

HAYS PLC

ANNUAL GENERAL MEETING 2022

RESULTS OF THE POLL

Hays plc (the "Company") announces the results of the voting by poll on the resolutions put to its Annual General Meeting ("AGM") held at 12:00pm today, Wednesday 9 November 2022. The full text of the resolutions proposed at the AGM is included in the Notice of AGM published on 3 October 2022, which is available on the Company's website at: www.haysplc.com/investors/shareholder-services/agm.

Resolutions 1 to 16 were passed as ordinary resolutions and resolutions 17 to 19 were passed as special resolutions.

The following table shows the votes cast on each resolution:

Resolution	Votes For	%	Votes Against	%	Votes Total	% of ISC Votes	Votes Witheld
1. To receive the Directors' and Auditor's Reports and the financial statements for the year ended 30 June 2022	1,404,129,179	100.00	51,304	0.00	1,404,180,483	87.53%	5,265,084
2. To approve the Directors' Remuneration Report	1,359,585,839	97.90	29,178,638	2.10	1,388,764,477	86.57%	20,681,090
3. To declare a final dividend	1,409,378,672	100.00	55,246	0.00	1,409,433,918	87.86%	10,497
4. To declare a special dividend	1,409,366,280	100.00	67,638	0.00	1,409,433,918	87.86%	10,497
5. To elect James Hilton as a director of the Company	1,402,041,067	99.48	7,364,580	0.52	1,409,405,647	87.86%	38,768
6. To elect Joe Hurd as a director of the Company	1,402,652,850	99.52	6,725,779	0.48	1,409,378,629	87.86%	65,786
7. To re-elect Andrew Martin as a director of the Company	1,386,785,276	98.40	22,601,578	1.60	1,409,386,854	87.86%	57,561
8. To re-elect Alistair Cox as a director of the Company	1,403,173,870	99.56	6,240,267	0.44	1,409,414,137	87.86%	30,278
9. To re-elect Cheryl Millington as a director of the Company	1,350,257,218	95.81	59,120,415	4.19	1,409,377,633	87.86%	66,782
10. To re-elect Susan Murray as a director of the Company	1,348,359,368	95.75	59,898,808	4.25	1,408,258,176	87.79%	1,186,239
11. To re-elect MT Rainey as a director of the Company	1,349,092,072	95.80	59,198,301	4.20	1,408,290,373	87.79%	1,154,042
12. To re-elect Peter Williams as a director of the Company	1,392,075,026	98.77	17,304,407	1.23	1,409,379,433	87.86%	64,982
13 To re-appoint PricewaterhouseCoopers LLP as Auditor of the Company	1,405,605,144	99.73	3,814,756	0.27	1,409,419,900	87.86%	24,515
14. To authorise the directors to determine the Auditor's remuneration	1,409,357,539	100.00	62,142	0.00	1,409,419,681	87.86%	24,734
15. To authorise the Company to make political donations	1,399,629,804	99.31	9,787,418	0.69	1,409,417,222	87.86%	27,193
16. To authorise the	1,191,074,677	84.51	218,353,384	15.49	1,409,428,061	87.86%	16,354

directors to allot Ordinary shares in the Company							
17. To authorise the directors to disapply pre-emption rights*	1,190,968,172	84.51	218,331,601	15.49	1,409,299,773	87.85%	144,642
18. To authorise the Company to purchase its own shares*	1,405,638,785	99.73	3,791,364	0.27	1,409,430,149	87.86%	14,266
19. To authorise the calling of a general meeting with 14 clear days' notice*	1,327,586,557	94.19	81,833,888	5.81	1,409,420,445	87.86%	23,970

Special resolutions are indicated by an asterisk.

The issued share capital (ISC) at the close of business on 07 November 2022 was 1,616,469,100 (1,604,182,300 excluding shares held in Treasury). 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 full text of each of the resolutions is set out in the Notice of Annual General Meeting, which is available at www.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 will be submitted to the National Storage Mechanism and will shortly be available for inspection at <https://data.fca.org.uk/#/nsm/nationalstoragemechanism>

Hannah Shepherd
Deputy Company Secretary

9 November 2022