

DEPOSITARY RECEIPTS

February 26, 2016

BOOKS CLOSED / OPEN ANNOUNCEMENT

ATTENTION: International Research, Sales, Trading and Operations Staff

Hays plc

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

Books Closed: March 7, 2016

Books Open: March 8, 2016

<u>Transaction</u>	<u>Status</u>	<u>Reason(s)</u>
Issuance	Closed	Dividend Record Date Conflict
Cancellation		

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