HAYS PLC

ANNUAL GENERAL MEETING 2021

RESULTS OF THE POLL

Hays plc held its thirty fourth Annual General Meeting today, 10 November 2021, at our Company's offices at 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 08 November 2021 was 1,682,116,775 (1,679,937,419 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 2021	1,474,338,267	100.00	5,946	0.00	1,474,344,213	87.76%	12,665,853
2.	To approve the Directors' Remuneration Report	1,418,029,452	98.37	23,508,843	1.63	1,441,538,295	85.81%	45,465,839
3.	To approve a final dividend	1,485,837,549	99.92	1,178,495	0.08	1,487,016,044	88.52%	0
4.	To approve a special dividend	1,485,633,644	99.91	1,370,490	0.09	1,487,004,134	88.52%	0
5.	To re-elect Andrew Martin as a director of the Company	1,471,400,190	98.95	15,592,465	1.05	1,486,992,655	88.51%	10,120
6.	To re-elect Alistair Cox as a director of the Company	1,486,933,066	100.00	69,572	0.00	1,487,002,638	88.52%	1,496
7.	To re-elect Paul Venables as a director of the Company	1,484,894,747	99.86	2,103,691	0.14	1,486,998,438	88.52%	5,696
8.	To re-elect Torsten Kreindl as a director of the Company	1,444,738,870	97.16	42,258,028	2.84	1,486,996,898	88.52%	5,877
9.	To re-elect Cheryl Millington as a director of the Company	1,444,737,941	97.16	42,259,938	2.84	1,486,997,879	88.52%	4,896
10.	To re-elect Susan Murray as a director of the Company	1,444,798,415	97.16	42,197,064	2.84	1,486,995,479	88.51%	7,296
11.	To re-elect MT Rainey as a director of the Company	1,481,941,427	99.66	5,041,194	0.34	1,486,982,621	88.51%	20,154

Resolution	Votes For		Votes Against		Votes Total		Votes Withheld
	No.	%	No.	%	No.	% ISC	No.
12. To re- elect Peter Williams as a director of the Company	1,482,016,886	99.67	4,960,375	0.33	1,486,977,261	88.51%	25,514
13. To reappoint PricewaterhouseCoopers LLP as Auditor of the Company	1,476,502,283	99.29	10,490,717	0.71	1,486,993,000	88.51%	9,775
14. To authorise the directors to determine the Auditor's remuneration	1,486,882,892	99.99	125,193	0.01	1,487,008,085	88.52%	6,600
15. To authorise the Company to make political donations	1,434,024,445	96.44	52,960,462	3.56	1,486,984,907	88.51%	17,868
16. To authorise the directors to allot Ordinary shares in the Company	1,348,342,275	90.68	138,657,145	9.32	1,486,999,420	88.52%	3,355
17. To authorise the directors to disapply pre-emption rights*	1,348,260,852	90.67	138,737,117	9.33	1,486,997,969	88.52%	4,806
18. To authorise the Company to purchase its own shares*	1,475,571,276	99.28	10,649,884	0.72	1,486,221,160	88.47%	778,355
19. To authorise the calling of a general meeting with 14 clear days' notice*	1,413,246,641	95.04	73,733,209	4.96	1,486,979,850	88.51%	22,925
20. To authorise the directors to adopt the Articles of Association*	1,485,662,543	99.92	1,263,749	0.08	1,486,926,292	88.51%	76,483
21. To authorise the directors to adopt the Performance Share Plan	1,315,006,621	96.79	43,611,088	3.21	1,358,617,709	80.87%	128,385,066

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 https://data.fca.org.uk/#/nsm/nationalstoragemechanism.

Chris Winters
Deputy Company Secretary

10 November 2021