

Hays plc

Results of 2025 Annual General Meeting

19 November 2025

Hays plc (the "Company") announces the at its Annual General Meeting ("AGM") held earlier today, shareholders passed each of the following ordinary and special resolutions by the requisite majorities on a poll. The full text of each resolution is contained in the Notice of AGM dated 6 October 2025, which is available on the Company's website at: www.haysplc.com/investors/shareholder-services/agm.

The total number of votes cast on each resolution is set out in the table below. Resolutions 1 to 17 were passed as ordinary resolutions and resolutions 18 to 20 were passed as special resolutions.

Resolutions	Votes For	%	Votes Against	%	Votes Total	% of ISC Votes	Votes Withheld
1. Receive the Directors' and Auditors' Reports and the financial statements for the year ended 30 June 2025	1,405,084,480	99.99	117,586	0.01	1,405,202,066	88.04	1,646,739
2. To approve the Directors' Remuneration Report	1,402,656,174	99.98	290,671	0.02	1,402,946,845	87.90	3,901,960
3. To declare a final dividend	1,405,846,467	99.99	109,920	0.01	1,405,956,387	88.08	892,418
4. To elect Michael Findlay as a director of the Company	1,404,394,198	99.89	1,524,964	0.11	1,405,919,162	88.08	929,643
5. To re-elect Helen Cunningham as a director of the Company	1,399,298,558	99.53	6,537,337	0.47	1,405,835,895	88.08	1,012,910
6. To re-elect Dirk Hahn as a director of the Company	1,405,660,156	99.99	192,410	0.01	1,405,852,566	88.08	996,239
7. To re-elect James Hilton as a director of the Company	1,405,526,238	99.98	311,848	0.02	1,405,838,086	88.08	1,010,719
8. To re-elect Joe Hurd as a director of the Company	1,402,256,845	99.75	3,582,002	0.25	1,405,838,847	88.08	1,009,958
9. To re-elect Anthony Kirby as a director of the Company	1,402,737,781	99.78	3,110,347	0.22	1,405,848,128	88.08	1,000,677
10. To re-elect Cheryl Millington as a director of the Company	1,340,310,242	95.34	65,537,221	4.66	1,405,847,463	88.08	1,001,342
11. To re-elect Susan Murray as a director of the Company	1,340,304,191	95.34	65,547,472	4.66	1,405,851,663	88.08	997,142
12. To re-elect Zarin Patel as a director of the Company	1,344,255,358	95.62	61,540,202	4.38	1,405,795,560	88.07	1,053,245
13. To re-appoint PricewaterhouseCoopers LLP as Auditor of the Company	1,118,773,491	99.98	190,439	0.02	1,118,963,930	70.10	287,884,875
14. To authorise the Audit & Risk Committee to determine the Auditor's remuneration	1,118,835,247	99.73	3,074,503	0.27	1,121,909,750	70.29	284,939,055
15. To authorise the Company to make political donations	1,117,854,592	99.64	3,996,702	0.36	1,121,851,294	70.28	284,997,511
16. To authorise the directors to allot Ordinary shares in the Company	1,036,438,159	73.72	369,516,559	26.28	1,405,954,718	88.08	894,087
17. To approve the Hays plc Deferred Annual Bonus Plan	1,405,565,037	99.98	330,672	0.02	1,405,895,709	88.08	953,096
18. To authorise the directors to disapply pre-emption rights*	1,115,191,184	79.32	290,758,326	20.68	1,405,949,510	88.08	899,295
19. To authorise the Company to purchase its own shares*	1,405,756,722	100.00	67,087	0.00	1,405,823,809	88.08	1,024,996
20. To authorise the calling of a							

general meeting with 14 clear days' notice*	1,292,739,730	91.95	113,145,142	8.05	1,405,884,872	88.08	963,933
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Notes:

1. Special resolutions are indicated by an asterisk*.
2. Any proxy appointments which gave discretion to the Chair have been included in the "for" total.
3. Votes withheld are not votes in law and therefore have not been counted in the calculation of the percentage of votes for or against a resolution.
4. Issued share capital (ISC) at the close of business on 17 November 2025 was 1,596,153,695 (excluding 4,279,397 shares held in Treasury).

The Board notes that resolutions 16 and 18 were passed with less than 80% of votes in favour. The Board will engage with shareholders in respect of these resolutions to ensure their views are understood. In accordance with provision 4 of the UK Corporate Governance Code, the Board will provide an update on this engagement within 6 months of the AGM, as well as a final summary in the Company's 2026 Annual Report.

In accordance with UK Listing Rule 6.4.2, copies of the resolutions passed as non-routine business at the AGM will be submitted to the National Storage Mechanism as soon as practicable and will shortly be available for inspection at <https://data.fca.org.uk/#/nsm/nationalstoragemechanism>

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