

Hays plc
Block Listing Six Monthly Return
1 August 2025

Name of <i>applicant</i> :		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 <i>applicant</i> :		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 <i>applicant</i> :		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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