

Hays plc (the "Company")

**PUBLICATION OF THE HAYS PLC ANNUAL REPORT & ACCOUNTS 2025 AND
NOTICE OF 2025 ANNUAL GENERAL MEETING**

The Company announces that, on 6 October 2025, the following documents were published and circulated to shareholders in accordance with their mailing elections:

- Hays plc Annual Report & Accounts for the year ended 30 June 2025 (the "Annual Report")
- Notice of 2025 Annual General Meeting (the "Notice of Meeting")
- Form of Proxy for the 2025 Annual General Meeting

Copies of these documents have been submitted to the National Storage Mechanism and will be made available for inspection at <https://data.fca.org.uk/#nsm/nationalstoragemechanism> in accordance with listing rule 6.4.1.

The Annual Report, Notice of Meeting and Hays plc Sustainability Report 2025 are also available on the Company's website at <https://www.haysplc.com>

Annual General Meeting

The Company's 2025 Annual General Meeting will be held on 19 November 2025 at 12.00pm at the offices of BNP Paribas, 7 Harewood Ave, London NW1 6JB. Please note that the address of the venue has changed since the date of the Annual Report.

If any of the above details change, the revised details will be notified by an announcement to a Regulatory Information Service.

Enquiries

Hays plc

Rachel Ford
Kean Marden

General Counsel & Company Secretary
Head of Investor Relations

+44 (0) 333 010 2682
+44 (0) 333 010 7092

FGS Global

Guy Lamming / Anjali Unnikrishnan /
Richard Crowley

hays@fgsglobal.com

LEI code: 213800QC8AWD4BO8TH08

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact ms@lseg.com or visit www.ms.com.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

ACSFIFVTIALRIIE