



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: Un-sponsored 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

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