

28 March 2024

ROBERT WALTERS PLC

(the "Company")

Notification and public disclosure of transaction by PDMRs

2024 PSP awards

The Company announces that the following awards over Ordinary Shares of 20p each were made to the Executive Directors under the Robert Walters Performance Share Plan 2023 on 28 March 2024:

| Director | No. of Ordinary Shares under award |
|-----------------|---|
| Toby Fowlston | 244,185 |
| David Bower | 196,287 |
| Total | 440,472 |

The awards, which were made for nil consideration in the form of Conditional Awards, are subject to performance conditions. Vesting will normally not occur before three years have elapsed.

Further information

Robert Walters plc
Toby Fowlston, Chief Executive
David Bower, Chief Financial Officer

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www.robertwaltersgroup.com

APPENDIX

| | | |
|-----------|--|-------------------------|
| 1. | Details of the person discharging managerial responsibilities/person closely associated | |
| (a) | Name | Toby Fowlston |
| 2. | Reason for the notification | |
| (a) | Position/status | Chief Executive 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 a conditional award over Ordinary Shares under the Robert Walters Performance Share Plan 2023 |
| (d) | Price(s) and volume(s) | Price(s) |
| | | Volume(s) |
| | | 0 |
| | | 244,185 |
| (e) | Aggregated information - Aggregated volume - Price | N/A single transaction |
| (f) | Date of the transaction | 28 March 2024 |
| (g) | Place of the transaction | Outside of trading venue (XOFF) |

| | | |
|-----------|--|--|
| 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 |
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| (c) | Nature of the transaction | Grant of a conditional award over Ordinary Shares under the Robert Walters Performance Share Plan 2023 |
| (d) | Price(s) and volume(s) | Price(s) |
| | | Volume(s) |
| | | 0 |
| | | 196,287 |
| (e) | Aggregated information - Aggregated volume - Price | N/A single transaction |
| (f) | Date of the transaction | 28 March 2024 |
| (g) | Place of the transaction | Outside of trading venue (XOFF) |

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