

**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	The sale of 55,133 ordinary shares in Hays plc following the release of an award (and related Dividend Equivalent Shares) granted under the Performance Share Plan on 15 September 2022.				
c)	Price(s) and volume(s)	<table border="1"><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>1) £0.575138</td><td>55,133</td></tr></table>	Price(s)	Volume(s)	1) £0.575138	55,133
Price(s)	Volume(s)					
1) £0.575138	55,133					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	16 September 2025				
f)	Place of the transaction	London Stock Exchange				

<b>1</b>	<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</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	Hays plc
b)	LEI	213800QC8AWD4BO8TH08

3	<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	The sale of 15,734 ordinary shares in Hays plc following the release of an award (and related Dividend Equivalent Shares) granted under the Performance Share Plan on 15 September 2022.				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>1) £0.575138</td> <td>15,734</td> </tr> </table>	Price(s)	Volume(s)	1) £0.575138	15,734
Price(s)	Volume(s)					
1) £0.575138	15,734					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	16 September 2025				
f)	Place of the transaction	London Stock Exchange				

1	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Alexander Heise				
b)	Position/status	Executive Leadership Team Member, PDMR				
c)	Initial notification /Amendment	Initial Notification				
2	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a)	Name	Hays plc				
b)	LEI	213800QC8AWD4BO8TH08				
3	<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	The sale of 37,938 ordinary shares in Hays plc following the release of an award (and related Dividend Equivalent Shares) granted under the Performance Share Plan on 15 September 2022.				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>2) £0.575138</td> <td>37,938</td> </tr> </table>	Price(s)	Volume(s)	2) £0.575138	37,938
Price(s)	Volume(s)					
2) £0.575138	37,938					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	16 September 2025				
f)	Place of the transaction	London Stock Exchange				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Christoph Niewerth				
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	The sale of 37,938 ordinary shares in Hays plc following the release of an award (and related Dividend Equivalent Shares) granted under the Performance Share Plan on 15 September 2022.				
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price(s)</td><td>Volume(s)</td></tr> <tr> <td>3) £0.575138</td><td>37,938</td></tr> </table>	Price(s)	Volume(s)	3) £0.575138	37,938
Price(s)	Volume(s)					
3) £0.575138	37,938					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	16 September 2025				
f)	Place of the transaction	London Stock Exchange				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Felix Rippel
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	The sale of 5,277 ordinary shares in Hays plc following the release of an award (and related Dividend Equivalent Shares) granted under the Performance Share Plan on 15 September 2022.

c)	Price(s) and volume(s)	Price(s)	Volume(s)
		4) £0.575138	5,277
d)	Aggregated information - Aggregated volume - Price	N/A	
e)	Date of the transaction	16 September 2025	
f)	Place of the transaction	London Stock Exchange	

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