

Hays plc
Block Listing Six Monthly Return
3 February 2025

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|---|------------------------------|---------------|---------------------|
| Name of applicant: | Hays plc | | |
| Name of scheme: | Hays plc UK Sharesave Scheme | | |
| Period of return: | From: | 1 August 2024 | To: 31 January 2025 |
| Balance of unallotted securities under scheme(s) from previous return: | 4,742,395 | | |
| <i>Plus:</i> The amount by which the block scheme(s) has been increased since the date of the last return (if any increase has been applied for): | 0 | | |
| <i>Less:</i> Number of <i>securities</i> issued/allotted under scheme(s) during period (see LR3.5.7G): | 0 | | |
| <i>Equals:</i> Balance under scheme(s) not yet issued/allotted at end of period: | 4,742,395 | | |

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|---|-----------------------------------|---------------|---------------------|
| Name of applicant: | Hays plc | | |
| Name of scheme: | Hays International Sharesave Plan | | |
| Period of return: | From: | 1 August 2024 | To: 31 January 2025 |
| Balance of unallotted securities under scheme(s) from previous return: | 448,835 | | |
| <i>Plus:</i> The amount by which the block scheme(s) has been increased since the date of the last return (if any increase has been applied for): | 0 | | |
| <i>Less:</i> Number of <i>securities</i> issued/allotted under scheme(s) during period (see LR3.5.7G): | 0 | | |
| <i>Equals:</i> Balance under scheme(s) not yet issued/allotted at end of period: | 448,835 | | |

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|---|--------------------------------------|---------------|---------------------|
| Name of applicant: | Hays plc | | |
| Name of scheme: | Hays plc 2012 Performance Share Plan | | |
| Period of return: | From: | 1 August 2024 | To: 31 January 2025 |
| Balance of unallotted securities under scheme(s) from previous return: | 57,273 | | |
| <i>Plus:</i> The amount by which the block scheme(s) has been increased since the date of the last return (if any increase has been applied for): | 0 | | |
| <i>Less:</i> Number of <i>securities</i> issued/allotted under scheme(s) during period (see LR3.5.7G): | 0 | | |
| <i>Equals:</i> Balance under scheme(s) not yet issued/allotted at end of period: | 57,273 | | |

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| Name of contact: | Hannah Shepherd, Deputy Company Secretary |
| Telephone number of contact: | 0333 010 2694 |

LEI: 213800QC8AWD4BO8TH08

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