

**Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them**

1	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name	Tim Fulton				
b)	Position/status	Executive Leadership Team Member, PDMR				
c)	Initial notification /Amendment	Initial Notification				
2	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Hays plc				
b)	LEI	213800QC8AWD4BO8TH08				
3	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted					
a)	Description of the financial instrument, type of instrument  Identification code	Ordinary shares of 1p each  ISIN Code: GB0004161021				
b)	Nature of the transaction	An option over 14,153 ordinary shares in Hays plc granted in accordance with the Rules of the company's International Sharesave Plan.				
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£0.65</td><td>14,153</td></tr></table>	Price(s)	Volume(s)	£0.65	14,153
Price(s)	Volume(s)					
£0.65	14,153					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	27 March 2025				
f)	Place of the transaction	Outside a trading venue				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Matthew Dickason
b)	Position/status	Executive Leadership Team Member, PDMR
c)	Initial notification /Amendment	Initial Notification
<b>2</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	Hays plc
b)	LEI	213800QC8AWD4BO8TH08
<b>3</b>	<b>Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have</b>	

	been conducted					
a)	Description of the financial instrument, type of instrument  Identification code	Ordinary shares of 1p each  ISIN Code: GB0004161021				
b)	Nature of the transaction	An option over 11,354 ordinary shares in Hays plc granted in accordance with the Rules of the company's International Sharesave Plan.				
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£0.65</td><td>11,354</td></tr></table>	Price(s)	Volume(s)	£0.65	11,354
Price(s)	Volume(s)					
£0.65	11,354					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	27 March 2025				
f)	Place of the transaction	Outside a trading venue				

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