



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

Depositary Receipt Services

Contact Capital Markets Solutions

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Bloomberg: ADRC <GO>

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