

9 May 2025

HAYS PLC
(the "Company")

OUTCOME OF AUDIT TENDER PROCESS

The Company announces that, following the conclusion of a formal competitive audit tender process, the Board has approved the re-appointment of PriceWaterhouseCoopers (PwC) as its external auditor to take effect from, and including, the financial year ending 30 June 2027.

In line with applicable UK legislation, we tender our audit every 10 years and rotate every 20 years. We disclosed in our 2024 Annual Report & Accounts that a tender process would be conducted, given that PwC was initially appointed in 2016.

In April 2025, our Audit and Risk Committee led a comprehensive audit tender process in accordance with the Financial Reporting Council Minimum Standard, and subsequently recommended the re-appointment of PwC, which was approved by the Board. This appointment is subject to shareholder approval at the Company's 2026 Annual General Meeting.

Further details of the audit tender process will be included in our 2025 Annual Report & Accounts.

Enquiries

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