

Hays plc

Voting Rights and Capital

In accordance with Disclosure Guidance and Transparency Rule 5.6.1, we hereby make the following notification.

On 31 December 2025, the issued share capital of Hays plc was 1,600,433,092 Ordinary shares of 1p each, of which 1,291,352 Ordinary shares were held in treasury.

The total number of voting rights in Hays plc was therefore 1,599,141,740.

The total voting rights figure of 1,599,141,740 may be used by shareholders as the denominator for the calculations by which they will determine whether they are required to notify their interest, or a change to their interest, in the Ordinary share capital of Hays plc under the FCA's Disclosure Guidance and Transparency Rules.

Hannah Shepherd
Deputy Company Secretary

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