

15 September 2023

ROBERT WALTERS PLC

(the "Company")

2023 PSP awards & Total Voting Rights

2023 PSP awards

The Company announces that, following his appointment as Chief Financial Officer of the Company, David Bower has been awarded options over 69,589 ordinary shares of 20 pence each in the capital of the Company ("**Ordinary Shares**") under the 2023 Robert Walters Performance Share Plan.

The awards, which were made in the form of options at nil cost, are subject to performance conditions which were described in further detail in the Company's 2022 annual report. Vesting will normally not occur before three years have elapsed.

Total Voting Rights

Robert Walters plc's issued share capital now consists of 76,517,770 Ordinary Shares, of which 4,074,000 Ordinary Shares are held in treasury.

Therefore, the total number of voting rights in Robert Walters plc is 72,443,770, which may be used by shareholders as the denominator for the calculations by which they will determine if they are required to notify their interest in, or a change to their interest in, Robert Walters plc under the FCA's Disclosure Guidance and Transparency Rules.

Further information

Robert Walters plc
Toby Fowlston, Chief Executive
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APPENDIX

1.	Details of the person discharging managerial responsibilities/person closely associated	
(a)	Name	David Bower
2.	Reason for the notification	
(a)	Position/status	Chief Financial Officer
(b)	Initial notification/ Amendment	Initial notification
3.	Details of the issuer	
(a)	Name	Robert Walters plc
(b)	LEI	213800LIE15BDEN3VW43
4.	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
(a)	Description of the Financial Instrument	Ordinary Shares of 20p each
(b)	Identification code of the Financial Instrument	ISIN Code : GB0008475088
(c)	Nature of the transaction	Grant of options over Ordinary Shares under the 2023 Robert

Walters Performance Share Plan			
(d)	Price(s) and volume(s)	Price(s)	Volume(s)
		0	69,589
(e)	Aggregated information		
	- Aggregated volume	69,589 (psp)	
	- Price	0	
(f)	Date of the transaction	13 September 2023	
(g)	Place of the transaction	Outside of trading venue (XOFF)	

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