

RNS Number : 3962E

Hays PLC

22 October 2025



Hays plc

Share buyback programme

22 October 2025

Hays plc ('Hays' or the 'Company') today announces a share buyback programme to purchase up to 2,000,000 ordinary shares of 1p each in the Company, up to an aggregate consideration of £2 million (the 'Treasury Share Purchase Programme'). Shares purchased under the Treasury Share Purchase Programme will be held in treasury to ensure that the Company has sufficient treasury shares to satisfy its employee share plans.

The Company has entered into an agreement with UBS AG London Branch to conduct the Treasury Share Purchase Programme on its behalf during open periods. It is due to commence on 23 October 2025 and will conclude on or before 31 December 2025.

Notes

The maximum number of shares that may be purchased as part of the Treasury Share Purchase Programme under the Company's existing authority obtained at its Annual General Meeting held on 20 November 2024 (the '2024 Authority') is 158,712,990, being the amount of the 2024 Authority not yet utilised as at the date of this announcement. The Company will be seeking shareholder approval for share buybacks of up to 10% of the Company's issued share capital at the Company's upcoming Annual General Meeting to be held on 19 November 2025 (the '2025 Authority').

The Treasury Share Purchase Programme will be conducted in accordance with (i) the 2024 Authority and the 2025 Authority (subject to shareholder approval) (ii) the assimilated UK Market Abuse Regulation No. 596/2014 and assimilated Commission Delegated Regulation (EU) 2016/1052 (in each case as they form part of law of the United Kingdom by virtue of the European Union (Withdrawal) Act 2018) (as amended) and (iii) Chapter 9 of the UK Financial Conduct Authority's UK Listing Rules.

Enquiries

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