

February 22, 2024

## 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 04, 2024	Mar 05, 2024	Dividend Record Date Conflict

To learn more about DRs, please contact [DRBrokerSolutions@bnymellon.com](mailto:DRBrokerSolutions@bnymellon.com) or visit our website at [adrbnymellon.com](http://adrbnymellon.com).

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