

20 November 2024

Hays plc ("Hays")

#### **BOARD AND COMMITTEE CHANGES**

Hays announces the following changes to its Board and Committee membership:

- MT Rainey, Chair of the ESG Committee and Designated Workforce Engagement Director, stepped down from the Board with effect from the conclusion of the AGM today, having served a nine-year tenure on the Board.
- Joe Hurd will succeed MT Rainey as Chair of ESG Committee with immediate effect.
- Helen Cunningham will succeed MT Rainey as the Designated Workforce Engagement Director and will also be appointed as a member of the ESG Committee with immediate effect.

Andrew Martin, Chair of Hays, said: "I would like to thank MT on behalf of the Board for her contribution to the Board and its Committees over the past nine years and she leaves with our best wishes for the future. I am delighted to announce the roles being taken by Joe and Helen. Both bring a wealth of ESG experience, and I know their knowledge and strategic insights will be a valuable addition to the ESG Committee."

This announcement is made in accordance with Listing Rule 6.4.6R.

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