

**Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them**

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Michael Findlay				
b)	Position/status	Non-Executive Chair, PDMR				
c)	Initial notification /Amendment	Initial Notification				
<b>2</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a)	Name	Hays plc				
b)	LEI	213800QC8AWD4BO8TH08				
<b>3</b>	<b>Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted</b>					
a)	Description of the financial instrument, type of instrument  Identification code	Ordinary shares of 1p each  ISIN Code: GB0004161021				
b)	Nature of the transaction	On market purchase of ordinary shares in Hays plc				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>£0.595504</td> <td>33,415</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£0.595504	33,415
Price(s)	Volume(s)					
£0.595504	33,415					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	21 August 2025				
f)	Place of the transaction	London Stock Exchange				

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