

23 May 2024

THIS ANNOUNCEMENT CONTAINS INSIDE INFORMATION.

RWS Holdings plc

Directorate change

CEO's intention to step down

RWS Holdings plc ("RWS" or "the Company"), a unique world-leading provider of technology-enabled language, content and intellectual property services, today announces that Ian El-Mokadem has informed the Board of his intention to step down as Chief Executive Officer and Director of the Company to pursue the next stage of his career.

It is currently anticipated that Ian will remain with RWS until early 2025 in order to ensure an orderly transition. The Board will commence the search for a successor immediately and further updates will be provided in due course.

Julie Southern, Chairman, commented:

"There will be plenty of time to thank Ian properly when he leaves but we are grateful for his leadership of RWS during a pivotal time for the business and its industry. He, and our broader leadership team, have made considerable progress in line with the Group's strategy, strengthening its position for the future. It is testament to his commitment to the Group that he remains fully focussed on the business while allowing ample time for a smooth succession."

Ian El-Mokadem, commented:

"I am proud of what we have achieved over the past few years. We have brought RWS and SDL together, shaped our purpose and values, launched a refreshed range of solutions, invested in a more efficient platform for future growth and created a more unified culture. Having achieved a great deal, this is an appropriate time to make this announcement so that an orderly succession process can take place. In the meantime, it remains my privilege to lead our talented and diverse global team and to serve our wonderful clients."

For further information, please contact:

RWS Holdings plc

Julie Southern, Chairman 01753 480200

MHP (Financial PR advisor)

rws@mhpgroup.com

Katie Hunt / Eleni Menikou / Catherine Chapman

020 3128 8100

07884 494112

Numis (Nomad & Joint Broker)

Stuart Skinner / Will Baunton

020 7260 1000

Berenberg (Joint Broker)

Ben Wright / Toby Flux / Milo Bonser

020 3207 7800

The person responsible for arranging the release of this announcement on behalf of the Company is Jane Hyde, Group General Counsel and Company Secretary.

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

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