

HAYS PLC

ANNUAL GENERAL MEETING 2020

RESULTS OF THE POLL

Hays plc held its thirty third Annual General Meeting today, 11 November 2020, at our Company's offices at 4th Floor, 20 Triton Street, London, NW1 3BF 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 09 November 2020 was 1,682,116,775 (1,676,740,003 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 2020	1,442,995,926	99.62%	5,556,342	0.38%	1,448,552,268	86.39	7,905,727
2. To approve the Directors' Remuneration Policy	1,330,376,148	91.47%	124,075,795	8.53%	1,454,451,943	86.74	2,006,052
3. To approve the Directors' Remuneration Report	1,451,328,487	99.65%	5,065,456	0.35%	1,456,393,943	86.86	64,053
4. To re-elect Andrew Martin as a director of the Company	1,433,474,319	98.87%	16,423,418	1.13%	1,449,897,737	86.47	6,560,258
5. To re-elect Alistair Cox as a director of the Company	1,456,292,672	99.99%	103,297	0.01%	1,456,395,969	86.86	62,027
6. To re-elect Paul Venables as a director of the Company	1,454,631,380	99.88%	1,780,948	0.12%	1,456,412,328	86.86	45,668
7. To re-elect Torsten Kreindl as a director of the Company	1,410,070,592	96.82%	46,332,295	3.18%	1,456,402,887	86.86	55,109
8. To re-elect Cheryl Millington as a director of the Company	1,412,048,954	96.95%	44,356,205	3.05%	1,456,405,159	86.86	52,837
9. To re-elect Susan Murray as a director of the Company	1,376,155,028	94.75%	76,266,360	5.25%	1,452,421,388	86.62	4,036,607
10. To re-elect MT Rainey as a director of the Company	1,449,902,679	99.83%	2,510,494	0.17%	1,452,413,173	86.62	4,044,823
11. To re- elect Peter	1,453,832,097	99.82%	2,571,290	0.18%	1,456,403,387	86.86	54,609

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	No.	%	No.	%	No.	% ISC	No.
Williams as a director of the Company							
12. To reappoint PricewaterhouseCoopers LLP as Auditor of the Company	1,456,119,095	99.98%	303,928	0.02%	1,456,423,023	86.86	34,973
13. To authorise the directors to determine the Auditor's remuneration	1,455,988,240	99.97%	427,352	0.03%	1,456,415,592	86.86	42,404
14. To authorise the Company to make political donations	1,345,898,644	92.42%	110,462,005	7.58%	1,456,360,649	86.86	97,347
15. To authorise the directors to allot Ordinary shares in the Company	1,266,043,892	86.93%	190,396,801	13.07%	1,456,440,693	86.86	17,302
16. To authorise the directors to disapply pre-emption rights*	1,265,915,612	86.92%	190,452,334	13.08%	1,456,367,946	86.86	90,049
17. To authorise the Company to purchase its own shares*	1,448,328,366	99.48%	7,585,047	0.52%	1,455,913,413	86.83	544,582
18. To authorise the calling of a general meeting with 14 clear days' notice*	1,421,408,726	97.59%	35,030,997	2.41%	1,456,439,723	86.86	18,273

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.

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](https://www.morningstar.co.uk).

Chris Winters
Deputy Company Secretary

11 November 2020