated parties; Sales, Marketing or Distribution; Administrative, Management or Support Services
Germany	DE	Hays Beteiligungs GmbH & Co. KG.; Hays Verwaltungs GmbH; Hays AG; Hays Professional Solutions GmbH; Hays Talent Solutions GmbH; Hays Holding GmbH; Hays Vorrat 01 GmbH (formerly known as Paladine GmbH); Emposo GmbH (formerly Hays Technology Solutions GmbH)	Holding shares or other equity instruments; Provision of services to unrelated parties; Administrative, Management or Support Services; Dormant
Hungary	HU	Hays Hungary Kft; Hays Professional Services Kft	Provision of services to unrelated parties
Ireland	IE	Emposo (Ireland) Limited (formerly James Harvard (Ireland) Limited); Hays Specialist Recruitment (Ireland) Ltd	Provision of services to unrelated parties
Italy	IT	Hays Solutions srl; Hays Professional Services srl; Hays Srl	Provision of services to unrelated parties
Luxembourg	LU	Hays Sarl; Hays Travail Temporaire Luxembourg	Provision of services to unrelated parties
Netherlands	NL	Hays Holdings BV; Hays Temp BV; Hays Services BV; Hays BV	Holding shares or other equity instruments; Provision of services to unrelated parties
Poland	PL	Hays Poland sp zoo; Hays Poland Centre of Excellence sp zoo; Hays Outsourcing sp zoo	Provision of services to unrelated parties; Administrative, Management or Support Services
Portugal	PT	HaysP - Recrutamento, Seleccão e Empresa de Trabalho Temporário, Unipessoal, LDA; Hays Business Service portugal	Provision of services to unrelated parties

Tax jurisdiction	Country code of Member State or tax jurisdiction	Names of subsidiary undertakings	Brief description of nature of activities
Romania	RO	Hays Specialist Recruitment Romania SRL; Emposo Romania S.R.L. (formerly Hays Technology Solutions Romania S.R.L.); Hays Professional Services SRL (RO)	Provision of services to unrelated parties; Administrative, Management or Support Services
Spain	ES	Hays Business Services SL; Hays Talent Solutions Espana SL; Hays Personnel Espana Empresa de Trabajo Temporal SA; Hays Personnel Services España SA	Provision of services to unrelated parties; Dormant
Sweden	SE	Hays AB (formerly Hays Specialist Recruitment AB)	Provision of services to unrelated parties

Section 4. Omitted Information

Information omitted (if any) for this financial year:

Information omitted in previous financial years, which is disclosed in this financial year (if any):

Section 5. Explanations for Material Discrepancies between Income Tax Paid and Accrued (non-mandatory)

Conclusion

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