

Hays plc

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	Matthew Dickason						
b)	Position/status	CEO, APAC, 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	1) The acquisition of 214,264 ordinary shares in Hays plc following the vesting of an award (and related Dividend Equivalent Shares) granted under the Performance Share Plan on 20 November 2020. 2) The on-market sale of 214,264 ordinary shares in Hays plc arising from the transaction described in 1) above.						
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>1) £0.00</td><td>214,264</td></tr><tr><td>2) £0.546490</td><td>214,264</td></tr></table>	Price(s)	Volume(s)	1) £0.00	214,264	2) £0.546490	214,264
Price(s)	Volume(s)							
1) £0.00	214,264							
2) £0.546490	214,264							
d)	Aggregated information - Aggregated volume - Price	N/A						
e)	Date of the transaction	20 November 2025						
f)	Place of the transaction	London Stock Exchange						

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

DSHFLFSSLALLFIE