

Hays plc

Transaction in own shares

31 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:	30 October 2025
Number of ordinary shares purchased:	200,000
Highest price per share (pence per share):	59.55p
Lowest price per share (pence per share):	58.55p
Average price per share (pence per share):	58.9948p

The Company intends to hold the purchased shares in treasury. Following the purchase and settlement of these shares, the Company will hold 3,479,397 of its ordinary shares in treasury and will have 1,596,953,695 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.ms-pdf.londonstockexchange.com/ms/5779F_1-2025-10-30.pdf

Hannah Shepherd

Deputy Company Secretary

Enquiries

Hays plc

Rachel Ford	General Counsel & Company Secretary	+44 (0) 333 010 2682
Kean Marden	Head of Investor Relations	+44 (0) 333 010 7092

LEI: 213800QC8AWD4BO8TH08

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

POSFDWFWSEIESS