

7 February 2024

RWS Holdings plc

Notification and public disclosure of transactions by persons discharging managerial responsibilities (PDMRs)

RWS Holdings plc ("RWS" or "the Group"), a unique world-leading provider of technology-enabled language, content and intellectual property services, announces that on 6 February 2024, the following PDMRs cancelled savings contracts in respect of options granted in 2022 and 2023 over ordinary shares of 1 pence each under the RWS Holdings plc Save As You Earn Plan 2018 ("SAYE Plan"):

PDMR	Position	Number of Options lapsed
Candida Davies	Chief Financial Officer	4,986
Jane Hyde	General Counsel and Company Secretary	4,986
Christopher Lewey	Group Corporate Development Director	4,986
Jim McHugh	Chief People Officer	1,785

The PDMRs have applied to participate in the 2024 SAYE Plan and it is expected that new options will be granted following approval. A further announcement will be made in due course.

For further information, please contact:

RWS Holdings plc

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About RWS:

RWS Holdings plc is a unique, world-leading provider of technology-enabled language, content and intellectual property services. Through content transformation and multilingual data analysis, our combination of AI-enabled technology and human expertise helps our clients to grow by ensuring they are understood anywhere, in any language.

Our purpose is unlocking global understanding. By combining cultural understanding, client understanding and technical understanding, our services and technology assist our clients to acquire and retain customers, deliver engaging user experiences, maintain compliance and gain actionable insights into their data and content.

Over the past 20 years we've been evolving our own AI solutions as well as helping clients to explore, build and use multilingual AI applications. With 40+ AI-related patents and more than 100 peer-reviewed papers, we have the experience and expertise to support clients on their AI journey.

We work with over 80% of the world's top 100 brands, more than three-quarters of Fortune's 20 'Most Admired Companies' and almost all of the top pharmaceutical companies, investment banks, law firms and patent filers. Our client base spans Europe, Asia Pacific, Africa and North and South America. Our 65+ global locations across five continents service clients in the automotive, chemical, financial, legal, medical, pharmaceutical, technology and telecommunications sectors.

Founded in 1958, RWS is headquartered in the UK and publicly listed on AIM, the London Stock Exchange regulated market (RWS.L).

For further information, please visit: www.rws.com

The information set out below is provided in accordance with the requirements of Article 19(3) of the Market Abuse Regulation (EU) No 596/2014.

1.	Details of the person discharging managerial responsibilities / person closely associated	
a.	Name	<ol style="list-style-type: none"> Candida Davies Jane Hyde Christopher Lewey Jim McHugh

2.	Reason for the notification												
a.	Position/status	1. Chief Financial Officer 2. General Counsel and Company Secretary 3. Group Corporate Development Director 4. Chief People Officer											
b.	Initial notification/Amendment	Initial Announcement											
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor												
a.	Name	RWS Holdings plc											
b.	LEI	213800YGBGTTSKUVK111											
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, type of instrument Identification code	Ordinary shares of 1p each GB00BVFZV34											
b.	Nature of the transaction	Cancellation of savings contracts in respect of options granted under the SAYE Plan in 2022 and 2023.											
c.	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>1. £3.61</td><td>1. 4,986</td></tr><tr><td>2. £3.61</td><td>2. 4,986</td></tr><tr><td>3. £3.61</td><td>3. 4,986</td></tr><tr><td>4. £5.04</td><td>4. 1,785</td></tr></table>	Price(s)	Volume(s)	1. £3.61	1. 4,986	2. £3.61	2. 4,986	3. £3.61	3. 4,986	4. £5.04	4. 1,785	
Price(s)	Volume(s)												
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2. £3.61	2. 4,986												
3. £3.61	3. 4,986												
4. £5.04	4. 1,785												
d.	Aggregated information · Aggregated volume · Price	N/A - single transaction Nil											
e.	Date of the transaction	6 February 2024											
f.	Place of the transaction	Outside a trading venue											

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