Public-Country-by-Country Report

Financial Year 2024

Ringier Group

Section 1 – General information

Name of the ultimate parent of the group / of the standalone undertaking	Ringier AG
Country where the ultimate parent has its registered office	Switzerland
Financial Year – start date	01.01.2024
Financial Year – end date	31.12.2024
Reporting currency	CHF
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 allocation of elements 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
Austria	AT	2'792'331	n/a	n/a	n/a	n/a	14
Bulgaria	BG	15'673'979	n/a	n/a	n/a	n/a	153
Estonia	EE	5'862'518	n/a	n/a	n/a	n/a	32
Germany	DE	1'139'731	n/a	n/a	n/a	n/a	8
Greece	GR	363'022	n/a	n/a	n/a	n/a	36
Hungary	HU	71'883'272	n/a	n/a	n/a	n/a	516
Latvia	LV	801'790	n/a	n/a	n/a	n/a	10
Lithuania	LT	1'004'894	n/a	n/a	n/a	n/a	16
Poland	PL	126'324'342	n/a	n/a	n/a	n/a	762
Portugal	PT	8'128'635	n/a	n/a	n/a	n/a	83
Romania	RO	54'494'425	n/a	n/a	n/a	n/a	457
Slovakia	SK	30'283'170	n/a	n/a	n/a	n/a	182
All other tax jurisdictions (aggregated basis)	-	551'739'060	n/a	n/a	n/a	n/a	2'668
Total		**870'491'169**	**n/a**	**n/a**	**n/a**	**n/a**	**4'937**

Section 3 - List of subsidiaries and activities

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
AUSTRIA	AT	JobCloud HR Tech GmbH	Provision of Services to Unrelated Parties
		Ringier MediaTech GmbH	Administrative, Management or Support Services
BULGARIA	BG	Sportal.bg JSC	Provision of Services to Unrelated Parties
		Profit Media Group OOD	Provision of Services to Unrelated Parties
		Golf Bulgaria OOD	Provision of Services to Unrelated Parties
		Digital Ventures OOD	Research and Development
ESTONIA	EE	CV Keskus OÜ	Provision of Services to Unrelated Parties
GERMANY	DE	Ringier Emerging Markets GmbH	Administrative, Management or Support Services
GREECE	GR	Ringier Sports Media SA	Provision of Services to Unrelated Parties
HUNGARY	HU	Ringier Hungary Kft.	Provision of Services to Unrelated Parties
		Ringier Hungary Nyomda Kft.	Manufacturing or Production
		Blikk Kft.	Provision of Services to Unrelated Parties
		Profession.hu Kft.	Provision of Services to Unrelated Parties
		Ringier Sports Media Hungary Kft.	Provision of Services to Unrelated Parties
		Ringier Hungary Hirszolgalat Kft.	Provision of Services to Unrelated Parties
LATVIA	LV	CV Keskus OU Latvia filiāle	Provision of Services to Unrelated Parties
LITHUANIA	LT	CV Keskus OU filialas	Provision of Services to Unrelated Parties
POLAND	PL	Ringier Axel Springer Polska Sp. z.o.o.	Provision of Services to Unrelated Parties
		City-Nav sp. z o.o.	Provision of Services to Unrelated Parties
		MZN Property S.A.	Administrative, Management or Support Services / Holding shares or other equity instruments
		Grupa Morizon-Gratka Sp. z o.o.	Provision of Services to Unrelated Parties
		Virtal Sp. z o.o.	Provision of Services to Unrelated Parties
		FinPack Sp. z o.o.	Provision of Services to Unrelated Parties
		Lendi Sp. z o.o.	Provision of Services to Unrelated Parties
		No Fluff Jobs Sp. z o.o.	Provision of Services to Unrelated Parties
		LENDI CARE sp. z o.o.	Provision of Services to Unrelated Parties

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
PORTUGAL	PT	Sociedade Vicra Desportiva S.A.	Provision of Services to Unrelated Parties
		Vicra Comunicações Lda	Provision of Services to Unrelated Parties
ROMANIA	RO	Realmedia Network S.A.	Provision of Services to Unrelated Parties
		Ciberi Information Systems SRL	Provision of Services to Unrelated Parties
		Ringier Romania SRL	Provision of Services to Unrelated Parties
		Ejobs Group S.A.	Provision of Services to Unrelated Parties
		Ringier Sportal SRL	Provision of Services to Unrelated Parties
		Realmedia Credit SRL	Provision of Services to Unrelated Parties
SLOVAKIA	SK	Ringier Slovakia Media s.r.o.	Provision of Services to Unrelated Parties
		SPORT.SK, s.r.o.	Provision of Services to Unrelated Parties
		Ringier Slovakia Communities s.r.o.	Provision of Services to Unrelated Parties
		United Classifieds s.r.o.	Provision of Services to Unrelated Parties / Holding shares or other equity instruments
		Narks Infoservice a.s.	Provision of Services to Unrelated Parties
		Autobazar.EU portal s.r.o.	Provision of Services to Unrelated Parties
		Topreality.sk s.r.o	Provision of Services to Unrelated Parties
		RealSoft s.r.o.	Provision of Services to Unrelated Parties

Section 4 – Temporarily omitted information

Information temporarily omitted for this financial year:

The information regarding i) profit (loss) before income tax, ii) income tax paid - on cash basis, iii) income tax accrued - current year, and iv) accumulated earnings is temporarily omitted from the report, because its disclosure would seriously harm the commercial position of the entities in jurisdiction Romania, but also in all other relevant countries. It is Ringier Group's internal policy not to disclose this information in any other external report either. We believe the public disclosure would seriously harm Ringier's competitiveness globally, not only in Romania; in particular, because Romania has early adopted DIRECTIVE (EU) 2021/2101 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 24 November 2021, amending Directive 2013/34/EU as regards disclosure of income tax information by certain undertakings and branches.