

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

03-Jul-2025

6. Date on which Issuer notified

04-Jul-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	Below 5%	Below 5%	Below 5%	Below 5%
Position of previous				

notification (if applicable)	4.100000	1.060000	5.160000	
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## 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		Below 5%		Below 5%
Sub Total 8.A	Below 5%		Below 5%	

### 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			Below 5%	Below 5%
Sub Total 8.B1			Below 5%	Below 5%

### 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 Saturn Subco, LLC			
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 Cayman 1 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 Saturn Subco, LLC			
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 Saturn Subco, LLC			
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 3)	BlackRock Holdco 4, 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 Saturn Subco, LLC			
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 Saturn Subco, LLC			
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 Saturn Subco, LLC			
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 Saturn Subco, LLC			
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 Saturn Subco, LLC			
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

04<sup>th</sup> July 2025

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### 13. Place Of Completion

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

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