FY25 EU (Spain including reportable subsidiaries and branches only) - Public Country-by-Country Report (“PCbCR”)

Howden Group Holdings Limited

Consolidated accounting period ended 31 December 2025

HOWDEN

FY25 EU (Spain including reportable subsidiaries and branches only) - Public Country-by-Country Reporting ("PCbCR")

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Section 1

General information

Name of the ultimate parent entity of the group	Howden Group Holdings Limited
Country where the ultimate parent has its registered office	United Kingdom
Financial year – start date	1 October 2024
Financial year – end date	31 December 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

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Section 2

Overview of information reportable under the above directive on a country-by-country basis

Tax jurisdiction	Country code	Revenues (GBP)	Profit (loss) before income tax (GBP)	Income tax paid – on cash basis (GBP)	Income tax accrued – current year (GBP)	Accumulated earnings (GBP)	Number of employees
Morocco	MA	1,690,741	848,662	289,455	181,731	(2,138,653)	27
Portugal	PT	2,737,428	352,297	(64,423)	227,640	(314,220)	17
Spain	ES	129,011,448	8,842,771	4,445,914	2,204,052	(8,289,475)	895

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Section 3

List of subsidiaries (and branch) and activities

Member State or tax jurisdiction	Country code	Name of each subsidiary (and branch) undertaking in the Member State or tax jurisdiction	Brief description of the nature of activities in the Member State or tax jurisdiction
Morocco	MA	Howden Assurances Maroc S.à r.l	Provision of services to unrelated parties
Morocco	MA	Howden Assurances Tánger S.à r.l	
Portugal	PT	Howden Portugal, Unipessoal Lda	Provision of services to unrelated parties
Portugal	PT	Howden Iberia, S.A.U – Portugal (branch of Spanish entity)	
Portugal	PT	DUAL Europe GmbH – Portugal (branch of German entity)	
Spain	ES	Aserplan Sociedad Anónima de Consultores	Provision of services to unrelated parties Holding Shares or Other Equity Instruments
Spain	ES	Compensa Capital Humano, S.L.U.	
Spain	ES	DUAL Ibérica Riesgos Profesionales S.A.U.	
Spain	ES	Howden America Investments S.L.U	
Spain	ES	Howden Assiteca España, S.A.	
Spain	ES	Howden Iberia, S.A.U.	
Spain	ES	Howden Latin America Holdings S.L.U.	
Spain	ES	Howden Risk Solutions, S.A.U.	
Spain	ES	Howden Singular Investments, S.L.U.	
Spain	ES	Segur Grupo Artai, S.L.U.	
Spain	ES	Álvarez Queipo Y Asociados, S.L.	
Spain	ES	DUAL Europe GmbH – Spain (branch of German entity)	
Spain	ES	Howden Specialty Luxembourg S.a.r.L – Spain (branch of Luxembourg entity)	

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Section 4

Omitted information

The data set out above is published by Howden Iberia S.A.U. (the lead entity in Spain) of Paseo de Recoletos 37, planta 4ª 28004 Madrid, 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 has been approved by the Directors of Howden Iberia, S.A.U. and this publication will be superseded by the publication of a full Howden Group Holdings Limited (the ultimate parent entity, an UK incorporated entity) EU Public Country-by-Country Report on income tax information as required by Chapter 10a of Directive 2013/34/EU.

Publication of the Spanish only data (including the information relating to its reportable subsidiaries and branches only) has been provided to meet the accelerated 6-month reporting timetable in Spain. The information to prepare a full EU was not made available within this accelerated timeframe as the preparation, review and approval process for the full Howden Group Holdings Limited EU Public Country-by-Country Report is aligned with the standard 12-month reporting timetable set out in the Directive.



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