

Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them

1	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name	Anthony Kirby				
b)	Position/status	Non-Executive Director, PDMR				
c)	Initial notification /Amendment	Initial Notification				
2	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Hays plc				
b)	LEI	213800QC8AWD4BO8TH08				
3	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted					
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 1p each ISIN Code: GB0004161021				
b)	Nature of the transaction	On market purchase of ordinary shares in Hays plc				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>£ 0.58279113</td> <td>10,000</td> </tr> </tbody> </table>	Price(s)	Volume(s)	£ 0.58279113	10,000
Price(s)	Volume(s)					
£ 0.58279113	10,000					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	10 November 2025				
f)	Place of the transaction	London Stock Exchange (XLON)				

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 ms@seg.com or visit www.ms.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

DSHFLFSLLSLLIE