

HAYS PLC

ANNUAL GENERAL MEETING 2017

RESULTS OF THE POLL

Hays plc held its thirtieth Annual General Meeting today, 15 November 2017, at the offices of UBS, 5 Broadgate, London, EC2M 2QS at 12 noon. All resolutions were duly passed on a poll. The results are shown below.

The 'For' vote includes those giving the Chairman discretion. 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.

The issued share capital (ISC) at the close of business on 13 November 2017 was 1,464,096,566 (1,448,261,654 excluding shares held in Treasury).

POLL RESULTS

The results of the poll are as follows:

Resolution	Votes For		Votes Against		Votes Total		Votes Withheld
	No.	%	No.	%	No.	% ISC	No.
1. To receive the Directors' and Auditor's Reports and the financial statements for the year ended 30 June 2017	1,063,953,316	98.19	19,562,060	1.81	1,083,515,376	74.81%	4,055,279
2. To approve the Directors' Remuneration Policy	1,015,990,462	94.02	64,624,371	5.98	1,080,614,833	74.61%	6,955,822
3. To approve the Directors' Remuneration Report	1,050,951,568	97.60	25,863,641	2.40	1,076,815,209	74.35%	10,755,446
4. To approve a final dividend	1,087,564,519	100.00	2,419	0.00	1,087,566,938	75.09%	3,717
5. To approve a special dividend	1,087,529,722	100.00	34,286	0.00	1,087,564,008	75.09%	6,647
6. To re-elect Alan Thomson as a director of the Company	1,057,535,643	98.33	17,948,189	1.67	1,075,483,832	74.26%	12,086,823
7. To re-elect Alistair Cox as a director of the Company	1,087,407,760	100.00	36,443	0.00	1,087,444,203	75.09%	126,452
8. To re-elect Paul Venables as a director of the Company	1,082,823,201	99.58	4,621,002	0.42	1,087,444,203	75.09%	126,452
9. To re-elect Victoria Jarman as a director of the Company	1,069,291,664	98.33	18,151,739	1.67	1,087,443,403	75.09%	127,252
10. To re-elect Torsten Kreindl as a director of the Company	1,077,298,700	99.07	10,145,503	0.93	1,087,444,203	75.09%	126,452
11. To re-elect MT Rainey as a director of the Company	1,077,304,760	99.07	10,132,843	0.93	1,087,437,603	75.09%	133,052

12.	To re-elect Peter Williams as a director of the Company	1,082,176,505	99.52	5,263,498	0.48	1,087,440,003	75.09%	130,652
13.	To elect Andrew Martin as a director of the Company	1,082,111,314	99.51	5,331,794	0.49	1,087,443,108	75.09%	127,547
14.	To elect Susan Murray as a director of the Company	1,082,092,617	99.51	5,351,019	0.49	1,087,443,636	75.09%	127,019
15.	To reappoint PricewaterhouseCoopers LLC as auditor of the Company	1,048,723,023	97.43	27,634,898	2.57	1,076,357,921	74.32%	11,212,734
16.	To authorise the directors to determine the auditor's remuneration	1,071,305,915	98.51	16,251,525	1.49	1,087,557,440	75.09%	13,215
17.	To authorise the Company to make political donations	1,044,416,462	96.10	42,355,918	3.90	1,086,772,380	75.04%	798,275
18.	To authorise the directors to allot Ordinary shares in the Company	1,057,124,446	97.20	30,425,439	2.80	1,087,549,885	75.09%	20,770
19.	To authorise the directors to disapply pre-emption rights *	1,057,328,090	97.26	29,791,027	2.74	1,087,119,117	75.06%	451,538
20.	To authorise the Company to purchase its own shares *	1,072,630,509	98.78	13,287,191	1.22	1,085,917,700	74.98%	1,652,955
21.	To authorise the calling of a general meeting with 14 clear days' notice *	1,031,006,689	94.81	56,454,288	5.19	1,087,460,977	75.09%	109,678

Special resolutions are indicated by an asterisk.

The full text of each of the resolutions is set out in the Notice of Annual General Meeting, which is available at [haysplc.com/investors/shareholder-services/agm](http://haysplc.com/investors/shareholder-services/agm).

In accordance with UK Listing Rule 9.6.2R, copies of the resolutions other than those concerning ordinary business passed at the Annual General Meeting have been submitted to the National Storage Mechanism and will shortly be available for inspection at [morningstar.co.uk](http://morningstar.co.uk).

Chris Winters  
Deputy Company Secretary

15 November 2017