

Hays plc**Block Listing Six Monthly Return****1 August 2025**

Name of applicant:	Hays plc		
Name of scheme:	Hays plc UK Sharesave Scheme		
Period of return:	From:	1 February 2025	To: 31 July 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		

Name of applicant:	Hays plc		
Name of scheme:	Hays International Sharesave Plan		
Period of return:	From:	1 February 2025	To: 31 July 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		

Name of applicant:	Hays plc		
Name of scheme:	Hays plc 2012 Performance Share Plan		
Period of return:	From:	1 February 2025	To: 31 July 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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LEI: 213800QC8AWD4BO8TH08

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