

EU Public Country-by-Country Report

Unite Parent Corp. and Subsidiaries | Financial year: 1 October 2024–30 September 2025 | Reporting currency: U.S. dollars

1. General information

Field	Disclosure
Name of ultimate parent undertaking	Unite Parent Corp. and Subsidiaries
Legal UPE address	2250 N. Commerce Parkway, Weston, FL 33326-3233, United States
U.S. EIN	83-3900225
Financial year	1 October 2024–30 September 2025
Reporting currency	USD — U.S. dollars
Financial data basis	Reviewed FY25 U.S. Form 8975; financial data include related-party revenue without offsetting eliminations
EU designated subsidiary for publication	Immedis Limited, CRO 586847, 3100 Lake Drive, Citywest Dublin 24, Dublin, Ireland
Public website	https://www.ukg.com/company/responsibility
Commercial-prejudice omissions	None

2. Information by tax jurisdiction

Tax jurisdiction	Code	Revenue	PBT	Income tax accrued	Income tax paid	Employees (FTE)	Accumulated earnings
France	FR	74,990,459	(9,000,733)	0	0	257	(140,876,673)
Germany	DE	25,910,231	208,950	(240)	(1,018)	62	(451,325)
Spain	ES	1,633,108	46,729	0	0	16	672,666
Netherlands	NL	11,022,786	643,144	181,224	97,882	28	6,266,209
Belgium	BE	38,397,619	1,518,084	610,834	762,333	26	9,673,588
Ireland	IE	38,956,546	(32,258,601)	5,235	0	143	(35,289,607)
All other tax jurisdictions aggregated	—	6,429,248,684	435,631,373	93,699,856	154,383,945	16,867	(1,568,950,776)
Total	—	6,620,159,433	396,788,946	94,496,909	155,243,142	17,399	(1,728,955,918)

All financial amounts are in whole U.S. dollars. Income taxes accrued represent the current portion of the income tax provision recognized in respect of taxable profits or losses for the reporting period and exclude deferred income tax expense or benefit and provisions for uncertain tax positions. Income taxes paid represent corporate income taxes paid on a cash basis during the reporting period. No listed Annex I or two-successive-year Annex II tax jurisdiction is separately presented because none appears in the FY25 Form 8975 population.

3. Constituent undertakings and main activities

EU Member State	Constituent undertaking	Main activities
France	PEOPLEDOC SAS	Research and development; sales, marketing or distribution; services to unrelated parties
France	Kronos Systemes S.A.	Sales, marketing or distribution; services to unrelated parties
Germany	PEOPLEDOC GMBH	Sales, marketing or distribution; services to unrelated parties
Spain	THE ULTIMATE SOFTWARE GROUP OF SPAIN SLU	Sales, marketing or distribution; services to unrelated parties
Spain	Smart Human Logistics, S.L.	Sales, marketing or distribution; services to unrelated parties

EU Member State	Constituent undertaking	Main activities
Netherlands	Kronos Systems B.V.	Sales, marketing or distribution; services to unrelated parties
Belgium	Kronos Systems BVBA	Sales, marketing or distribution; services to unrelated parties
Ireland	Immedis Limited	Sales, marketing or distribution; services to unrelated parties
Ireland	UKG Ireland Holdings Limited	Holding shares or other equity instruments

Control schedule only: Kronos Germany PE and PeopleDoc Germany GmbH- Dutch Branch are branches included in the FY25 Form 8975 and workbook population schedule. The public undertaking list follows the common template's constituent-undertaking presentation; branch data remain included in the applicable jurisdiction totals.

4. Omissions

No information has been temporarily omitted on commercial-prejudice grounds. No jurisdiction information is deferred.

5. Explanation of income taxes accrued and paid

Income taxes accrued represent the current portion of the income tax provision recognized in respect of taxable profits or losses for the reporting period. They exclude deferred income tax expense or benefit and provisions for uncertain tax positions. Income taxes paid represent corporate income taxes paid on a cash basis during the reporting period. Cash taxes paid may differ from current income taxes accrued because cash payments and refunds may include amounts relating to prior reporting periods, advance or estimated tax payments, and the timing of tax return filings, assessments, refunds, and settlements. For FY2025, these timing and settlement differences contributed to cash income taxes paid exceeding current income taxes accrued.

6. Basis and availability statement

This report is prepared using the reviewed FY25 U.S. Form 8975 data methodology. For purposes of the central publication approach, Immedis Limited is the single EU subsidiary designated to publish and make this report accessible. The report will be made accessible, free of charge, at <https://www.ukg.com/company/responsibility> for at least five years.