

HAYS PLC

ANNUAL GENERAL MEETING 2024

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 20 November 2024. The full text of the resolutions proposed at the AGM is included in the Notice of AGM published on 7 October 2024, which is available on the Company's website at: [www.haysplc.com/investors/shareholder-services/agm](http://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 table below shows the votes cast on each resolution.

Resolution	Votes For	%	Votes Against	%	Votes Total	% of ISC Votes	Votes Withheld
1. To receive the Directors' and Auditors' Reports and the financial statements for the year ended 30 June 2024	1,423,046,079	100.00	62,195	0.00	1,423,108,274	89.40%	882,100
2. To approve the Directors' Remuneration Report	1,395,608,306	98.02	28,249,679	1.98	1,423,857,985	89.45%	132,389
3. To declare a final dividend	1,420,780,887	99.77	3,207,078	0.23	1,423,987,965	89.46%	2,409
4. To elect Helen Cunningham as a director of the Company	1,417,701,857	99.99	168,048	0.01	1,417,869,905	89.07%	6,120,469
5. To elect Anthony Kirby as a director of the Company	1,420,619,827	99.99	143,135	0.01	1,420,762,962	89.26%	3,227,412
6. To re-elect Dirk Hahn as a director of the Company	1,420,705,684	99.77	3,251,830	0.23	1,423,957,514	89.46%	32,860
7. To re-elect James Hilton as a director of the Company	1,423,703,558	99.98	255,068	0.02	1,423,958,626	89.46%	31,748
8. To re-elect Joe Hurd as a director of the Company	1,411,672,760	99.14	12,217,202	0.86	1,423,889,962	89.45%	100,412
9. To re-elect Andrew Martin as a director of the Company	1,416,086,591	99.50	7,185,430	0.50	1,423,272,021	89.41%	718,353
10. To re-elect Cheryl Millington as a director of the Company	1,359,433,917	95.47	64,456,045	4.53	1,423,889,962	89.45%	100,412
11. To re-elect Susan Murray as a director of the Company	1,359,018,219	95.44	64,871,743	4.56	1,423,889,962	89.45%	100,412
12. To re-elect Zarin Patel as a director of the Company	1,414,744,925	99.36	9,134,732	0.64	1,423,879,657	89.45%	110,717
13. To re-appoint PricewaterhouseCoopers LLP as Auditor of the Company	1,138,075,426	79.93	285,849,437	20.07	1,423,924,863	89.45%	65,511
14. To authorise the Audit Committee to determine the Auditor's remuneration	1,141,186,393	80.14	282,795,558	19.86	1,423,981,951	89.46%	8,423

15. To authorise the Company to make political donations	1,137,348,892	99.66	3,906,162	0.34	1,141,255,054	71.70%	282,735,320
16. To authorise the directors to allot Ordinary shares in the Company	1,057,674,424	74.28	366,297,937	25.72	1,423,972,361	89.46%	18,013
17. To authorise the directors to disapply pre-emption rights*	1,131,003,141	79.43	292,874,137	20.57	1,423,877,278	89.45%	113,096
18. To authorise the Company to purchase its own shares*	1,420,743,745	99.78	3,113,923	0.22	1,423,857,668	89.45%	132,706
19. To authorise the calling of a general meeting with 14 clear days' notice*	1,340,119,140	94.11	83,853,722	5.89	1,423,972,862	89.46%	17,512

Special resolutions are indicated by an asterisk.

The Board notes that over 20% of votes cast were against the Board's recommendations in respect of resolutions 13, 16 and 17. 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 2025 Annual Report.

The issued share capital (ISC) at the close of business on 18 November 2024 was 1,600,433,092 (1,591,794,123 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 AGM, which is available at [www.haysplc.com/investors/shareholder-services/agm](http://www.haysplc.com/investors/shareholder-services/agm). In accordance with UK Listing Rule 6.4.2.R, copies of the resolutions, other than those concerning ordinary business, passed at the AGM will be submitted to the National Storage Mechanism and will shortly be available for inspection at <https://data.fca.org.uk/#/nsm/nationalstoragemechanism>

20 November 2024