

**Hays plc**

**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	Dirk Hahn				
b)	Position/status	CEO, 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	An award over 289,798 ordinary shares in Hays plc granted in accordance with the Rules of the Company's Deferred Annual Bonus Plan.				
c)	Price(s) and volume(s)	<table border="1"><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil</td><td>289,798</td></tr></table>	Price(s)	Volume(s)	Nil	289,798
Price(s)	Volume(s)					
Nil	289,798					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	5 September 2025				
f)	Place of the transaction	N/A				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	James Hilton
b)	Position/status	CFO, 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 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	An award over 219,051 ordinary shares in Hays plc granted in accordance with the Rules of the Company's Deferred Annual Bonus Plan.				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>Nil</td> <td>219,051</td> </tr> </table>	Price(s)	Volume(s)	Nil	219,051
Price(s)	Volume(s)					
Nil	219,051					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	5 September 2025				
f)	Place of the transaction	N/A				

1	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	David Brown				
b)	Position/status	Executive Leadership Team Member, PDMR				
c)	Initial notification /Amendment	Initial Notification				
<b>2 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>						
a)	Name	Hays plc				
b)	LEI	213800QC8AWD4BO8TH08				
<b>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</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	An award over 207,659 ordinary shares in Hays plc granted in accordance with the Rules of the Company's Deferred Annual Bonus Plan.				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>Nil</td> <td>207,659</td> </tr> </table>	Price(s)	Volume(s)	Nil	207,659
Price(s)	Volume(s)					
Nil	207,659					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	5 September 2025				
f)	Place of the transaction	N/A				

1/	Place of the transaction	12/1
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<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Matthew Dickason				
b)	Position/status	Executive Leadership Team Member, 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	An award over 129,831 ordinary shares in Hays plc granted in accordance with the Rules of the Company's Deferred Annual Bonus Plan.				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>Nil</td> <td>129,831</td> </tr> </table>	Price(s)	Volume(s)	Nil	129,831
Price(s)	Volume(s)					
Nil	129,831					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	5 September 2025				
f)	Place of the transaction	N/A				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Alex Heise
b)	Position/status	Executive Leadership Team Member, 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

	Identification code	ISIN Code: GB0004161021				
b)	Nature of the transaction	An award over 145,170 ordinary shares in Hays plc granted in accordance with the Rules of the Company's Deferred Annual Bonus Plan.				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>Nil</td> <td>145,170</td> </tr> </table>	Price(s)	Volume(s)	Nil	145,170
Price(s)	Volume(s)					
Nil	145,170					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	5 September 2025				
f)	Place of the transaction	N/A				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Deborah Dorman				
b)	Position/status	Executive Leadership Team Member, 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	213800QC8AWD4B08TH08				
<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	An award over 119,430 ordinary shares in Hays plc granted in accordance with the Rules of the Company's Deferred Annual Bonus Plan.				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>Nil</td> <td>119,430</td> </tr> </table>	Price(s)	Volume(s)	Nil	119,430
Price(s)	Volume(s)					
Nil	119,430					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	5 September 2025				
f)	Place of the transaction	N/A				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Rachel Ford

b)	Position/status	Executive Leadership Team Member, PDMR				
c)	Initial notification /Amendment	Initial Notification				
<b>2 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>						
a)	Name	Hays plc				
b)	LEI	213800QC8AWD4BO8TH08				
<b>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</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	An award over 84,520 ordinary shares in Hays plc granted in accordance with the Rules of the Company's Deferred Annual Bonus Plan.				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>Nil</td> <td>84,520</td> </tr> </table>	Price(s)	Volume(s)	Nil	84,520
Price(s)	Volume(s)					
Nil	84,520					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	5 September 2025				
f)	Place of the transaction	N/A				

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