

## PRESS RELEASE

8<sup>th</sup> July 2024

### Hays appoints new Head of Investor Relations & ESG

Hays, the global recruitment and workforce solutions specialist, has appointed Kean Marden as Head of Investor Relations and ESG. Kean will join Hays at the company's preliminary results in August 2024.

Kean will replace David Phillips, who is moving to Convatec as Head of Investor Relations after six successful years at Hays. David will remain at Hays until after its preliminary results in August, ensuring a smooth handover period.

Kean will lead Hays' investor and analyst engagement, reporting to Group Chief Financial Officer (CFO) James Hilton. He brings extensive financial markets and sector expertise gained over the past 30 years as an equity analyst. He joins from Jefferies where he has been Managing Director and Head of Support Services research for over a decade. Earlier in his career, Kean held senior research positions focusing on Business Services with RBS, Merrill Lynch and UBS.

James Hilton said: "Kean's 30-year expertise in both our sector and the City will be a great asset to Hays, and make him well qualified to lead our investor relations team. We are excited to welcome him to Hays and look forward to working with him. We wish David well in the next phase of his career."

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### About Hays

Hays plc (the "Group") is the world's leading specialist in workforce solutions and recruitment, such as RPO and MSP. The Group is the expert at recruiting qualified, professional and skilled people worldwide, being the market leader in the UK, Germany and Australia and one of the market leaders in Continental Europe, Latin America and Asia. The Group operates across the private and public sectors, dealing in permanent positions, contract roles and temporary assignments. As at 31 December 2023, the Group employed over 12,300 staff operating from 249 offices in 33 countries. For the year ended 30 June 2023:

- the Group reported net fees of £1,294.6 million and operating profit of £197.0 million;
- the Group placed around 76,800 candidates into permanent jobs and around 245,000 people into temporary roles;
- 15% of Group net fees were generated in Australia & New Zealand, 30% in Germany, 21% in United Kingdom & Ireland and 34% in Rest of World (RoW);
- the temporary placement business represented 57% of net fees and the permanent placement business represented 43% of net fees;
- Technology is the Group's largest division, with 26% of net fees, while Accountancy & Finance (15%) and Engineering (10%), are the next largest
- Hays operates in the following countries: Australia, Austria, Belgium, Brazil, Canada, Chile, China, Colombia, the Czech Republic, Denmark, France, Germany, Hungary, India, Ireland, Italy, Japan, Luxembourg, Malaysia, Mexico, the Netherlands, New Zealand, Poland, Portugal, Romania, Singapore, Spain, Sweden, Switzerland, Thailand, UAE, the UK and the USA