










## INVESTOR DAY 2022 SPEAKER BIOGRAPHIES

	Speaker	Role	Biography
	<b>Alistair Cox</b>	<b>Chief Executive</b>	<p>Alistair joined Hays as Chief Executive in 2007. After an early career in Engineering, he graduated from Stanford Business School in 1991 and joined McKinsey, before moving to Lafarge initially as Group Strategy Director and latterly as Regional Director for Asia. Returning to the UK in 2002, he was appointed Chief Executive at Xansa plc, before joining Hays.</p> <p>He also served as a non-Executive Director at 3i plc from 2009-2015 and Just Eat between 2017-20 and is the currently the Chairman of the British and Irish Modern Music Institute.</p>
	<b>Steve Weston</b>	<b>Chief Customer Officer</b>	<p>Steve joined Hays in January 2008 as Chief Information Officer and sits on the Executive Board. After working in Manufacturing and Financial Services, Steve moved into IT services and held the position of UK Managing Director for Xansa until December 2007. Steve has held several roles at Hays, including his current position as Chief Customer Officer.</p>
	<b>Matthew Dickason</b>	<b>Global MD, Talent Solutions</b>	<p>Matt is the Global MD for our Talent Solutions business and sits on our Executive Board. He joined Hays in 2005, and has previously held positions as a Business Director in the UK and Chief Operating Officer for Asia Pacific.</p> <p>Prior to joining Hays, Matt worked within the Research, Engineering and Commercial functions at Johnson Matthey and Corning. He holds degrees in Organisational Psychology and Industrial Engineering.</p>
	<b>Alex Heise</b>	<b>Head of Germany Enterprise Clients &amp; COO, EMEA</b>	<p>Alex began his career at Hays in 2004 in key account management and was promoted to Managing Director in 2012. Since January 2020, he has been responsible for Enterprise Clients and Outsourced Solutions in Germany and the Nordics.</p> <p>In July 2021, Alex Heise was appointed to the Hays Operating Board. He has also been EMEA COO since October 2021.</p>
	<b>James Milligan</b>	<b>Global Head of Technology</b>	<p>James joined Hays in 2000 and is the Global Head of Hays Technology recruitment. Having previously been Head of Technology for the UK&amp;I and EMEA, he is responsible for the strategic development of Hays' Technology businesses globally.</p>
	<b>David Brown</b>	<b>CEO, USA</b>	<p>David is responsible for leading all Hays recruitment operations in the US. A 23-year veteran of the recruitment industry, David has served in roles from sales leadership to executive management.</p> <p>Prior to his role as CEO of Hays US, David was the Executive VP of the Technology business for Veredus, joining Hays when we acquired Veredus in 2014.</p>

	<b>Dirk Hahn</b>	<b>CEO, Germany &amp; EMEA</b>	<p>Dirk began his career at Ascena in 1997, which was acquired by Hays in 2003. Dirk joined Hays Germany Board as COO in 2008, and the Group's Executive Board in 2018.</p> <p>He was appointed CEO of Hays in the DACH and Nordics region in 2020, and also became CEO of Hays' EMEA region in 2021.</p>
	<b>Christoph Niewerth</b>	<b>COO, Germany</b>	<p>Christoph joined Ascena in 1999, and was promoted to Hays Germany Director of Contracting in 2008.</p> <p>An Industrial Engineer by education, Christoph was appointed to the Hays Germany Management Board as COO in 2012. He is also responsible for all operational business in Hays' DACH and Nordics region.</p>
	<b>Nick Deligiannis</b>	<b>MD, Australia &amp; New Zealand</b>	<p>Nick joined Hays in 1993 and has held a variety of consulting and management roles across the business, including Director in Victoria, South Australia, Tasmania and the Northern Territory. In 2004, Nick was appointed to Hays' Board of Directors, and was made Managing Director for Australia and New Zealand in 2012.</p> <p>Prior to joining Hays, he had a background in human resource management and marketing and has formal qualifications in Psychology.</p>
	<b>Simon Winfield</b>	<b>MD, UK &amp; Ireland</b>	<p>Simon joined Hays in 2006, having commenced his recruitment career in 1993. He ran our businesses in Western Australia and Northern Territory, before relocating to the UK in 2014 where he was responsible for our operations in the South West &amp; Wales and Ireland, before being appointed Managing Director of the UK &amp; Ireland business in 2018.</p>
	<b>Sandra Henke</b>	<b>Group Head of People &amp; Culture</b>	<p>Sandra is Global Head of People and Culture at Hays PLC and is a member of the global Executive board. She firmly believes people are at the heart of the business, and over 25 years with Hays has held senior leadership roles in People and Culture in the ANZ, Asia and UK &amp; Ireland businesses.</p>
	<b>James Hilton</b>	<b>Group Finance Director (Designate)</b>	<p>Before joining Hays in 2008, James qualified as a Chartered Accountant with KPMG and spent three years at Dresdner Kleinwort in their Corporate Finance division.</p> <p>His career at Hays has included the following positions: Head of Investor Relations &amp; M&amp;A, UK&amp;I Financial Controller and Finance Director for its EMEA region. Since August 2018, James has been Hays' Group Financial Controller and will take over as Group Finance Director from October 2022.</p>
	<b>Paul Venables</b>	<b>Group Finance Director</b>	<p>A Chartered Accountant, Paul started his career at Deloitte. This was followed by 13 years at Exel plc, where he held several senior finance and operational roles, including Deputy Group FD and Executive Board member.</p> <p>Paul was appointed Group Finance Director of Hays plc in 2006 and has helped transform the business into the pre-eminent global specialist recruiter it is today. He also served as a NED and SID at Wincanton plc from 2009-15 and joined the Board of Manchester Airport Group in 2022.</p>