

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

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Dirk Hahn					
b)	Position/status	Chief Executive Officer, PDMR					
c)	Initial notification /Amendment	Initial Notification					
2	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hays plc					
b)	LEI	213800QC8AWD4BO8TH08					
3	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						
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><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£ 0.640841</td><td>100,000</td></tr></table>		Price(s)	Volume(s)	£ 0.640841	100,000
Price(s)	Volume(s)						
£ 0.640841	100,000						
d)	Aggregated information - Aggregated volume - Price	N/A					
e)	Date of the transaction	22 August 2025					
f)	Place of the transaction	London Stock Exchange					

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Dirk Hahn
b)	Position/status	Chief Executive Officer, PDMR
c)	Initial notification /Amendment	Initial Notification
2	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Hays plc

b)	LEI	213800QC8AWD4BO8TH08					
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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><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£ 0.6398497</td><td>30,000</td></tr></table>		Price(s)	Volume(s)	£ 0.6398497	30,000
Price(s)	Volume(s)						
£ 0.6398497	30,000						
d)	Aggregated information - Aggregated volume - Price	N/A					
e)	Date of the transaction	22 August 2025					
f)	Place of the transaction	London Stock Exchange					

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