



# **FY25 EU (Spain only) Public Country by Country Reporting ("PCBCR")**

**December 2025**





FY25 EU (Spain only) PCBCR data in line with Chapter 10a of Directive 2013/34/EU

Section 1

Name of the ultimate parent of the group	Hays Plc
Country where the ultimate parent has its registered office	United Kingdom
Financial year – start date	1 July 2024
Financial year – end date	30 June 2025
Reporting currency	GBP
Is the information in the report based on reporting instructions used for tax purposes, pursuant to Section III, Parts B and C, and Annex III to Directive 2011/6/EU (yes/no)?	Yes

Section 2

Tax jurisdiction	Country code	Revenues	Profit (loss) before income tax	Income tax paid – on cash basis	Income tax accrued – current year	Accumulated earnings	Number of employees
Spain	ES	46,142,000	2,343,000	642,000	(621,000)	11,985,000	282

Section 3

Member state or tax jurisdiction	Country code	Name of each subsidiary undertaking in the Member State or tax jurisdiction	Brief description of the nature of activities in the Member State or tax jurisdiction
Spain	ES	<ul style="list-style-type: none"><li>Hays Personnel Services España SA</li><li>Hays Personnel Espana Empresa de Trabajo Temporal SA</li><li>Hays Business Services SL</li><li>Hays Talent Solutions Espana SL</li></ul>	<ul style="list-style-type: none"><li>Provision of services to unrelated parties</li><li>Provision of services to unrelated parties</li><li>Provision of services to unrelated parties</li><li>Dormant</li></ul>



## Section 4

The data set out above is published on behalf of **Hays Business Services SL**, Paseo de la Castellana 81 Planta 10, 28046 Madrid, Spain to meet the Public Country by Country Reporting requirements as required in Spain by the Eleventh Additional Provision ("11th AP") of Law 22/2015.

It is approved by the Directors of Hays Buiness Services SL. It is anticipated that this publication will be superseded by the publication of a full Hays Plc EU Country by Country Report on income tax information as required by Chapter 10a of Directive 2013/34/EU.


Publication of the Spanish only data is provided initially due to the accelerated 6 month reporting timetable in Spain. The information to prepare a full EU Country by Country Report on income tax was not made available to Hays Buiness Services SL within this accelerated timeframe as the preparation, review and approval process for the full Hays Plc EU Country by Country Report is aligned with the standard 12 month reporting timetable set out in the Directive.

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