



Hays plc First Quarter Trading Statement

10 October 2025

Hays plc ('Hays' or the 'Company') today announces its quarterly update for the three months ended 30 September 2025 ('First Quarter Trading Statement'), which is available at: http://www.ms-pdf.londonstockexchange.com/ms/8085C_1-2025-10-9.pdf.

The First Quarter Trading Statement will also be available on the Hays website www.hays.com/investors and has been submitted in full unedited text to the Financial Conduct Authority's National Storage Mechanism and will shortly be available for inspection at <https://data.fca.org.uk/#/nsm/nationalstoragemechanism>.

Conference call

James Hilton and Kean Marden will conduct a conference call for analysts and investors at 9:00am United Kingdom time on 10 October 2025. Participants are invited to register via the URL link below:

<https://register-conf.media-server.com/register/BI169debbb683f409db698c736e7c7226b>

Once registered, you will receive a confirmation email, with the details of the call and a personal login link and PIN which will place you directly into the call, without the need to speak to an operator. The call will be recorded and will also be available for playback via [the results centre](#) on our investor website.

Enquiries

Hays plc

| | | |
|--------------|----------------------------------|----------------------|
| James Hilton | Group Finance Director | +44 (0) 203 978 2520 |
| Kean Marden | Head of Investor Relations & ESG | +44 (0) 333 010 7092 |

FGS Global

| | |
|-----------------|--|
| Guy Lamming | hays@fgsglobal.com |
| Richard Crowley | |

LEI: 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 rns@seg.com or visit www.rns.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

TSTMLBFTMTMMBFA