



**EU Public Country by Country Report**  
*(Spain only)*  
**Year ended 31 December 2025**

**PageGroup**

# Public Country by country report

The data set out in this report is published on behalf of Michael Page Holding (España) SL to meet the Spanish Public Country by Country Reporting requirements, as set out in Law 22/2015 (Audit Law), Additional Provision 11.

The data provided is consistent with the EU Public Country by Country Reporting requirements, as set out in Chapter 10a of Directive 2013/34/EU, as amended by Directive 2021/2101/EU.

Publication of the Spanish only data is provided initially due to the accelerated 6-month reporting timetable in Spain. This information required to prepare a full EU Country by Country Report on income tax was not made available to the company.

## Definitions

**Total revenue:** In line with the country-by-country reporting requirements, we have included sales, intercompany transactions, and other income within this figure.

**Tax paid:** The amount of corporate income taxes (including any Pillar 2 taxes) paid by (or refunded to) the Spanish Group entities on a cash basis during the relevant financial year. In some cases, this may include payments made in relation to previous years or future years as tax payments are often made in arrears or in advance. It also includes taxes withheld on payments to Group companies in the period. It does not include withholding taxes collected by the Group on behalf of third parties, for example taxes withheld on payments to third parties.

**Tax accrued:** The current tax expense recognised on taxable profits or losses of the financial year. It does not include adjustments in respect of earlier years, deferred tax or provisions for uncertain tax liabilities.

**Employees:** The number of employees on a full-time equivalent basis reported as at the end of the relevant financial year.

**Accumulated earnings:** The amount of accumulated earnings at the end of the relevant financial year, meaning the sum of the profits from past financial years and the relevant financial year, distribution of which has not yet been decided upon.



# Country by country report

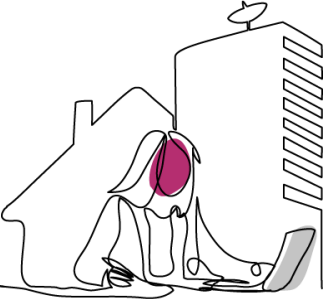
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## Section 1 – General information

Name of the ultimate parent of the group / of the standalone undertaking	PageGroup plc
Country where the ultimate parent has its registered office	United Kingdom
Financial Year – start date	01/01/2025
Financial Year – end date	31/12/2025
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, of Annex III to Directive 2011/16/EU (yes/no)?	Yes

## Section 2 – Overview of information on a country-by country basis

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	134,319,555	8,229,389	1,607,806	1,967,497	6,527,452	1,071



# Country by country report

### Section 3 – List of subsidiaries and activities

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	PageGroup Technology Services SL	Administrative, Management or Support Services / Provision of Services to unrelated parties / Holding shares or other equity instruments
		Michael Page Holding (Espana) SL	
		Page Group Europe SL	
		Page Group Spain Recursos Humanos ETT SA	

### Section 4 – Omitted information

*Information omitted for this financial year:*

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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 Michael Page Holding (Espana) SL within this accelerated timeframe as the preparation, review and approval process for the full PageGroup plc EU Country by Country Report is aligned with the standard 12-month reporting timetable set out in the Directive.

*Information omitted in previous financial years, which is disclosed in this financial year:*

N/A

