

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 |
|---------------------|---|----------------------------|
| Benjamin Faes | Chief Executive Officer | 1,397,357 |
| Candida Davies | Chief Financial Officer | 455,729 |
| Jane Hyde | General Counsel and Company Secretary | 174,669 |
| Vasagi Kothandapani | President, Enterprise Services | 177,979 |
| Mark Lawyer | President, Regulated Industries & Linguistic AI | 208,829 |
| Christopher Lewey | Group Corporate Development Director | 142,192 |
| Amanda Newton | President, Global Content Services | 181,021 |
| Maria Schnell | Chief Language Officer | 175,672 |
| Jacqui Taylor | Chief People Officer | 107,977 |

The extent to which the Options will vest will be dependent on RWS's total shareholder return ("TSR") over the period from 2 December 2024, being the date the CEO joined the Company, to the normal vesting date of 24 January 2028. A sliding scale of vesting percentages applies from zero vesting at 10% TSR p.a. to full vesting at 40% TSR p.a. over the performance period.

The performance condition for the Options provides for discretion to be retained by the Committee to reduce the level of vesting that would apply (including to nil vesting) if it considers there has not been an underlying improvement in the financial performance of the Company over the performance period or to counter windfall gains.

The Options have a normal vesting date of the third anniversary of the grant date and will ordinarily be forfeited in the event of cessation of employment ahead of the vesting date.

The Options granted to Benjamin Faes and Candida Davies are subject to a holding period condition under which any shares acquired under the Options (net of sales for tax and national insurance) must be retained until at least the fifth anniversary of the grant date.

Once vested, Options ordinarily will remain exercisable in respect of their vested shares until the tenth anniversary of the award's grant date.

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:

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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| 1 | Details of the person discharging managerial responsibilities / person closely associated | |
| a) | Name | 1. Benjamin Faes 2. Candida Davies 3. Jane Hyde 4. Vasagi Kothandapani 5. Mark Lawyer 6. Christopher Lewey 7. Amanda Newton 8. Maria Schnell 9. Jacqui Taylor |
| 2 | Reason for the notification | |
| a) | Position/status | 1. Chief Executive Officer 2. Chief Financial Officer 3. General Counsel and Company Secretary 4. President, Enterprise Services 5. President, Regulated Industries & Linguistic AI 6. Group Corporate Development Director 7. President, Global Content Services 8. Chief Language Officer 9. 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 | Ordinary shares of 1p each |
| | Identification code | 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><th>Price(s)</th><th>Volume(s)</th></tr><tr><td></td><td></td></tr></table> | Price(s) | Volume(s) | | |
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|--------|--------------------------|--|--------|--------------|--------|------------|--------|------------|--------|------------|--------|------------|--------|------------|--------|------------|--------|------------|--------|------------|
| | | <table><tr><td>1. Nil</td><td>1. 1,397,357</td></tr><tr><td>2. Nil</td><td>2. 455,729</td></tr><tr><td>3. Nil</td><td>3. 174,669</td></tr><tr><td>4. Nil</td><td>4. 177,979</td></tr><tr><td>5. Nil</td><td>5. 208,829</td></tr><tr><td>6. Nil</td><td>6. 142,192</td></tr><tr><td>7. Nil</td><td>7. 181,021</td></tr><tr><td>8. Nil</td><td>8. 175,672</td></tr><tr><td>9. Nil</td><td>9. 107,977</td></tr></table> | 1. Nil | 1. 1,397,357 | 2. Nil | 2. 455,729 | 3. Nil | 3. 174,669 | 4. Nil | 4. 177,979 | 5. Nil | 5. 208,829 | 6. Nil | 6. 142,192 | 7. Nil | 7. 181,021 | 8. Nil | 8. 175,672 | 9. Nil | 9. 107,977 |
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| 2. Nil | 2. 455,729 | | | | | | | | | | | | | | | | | | | |
| 3. Nil | 3. 174,669 | | | | | | | | | | | | | | | | | | | |
| 4. Nil | 4. 177,979 | | | | | | | | | | | | | | | | | | | |
| 5. Nil | 5. 208,829 | | | | | | | | | | | | | | | | | | | |
| 6. Nil | 6. 142,192 | | | | | | | | | | | | | | | | | | | |
| 7. Nil | 7. 181,021 | | | | | | | | | | | | | | | | | | | |
| 8. Nil | 8. 175,672 | | | | | | | | | | | | | | | | | | | |
| 9. Nil | 9. 107,977 | | | | | | | | | | | | | | | | | | | |
| d) | Aggregated information | | | | | | | | | | | | | | | | | | | |
| | - Aggregated volume | 3,021,425 | | | | | | | | | | | | | | | | | | |
| | - Price | Nil | | | | | | | | | | | | | | | | | | |
| e) | Date of the transaction | 24 January 2025 | | | | | | | | | | | | | | | | | | |
| f) | Place of the transaction | Outside of a trading venue | | | | | | | | | | | | | | | | | | |

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