RNS Number : 6569E
Hays PLC
24 October 2025

Hays plc

Transaction in own shares

24 October 2025

Hays plc (the "Company") announces that it has purchased the following number of its ordinary shares of 1p each on the London Stock Exchange through UBS AG as part of its treasury share purchase programme announced on 22 October 2025.

Date of purchase:	23 October 2025
Number of ordinary shares purchased:	200,000
Highest price per share (pence per share):	60.95p
Lowest price per share (pence per share):	60.10p
Average price per share (pence per share):	60.5377p

The Company intends to hold the purchased shares in treasury. Following the purchase and settlement of these shares, the Company will hold 2,479,397 of its ordinary shares in treasury and will have 1,597,953,695 ordinary shares in issue (excluding treasury shares).

In accordance with Article 5(1)(b) of Regulation (EU) No 596/2014 as it applies in the UK (the Market Abuse Regulation), a full breakdown of the individual purchases is attached to this announcement.

http://www.rns-pdf.londonstockexchange.com/rns/6569E_1-2025-10-23.pdf

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