



IMPORTANT NOTICE

March 2, 2026

To: Holders of Hays

Re: Cash Dividend - **Approximate 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:	Mar 13, 2026	Mar 13, 2026
Payable Date:	Apr 23, 2026	May 08, 2026
Approximate Exchange Rate:	1.351	
Interim Dividend: Tax exempt	<u>GBP0.0015</u>	
Gross Dividend Total:	<u>GBP0.0015</u>	USD0.020265
Dividend Fee:		USD0.004053
Withholding Rate: 0.00%		<u>USD0.0</u>
Net Dividend Rate:		USD0.016212

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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