

RNS Number : 3790G
Hays PLC
06 November 2025

Hays plc

Transaction in own shares

6 November 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: | 5 November 2025 |
| Number of ordinary shares purchased: | 200,000 |
| Highest price per share (pence per share): | 59.45p |
| Lowest price per share (pence per share): | 57.65p |
| Average price per share (pence per share): | 58.6532p |

The Company intends to hold the purchased shares in treasury. Following the purchase and settlement of these shares, the Company will hold 4,279,397 of its ordinary shares in treasury and will have 1,596,153,695 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/3790G_1-2025-11-5.pdf

Completion of the Share Purchase Programme

Following the above transaction, Hays has completed the treasury share purchase programme announced on 22 October 2025.

Hannah Shepherd

Deputy Company Secretary

Enquiries

Hays plc

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