Hays plc

Results of 2026 Annual General Meeting

18 November 2026

Hays plc (the "Company") announces that at its Annual General Meeting ("AGM") held earlier today, shareholders passed each of the following ordinary and special resolutions by the requisite majorities on a poll. The full text of each resolution is contained in the Notice of AGM dated 8 October 2026, which is available on the Company's website at: www.haysplc.com/investors/shareholder-services/agm.

The total number of votes cast on each resolution is set out in the table below. Resolutions 1 to 19 were passed as ordinary resolutions and resolutions 20 to 22 were passed as special resolutions.

Resolutions	Votes For	%	Votes Against	%	Votes Total	% of ISC Votes	Votes Withheld
1. Receive the Directors' and Auditors' Reports and the financial statements for the year ended 30 June 2026	1,305,371,689	99.99	169,598	0.01	1,305,541,287	82.89%	3,718,032
2. To approve the Directors' Remuneration Report	1,294,568,336	98.88	14,671,865	1.12	1,309,240,201	83.13%	19,118
3. Approve the Directors' Remuneration Policy	1,227,873,382	93.79	81,325,824	6.21	1,309,199,206	83.12%	60,113
4. Declare the final dividend	1,309,081,031	99.99	166,017	0.01	1,309,247,048	83.13%	12,271
5. To elect Mark Dearnley as a director of the Company	1,308,876,427	99.97	358,681	0.03	1,309,235,108	83.13%	24,211
6. To re-elect Helen Cunningham as a director of the Company	1,298,938,077	99.21	10,298,186	0.79	1,309,236,263	83.13%	23,056
7. To re-elect Michael Findlay as a director of the Company	1,274,270,455	97.57	31,795,001	2.43	1,306,065,456	82.92%	3,193,863
8. To re-elect James Hilton as a director of the Company	1,308,660,039	99.96	576,786	0.04	1,309,236,825	83.13%	22,494
9. To re-elect Joe Hurd as a director of the Company	1,298,928,252	99.21	10,304,373	0.79	1,309,232,625	83.13%	26,694
10. To re-elect Anthony Kirby as a director of the Company	1,298,946,994	99.22	10,254,743	0.78	1,309,201,737	83.12%	57,582
11. To re-elect Cheryl Millington as a director of the Company	1,276,889,279	97.53	32,343,346	2.47	1,309,232,625	83.13%	26,694
12. To re-elect Zarin Patel as a director of the Company	1,276,929,365	97.53	32,304,260	2.47	1,309,233,625	83.13%	25,694
13. To re-appoint PricewaterhouseCoopers LLP as Auditor of the Company	1,021,770,272	99.67	3,351,523	0.33	1,025,121,795	65.09%	284,137,524
14. To authorise the Audit & Risk Committee to determine the Auditor's remuneration	1,305,857,046	99.74	3,383,444	0.26	1,309,240,490	83.13%	18,829
15. To authorise the Company to make political donations	1,024,459,040	99.94	651,870	0.06	1,025,110,910	65.09%	284,148,409
16. To authorise the directors to allot Ordinary shares in the Company	987,353,779	75.41	321,889,544	24.59	1,309,243,323	83.13%	15,996
17. Amendment to the rules of the Hays Performance Share Plan	999,520,200	76.35	309,676,645	23.65	1,309,196,845	83.12%	62,474
18. Amendment to the rules of the Hays Deferred Annual Bonus Plan	999,513,834	76.35	309,686,410	23.65	1,309,200,244	83.12%	59,075
19. Renewal of the Hays US Employee Stock Purchase Plan	1,021,697,387	99.67	3,433,031	0.33	1,025,130,418	65.09%	284,128,901
20. To authorise the directors to disapply pre-emption rights*	1,022,238,683	78.08	287,002,036	21.92	1,309,240,719	83.13%	18,600

21. To authorise the Company to purchase its own shares*	1,308,956,648	100.00	60,763	0.00	1,309,017,411	83.11%	241,908
22. To authorise the calling of a general meeting with 14 clear days' notice*	1,218,639,129	93.08	90,607,106	6.92	1,309,246,235	83.13%	13,084

Notes:

1. Special resolutions are indicated by an asterisk*.
2. Any proxy appointments which gave discretion to the Chair have been included in the "for" total.
3. 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.
4. Issued share capital (ISC) at the close of business on 17 November 2026 was 1,574,997,570 (excluding 25,435,522 shares held in Treasury).

Resolutions 16, 17, 18 and 20 were passed with less than 80% of votes in favour. The Board will engage with shareholders in respect of these resolutions to ensure their views are understood. In accordance with provision 4 of the UK Corporate Governance Code, the Board will provide an update on this engagement within 6 months of the AGM, as well as a final summary in the Company's 2027 Annual Report.

In accordance with UK Listing Rule 6.4.2, copies of the resolutions passed as non-routine business at the AGM will be submitted to the National Storage Mechanism as soon as practicable and will shortly be available for inspection at https://data.fca.org.uk/index.html#/nsm/nationalstoragemechanism

Enquiries

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