

TR-1: Standard form for notification of major holdings

1. Issuer Details

ISIN

GB0004161021

Issuer Name

HAYS PLC

UK or Non-UK Issuer

UK

2. Reason for Notification

An acquisition or disposal of voting rights

3. Details of person subject to the notification obligation

Name

BlackRock, Inc.

City of registered office (if applicable)

Wilmington

Country of registered office (if applicable)

USA

4. Details of the shareholder

Full name of shareholder(s) if different from the person(s) subject to the notification obligation, above

City of registered office (if applicable)

Country of registered office (if applicable)

5. Date on which the threshold was crossed or reached

20-Jun-2025

6. Date on which Issuer notified

23-Jun-2025

7. Total positions of person(s) subject to the notification obligation

|                                                                           | % of voting rights attached to shares (total of 8.A) | % of voting rights through financial instruments (total of 8.B 1 + 8.B 2) | Total of both in % (8.A + 8.B) | Total number of voting rights held in issuer |
|---------------------------------------------------------------------------|------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------|----------------------------------------------|
| Resulting situation on the date on which threshold was crossed or reached | 4.100000                                             | 1.060000                                                                  | 5.160000                       | 82444936                                     |
| Position of                                                               |                                                      |                                                                           |                                |                                              |

|                                       |          |          |          |  |
|---------------------------------------|----------|----------|----------|--|
| previous notification (if applicable) | Below 5% | Below 5% | Below 5% |  |
|---------------------------------------|----------|----------|----------|--|

## 8. Notified details of the resulting situation on the date on which the threshold was crossed or reached

### 8A. Voting rights attached to shares

| Class/Type of shares ISIN code(if possible) | Number of direct voting rights (DTR5.1) | Number of indirect voting rights (DTR5.2.1) | % of direct voting rights (DTR5.1) | % of indirect voting rights (DTR5.2.1) |
|---------------------------------------------|-----------------------------------------|---------------------------------------------|------------------------------------|----------------------------------------|
| GB0004161021                                |                                         | 65418162                                    |                                    | 4.100000                               |
| Sub Total 8.A                               | 65418162                                |                                             | 4.100000%                          |                                        |

### 8B1. Financial Instruments according to (DTR5.3.1R.(1) (a))

| Type of financial instrument | Expiration date | Exercise/conversion period | Number of voting rights that may be acquired if the instrument is exercised/converted | % of voting rights |
|------------------------------|-----------------|----------------------------|---------------------------------------------------------------------------------------|--------------------|
| Securities Lending           |                 |                            | 17026774                                                                              | 1.060000           |
| Sub Total 8.B1               |                 |                            | 17026774                                                                              | 1.060000%          |

### 8B2. Financial Instruments with similar economic effect according to (DTR5.3.1R.(1) (b))

| Type of financial instrument | Expiration date | Exercise/conversion period | Physical or cash settlement | Number of voting rights | % of voting rights |
|------------------------------|-----------------|----------------------------|-----------------------------|-------------------------|--------------------|
|                              |                 |                            |                             |                         |                    |
| Sub Total 8.B2               |                 |                            |                             |                         |                    |

## 9. Information in relation to the person subject to the notification obligation

2. Full chain of controlled undertakings through which the voting rights and/or the financial instruments are effectively held starting with the ultimate controlling natural person or legal entities (please add additional rows as necessary)

| Ultimate controlling person | Name of controlled undertaking         | % of voting rights if it equals or is higher than the notifiable threshold | % of voting rights through financial instruments if it equals or is higher than the notifiable threshold | Total of both if it equals or is higher than the notifiable threshold |
|-----------------------------|----------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| BlackRock, Inc. (Chain 1)   | BlackRock Finance, Inc.                |                                                                            |                                                                                                          |                                                                       |
| BlackRock, Inc. (Chain 1)   | BlackRock Holdco 2, Inc.               |                                                                            |                                                                                                          |                                                                       |
| BlackRock, Inc. (Chain 1)   | BlackRock Financial Management, Inc.   |                                                                            |                                                                                                          |                                                                       |
| BlackRock, Inc. (Chain 1)   | BlackRock International Holdings, Inc. |                                                                            |                                                                                                          |                                                                       |
| BlackRock, Inc. (Chain 1)   | BR Jersey International Holdings L.P.  |                                                                            |                                                                                                          |                                                                       |
| BlackRock, Inc. (Chain 1)   | BlackRock Holdco 3, LLC                |                                                                            |                                                                                                          |                                                                       |
| BlackRock, Inc. (Chain 1)   | BlackRock Capital LP                   |                                                                            |                                                                                                          |                                                                       |

|                           |                                                     |  |  |  |
|---------------------------|-----------------------------------------------------|--|--|--|
| 1)                        | Cayman I LP                                         |  |  |  |
| BlackRock, Inc. (Chain 1) | BlackRock Cayman West Bay Finco Limited             |  |  |  |
| BlackRock, Inc. (Chain 1) | BlackRock Cayman West Bay IV Limited                |  |  |  |
| BlackRock, Inc. (Chain 1) | BlackRock Group Limited                             |  |  |  |
| BlackRock, Inc. (Chain 1) | BlackRock Finance Europe Limited                    |  |  |  |
| BlackRock, Inc. (Chain 1) | BlackRock Investment Management (UK) Limited        |  |  |  |
| BlackRock, Inc. (Chain 2) | BlackRock Finance, Inc.                             |  |  |  |
| BlackRock, Inc. (Chain 2) | BlackRock Holdco 2, Inc.                            |  |  |  |
| BlackRock, Inc. (Chain 2) | BlackRock Financial Management, Inc.                |  |  |  |
| BlackRock, Inc. (Chain 2) | BlackRock International Holdings, Inc.              |  |  |  |
| BlackRock, Inc. (Chain 2) | BR Jersey International Holdings L.P.               |  |  |  |
| BlackRock, Inc. (Chain 2) | BlackRock Australia Holdco Pty. Ltd.                |  |  |  |
| BlackRock, Inc. (Chain 2) | BlackRock Investment Management (Australia) Limited |  |  |  |
| BlackRock, Inc. (Chain 3) | BlackRock Finance, Inc.                             |  |  |  |
| BlackRock, Inc. (Chain 3) | BlackRock Holdco 2, Inc.                            |  |  |  |
| BlackRock, Inc. (Chain 3) | BlackRock Financial Management, Inc.                |  |  |  |
| BlackRock, Inc. (Chain 4) | BlackRock Holdco 4                                  |  |  |  |

|                           |                                                             |  |  |  |
|---------------------------|-------------------------------------------------------------|--|--|--|
| BlackRock, Inc. (Chain 3) | BlackRock Holdco 1, LLC                                     |  |  |  |
| BlackRock, Inc. (Chain 3) | BlackRock Holdco 6, LLC                                     |  |  |  |
| BlackRock, Inc. (Chain 3) | BlackRock Delaware Holdings Inc.                            |  |  |  |
| BlackRock, Inc. (Chain 3) | BlackRock Institutional Trust Company, National Association |  |  |  |
| BlackRock, Inc. (Chain 4) | BlackRock Finance, Inc.                                     |  |  |  |
| BlackRock, Inc. (Chain 4) | BlackRock Holdco 2, Inc.                                    |  |  |  |
| BlackRock, Inc. (Chain 4) | BlackRock Financial Management, Inc.                        |  |  |  |
| BlackRock, Inc. (Chain 4) | BlackRock Holdco 4, LLC                                     |  |  |  |
| BlackRock, Inc. (Chain 4) | BlackRock Holdco 6, LLC                                     |  |  |  |
| BlackRock, Inc. (Chain 4) | BlackRock Delaware Holdings Inc.                            |  |  |  |
| BlackRock, Inc. (Chain 4) | BlackRock Fund Advisors                                     |  |  |  |
| BlackRock, Inc. (Chain 5) | BlackRock Finance, Inc.                                     |  |  |  |
| BlackRock, Inc. (Chain 5) | BlackRock Holdco 2, Inc.                                    |  |  |  |
| BlackRock, Inc. (Chain 5) | BlackRock Financial Management, Inc.                        |  |  |  |
| BlackRock, Inc. (Chain 6) | BlackRock Finance, Inc.                                     |  |  |  |
| BlackRock, Inc. (Chain 6) | BlackRock Holdco 2, Inc.                                    |  |  |  |
| BlackRock, Inc. (Chain 6) | BlackRock Financial Management, Inc.                        |  |  |  |

|                           |                                           |  |  |  |
|---------------------------|-------------------------------------------|--|--|--|
| BlackRock, Inc. (Chain 6) | BlackRock International Holdings, Inc.    |  |  |  |
| BlackRock, Inc. (Chain 6) | BlackRock Canada Holdings ULC             |  |  |  |
| BlackRock, Inc. (Chain 6) | BlackRock Asset Management Canada Limited |  |  |  |
| BlackRock, Inc. (Chain 7) | BlackRock Finance, Inc.                   |  |  |  |
| BlackRock, Inc. (Chain 7) | BlackRock Holdco 2, Inc.                  |  |  |  |
| BlackRock, Inc. (Chain 7) | BlackRock Financial Management, Inc.      |  |  |  |
| BlackRock, Inc. (Chain 7) | BlackRock International Holdings, Inc.    |  |  |  |
| BlackRock, Inc. (Chain 7) | BR Jersey International Holdings L.P.     |  |  |  |
| BlackRock, Inc. (Chain 7) | BlackRock Holdco 3, LLC                   |  |  |  |
| BlackRock, Inc. (Chain 7) | BlackRock Cayman 1 LP                     |  |  |  |
| BlackRock, Inc. (Chain 7) | BlackRock Cayman West Bay Finco Limited   |  |  |  |
| BlackRock, Inc. (Chain 7) | BlackRock Cayman West Bay IV Limited      |  |  |  |
| BlackRock, Inc. (Chain 7) | BlackRock Group Limited                   |  |  |  |
| BlackRock, Inc. (Chain 7) | BlackRock Finance Europe Limited          |  |  |  |
| BlackRock, Inc. (Chain 7) | BlackRock Advisors (UK) Limited           |  |  |  |
| BlackRock, Inc. (Chain 8) | BlackRock Finance, Inc.                   |  |  |  |
| BlackRock, Inc. (Chain 8) | Trident Merger, LLC                       |  |  |  |

|                           |                                      |  |  |  |
|---------------------------|--------------------------------------|--|--|--|
| BlackRock, Inc. (Chain 8) | BlackRock Investment Management, LLC |  |  |  |
| BlackRock, Inc. (Chain 8) | Amethyst Intermediate, LLC           |  |  |  |
| BlackRock, Inc. (Chain 8) | Aperio Holdings, LLC                 |  |  |  |
| BlackRock, Inc. (Chain 8) | Aperio Group, LLC                    |  |  |  |

#### 10. In case of proxy voting

**Name of the proxy holder**

**The number and % of voting rights held**

**The date until which the voting rights will be held**

#### 11. Additional Information

BlackRock Regulatory Threshold Reporting Team

Jana Blumenstein

020 7743 3650

#### 12. Date of Completion

23<sup>rd</sup> June 2025

#### 13. Place Of Completion

12 Throgmorton Avenue, London, EC2N 2DL, U.K.

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