

24 September 2024

RWS Holdings plc

Notification and public disclosure of transactions by PDMRs

RWS Holdings plc ("RWS" or "the Company"), a unique world-leading provider of technology-enabled language, content and intellectual property services, announces the grant of a deferred share award (the "Award") to Candida Davies, Chief Financial Officer, on 23 September 2024.

Following the announcement of Ian El-Mokadem's intention to step down as Chief Executive Officer in early 2025, the Board of RWS believes that it is in the best interests of the Company to ensure the retention of Candida Davies as Chief Financial Officer. Before granting the Award, the Company consulted with a number of its largest shareholders who each indicated they were supportive of the proposal.

The Award has a value on grant equal to 75% of Candida's base salary (equating to £307,500) and has been granted under the RWS Holdings plc Long Term Incentive Plan ("LTIP") over 189,908 ordinary shares of 1 pence each in the Company. Under the LTIP rules, 40% of the Award will vest on the first anniversary of the grant date and the remaining 60% of the Award will vest on the second anniversary of the grant date. Given the primary objective of this standalone Award is retention, vesting will be conditional on Candida's continued service, with the Award ordinarily lapsing if she ceases employment ahead of the respective vesting dates.

This announcement is made in accordance with Article 19(3) of the EU Market Abuse Regulation 596/2014 (as incorporated into UK domestic law by the European Union (Withdrawal) Act 2018).

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

1.	Details of the person discharging managerial responsibilities / person closely associated	
a.	Name	Candida Davies
2.	Reason for the notification	
a.	Position/status	Chief Financial 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 GB00BVFCZV34							
b.	Nature of the transaction	Grant of nil cost options under the RWS Holdings plc Long Term Incentive Plan.							
c.	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil</td><td>189,908</td></tr><tr><td></td><td></td></tr></table>		Price(s)	Volume(s)	Nil	189,908		
Price(s)	Volume(s)								
Nil	189,908								
d.	Aggregated information · <i>Aggregated volume</i> · <i>Price</i>	N/A single transaction							
e.	Date of the transaction	23 September 2024							
f.	Place of the transaction	Outside of a trading venue							

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