



Books Close/Open Notice

February 24, 2023

Company Name: Hays plc

Ticker Symbol: HAYPY
CUSIP Number: 421103102
US ISIN: US4211031020
Country: UK
Listing Exchange: OTC
Sponsorship Level: Unsponsored ADR Program
Ratio (ORD:DR): 10:1
Books Closed Date: Close of business March 3, 2023
Books Open Date: Close of business March 6, 2023
For: Issuance and Cancellation
Reason: DIVIDEND DATE RECONCILIATION

Depository Receipt Services

Contact Capital Markets Solutions

New York

Michael O'Leary
michael.oleary@citi.com

New York

Jason Zoppel
jason.zoppel@citi.com

London

Michael Woods
michael.woods@citi.com

Group Email
citiadr@citi.com

Bloomberg: ADRC <GO>

For further information about Citi's Depository Receipt Services, visit www.citi.com/dr.