



Issuer Services
DEPOSITARY RECEIPTS

February 27, 2012

Books Closed / Open Announcement

ATTENTION: International Research, Sales, Trading and Operations Staff

Hays plc

Symbol: HAYPY
CUSIP Number: 421103102
Exchange: OTC
Ratio: 1 ADR : 10 Ordinary Shares
Country: United Kingdom

Books Closed: 03/05/2012 **Books Open:** 03/09/2012

| Transaction | Status | Reason(s) |
|--------------|--------|------------------|
| Issuance | Closed | Corporate Action |
| Cancellation | | |

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