

28 January 2025

RWS Holdings plc

Notification and public disclosure of transactions by Persons Discharging Managerial Responsibilities ("PDMRs")

RWS Holdings plc ("RWS", the "Company"), a unique world-leading provider of technology-enabled language, content and intellectual property services, announces that options ("Options") over ordinary shares of 1 pence each in the Company ("Ordinary Shares") were granted under the RWS Holdings plc Long Term Incentive Plan ("LTIP") on 24 January 2025 to PDMRs as outlined below.

The Options were granted with an exercise price per Ordinary Share of nil.

PDMR	Position	No. of Shares under Option
Jane Hyde	General Counsel and Company Secretary	43,667
Vasagi Kothandapani	President, Enterprise Services	44,494
Mark Lawyer	President, Regulated Industries & Linguistic AI	52,207
Christopher Lewey	Group Corporate Development Director	35,548
Amanda Newton	President, Global Content Services	45,255
Maria Schnell	Chief Language Officer	43,918
Jacqui Taylor	Chief People Officer	26,994

The Options are being awarded as part of the Company's FY25 bonus arrangements for respective grantees and have a normal vesting date of the first anniversary of the grant date.

Vesting will be conditional on satisfactory personal performance over the vesting period and continued employment; the Options will ordinarily be forfeited in the event of cessation of employment ahead of the vesting date. Each Option will be automatically exercised on vesting.

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

Julie Southern, Chairman

Benjamin Faes, Chief Executive Officer

01753 480200

MHP (Financial PR advisor)

rws@mhpgroup.com

Katie Hunt / Eleni Menikou

020 3128 8100

07884 494112

Deutsche Numis (Nomad & Joint Broker)

Stuart Skinner / William Wickham

020 7260 1000

Berenberg (Joint Broker)

Ben Wright / Toby Flaux / Mike Burke / Milo Bonser

020 3207 7800

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	1. Jane Hyde 2. Vasagi Kothandapani 3. Mark Lawyer 4. Christopher Lewey 5. Amanda Newton 6. Maria Schnell 7. Jacqui Taylor																
2	Reason for the notification																	
a)	Position/status	1. General Counsel and Company Secretary 2. President, Enterprise Services 3. President, Regulated Industries & Linguistic AI 4. Group Corporate Development Director 5. President, Global Content Services 6. Chief Language Officer 7. 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	Grant of nil cost options under the RWS Holdings plc Long Term Incentive Plan.																
c)	Price(s) and volume(s)	<table><tr><th>Price(s)</th><th>Volume(s)</th></tr><tr><td>1. Nil</td><td>1. 43,667</td></tr><tr><td>2. Nil</td><td>2. 44,494</td></tr><tr><td>3. Nil</td><td>3. 52,207</td></tr><tr><td>4. Nil</td><td>4. 35,548</td></tr><tr><td>5. Nil</td><td>5. 45,255</td></tr><tr><td>6. Nil</td><td>6. 43,918</td></tr><tr><td>7. Nil</td><td>7. 26,994</td></tr></table>	Price(s)	Volume(s)	1. Nil	1. 43,667	2. Nil	2. 44,494	3. Nil	3. 52,207	4. Nil	4. 35,548	5. Nil	5. 45,255	6. Nil	6. 43,918	7. Nil	7. 26,994
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7. Nil	7. 26,994																	
d)	Aggregated information - Aggregated volume - Price	292,083 Nil																
e)	Date of the transaction	24 January 2025																
f)	Place of the transaction	Outside of a trading venue																

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