

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	Mark Dearnley				
b)	Position/status	Chief Digital and Technology 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 border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>£0.565800</td> <td>170,000</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£0.565800	170,000
Price(s)	Volume(s)					
£0.565800	170,000					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	1 October 2025				
f)	Place of the transaction	London Stock Exchange (XLON)				

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