

HAYS PLC
ANNUAL GENERAL MEETING 2008
RESULTS OF THE POLL

Hays held its twenty first Annual General Meeting today at the Royal College of Physicians. A poll was held on each Resolution.

All Resolutions were passed and the results are shown below.

POLL RESULTS

The results of the poll are as follows:

Resolution	Votes For	Votes Against	Total Votes
1. To receive/adopt the accounts for the year ended 30 June 2008	958,372,611	4,144,807	962,659,747
2. To declare a final dividend for the year ended 30 June 2008	953,722,359	8,925,364	962,659,747
3. To approve the Board's report on remuneration	498,238,264	424,215,934	962,659,747
4. To re-appoint R J Smelt as a Director of the Company	932,399,174	30,219,431	962,659,747
5. To re-elect C W Eccelshare as a Director of the Company	931,402,341	30,130,251	962,659,747
6. To re-elect P H Stoneham as a Director of the Company	925,356,690	36,172,702	962,659,747
7. To re-elect P Venables as a Director of the Company	961,765,977	844,230	962,659,747
8. To re-appoint Deloitte and Touche LLP as Auditors of the Company	961,161,714	1,466,601	962,659,747
9. To authorise the Directors to determine the Auditors' remuneration	962,213,216	363,751	962,659,747
10. To authorise the Directors to allot Ordinary shares in the Company up to £4,585,884	959,681,229	2,927,239	962,659,747
11. To authorise the Directors to disapply pre-emption rights	961,139,063	1,454,718	962,659,747
12. To authorise the Company to purchase up to 206,364,799 of its own shares	957,751,822	2,532,322	962,659,747
13. To amend the Company's Articles of Association	939,778,012	9,485,899	962,659,747

RESOLUTIONS SUBMITTED TO UK LISTING AUTHORITY

Hays plc has today submitted to the UK Listing Authority prints of Resolutions 10, 11, 12 and 13 passed at the Annual General Meeting on 12 November 2008 concerning items other than ordinary business.

These documents will shortly be available for inspection at the UK Listing Authority's Document Viewing Facility which is situated at:-

The Financial Services Authority
25 The North Colonnade
Canary Wharf
London E14 5HS

COMMENT

The Board notes and takes seriously that a number of our institutional shareholders have not supported Resolution 3 to approve the Board's report on remuneration for the year ended 30 June 2008. The Board wishes to reiterate that it believes that re-weighting of the remuneration package towards shorter term performance targets is necessary in light of the current economic uncertainty and the increasingly limited visibility in the sectors in which the Group operates. The total incentive potential for senior executives is unchanged and 70% of any annual bonus awarded will be deferred into restricted shares which will only vest after a minimum of three years from 1 July 2009. These changes are for the year ending 30 June 2009 only. Work is under way to determine the most appropriate incentive arrangements for future years and the Remuneration Committee will continue to consult with our largest shareholders in advance of any future changes.

ENQUIRIES

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Catherine Colloms

12 November 2008