Books Closed / Open Announcement

BNY MELLON

February 24, 2023

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

Transaction Type	Close Date	Open Date	Close Reason
Issuance	Mar 06, 2023	Mar 07, 2023	Dividend Record Date Conflict

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

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