



Books Closed / Open Announcement

February 20, 2025

Hays plc

ATTENTION: International Research, Sales, Trading and Operations Staff

DR Name: Hays
Symbol: HAYPY
CUSIP Number: 421103102
Exchange: OTC
Ratio(DR:ORD): 1 : 10
Country: United Kingdom

<u>Transaction Type</u>	<u>Close Date</u>	<u>Open Date</u>	<u>Close Reason</u>
Issuance	Mar 03, 2025	Mar 04, 2025	Dividend Record Date Conflict

To learn more about DRs, please contact DRBrokerSolutions@bnymellon.com or visit our website at adrbny.com.

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