



IMPORTANT NOTICE

November 26, 2025

To: Holders of Hays

Re: Cash Dividend - **Final Rate**

Security Name: Hays

Country of Incorporation: UNITED KINGDOM

CUSIP: 421103102

Ratio (Local Shares:DRs): 10:1

	<u>Local Shares</u>	<u>DRs</u>
Record Date:	Oct 17, 2025	Oct 17, 2025
Payable Date:	Nov 26, 2025	Dec 11, 2025
Exchange Rate:	1.3142	
Interim Dividend: Tax exempt	<u>GBP0.0029</u>	
Gross Dividend Total:	<u>GBP0.0029</u>	USD0.038111
Dividend Fee:		USD0.007622
Withholding Rate: 0.00%		<u>USD0.0</u>
Net Dividend Rate:		<u>USD0.030489</u>

Foreign currency transaction was executed by BNY or its Affiliates.

Should you have any questions regarding this matter, please contact us at  
Toll Free 1-888-BNY-ADRS(1-888-269-2377) or International Callers 1-201-680-6825.

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