

**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**

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