

3 February 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 the nil cost options ("Options") over ordinary shares of 1 pence each in the Company ("Ordinary Shares"), which were granted to PDMRs on 24 January 2024 under the RWS Holdings plc Long Term Incentive Plan as part of the FY24 bonus arrangements, vested on 24 January 2025.

Following vesting, shares were sold by respective PDMRs on 29 January 2025 and 31 January 2025 sufficient to satisfy Income Tax and National Insurance contributions required to be withheld, with additional shares sold by some of the PDMRs as detailed below.

PDMR	Position	No. of Ordinary Shares acquired	No. of Ordinary Shares sold
Jane Hyde	General Counsel and Company Secretary	32,488	32,488
Vasagi Kothandapani	President, Enterprise Services	35,767	33,497
Thomas Labarthe	President, Language & Content Technology	47,811	47,811
Mark Lawyer	President, Regulated Industries & Linguistic AI	35,889	35,889
Christopher Lewey	Group Corporate Development Director	26,447	26,447
Amanda Newton	President, Global Content Services	33,670	33,670
Maria Schnell	Chief Language Officer	33,728	18,587
Jacqui Taylor	Chief People Officer	8,860	4,173

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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Benjamin Faes, Chief Executive Officer

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Berenberg (Joint Broker)

Ben Wright / Toby Flaux / Mike Burke / Milo Bonser

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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	1. Jane Hyde 2. Vasagi Kothandapani 3. Thomas Labarthe 4. Mark Lawyer 5. Christopher Lewey 6. Amanda Newton 7. Maria Schnell 8. Jacqui Taylor																		
2	Reason for the notification																			
a)	Position/status	1. General Counsel and Company Secretary 2. President, Enterprise Services 3. President, Content Technology 4. President, Regulated Industries & Linguistic AI 5. Group Corporate Development Director 6. President, Global Content Services 7. Chief Language Officer 8. 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 GB00BVFCZV34																		
b)	Nature of the transaction	Vesting of nil cost options awarded under the Long-Term Incentive Plan as part of the FY24 bonus arrangements on 24 January 2024.																		
c)	Price(s) and volume(s)	<table><tr><th>Price(s)</th><th>Volume(s)</th></tr><tr><td>1. Nil</td><td>1. 32,488</td></tr><tr><td>2. Nil</td><td>2. 35,767</td></tr><tr><td>3. Nil</td><td>3. 47,811</td></tr><tr><td>4. Nil</td><td>4. 35,889</td></tr><tr><td>5. Nil</td><td>5. 26,447</td></tr><tr><td>6. Nil</td><td>6. 33,670</td></tr><tr><td>7. Nil</td><td>7. 33,728</td></tr><tr><td>8. Nil</td><td>8. 8,860</td></tr></table>	Price(s)	Volume(s)	1. Nil	1. 32,488	2. Nil	2. 35,767	3. Nil	3. 47,811	4. Nil	4. 35,889	5. Nil	5. 26,447	6. Nil	6. 33,670	7. Nil	7. 33,728	8. Nil	8. 8,860
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7. Nil	7. 33,728																			
8. Nil	8. 8,860																			
d)	Aggregated information - Aggregated volume - Price	254,664 Nil																		
e)	Date of the transaction	24 January 2025																		
f)	Place of the transaction	Outside of a trading venue																		

		6. Amanda Newton 7. Maria Schnell 8. Jacqui Taylor																		
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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	Sale of shares/sale of sufficient shares in order to satisfy Income Tax and National Insurance contributions required to be withheld on the release of shares following the vesting of nil cost options awarded under the Long-Term Incentive Plan.																		
c)	Price(s) and volume(s)	<table><tr><th>Price(s)</th><th>Volume(s)</th></tr><tr><td>1. 135.17p</td><td>1. 19,093</td></tr><tr><td>2. 135.17p</td><td>2. 19,714</td></tr><tr><td>3. 135.17p</td><td>3. 28,098</td></tr><tr><td>4. 135.17p</td><td>4. 21,092</td></tr><tr><td>5. 135.17p</td><td>5. 15,543</td></tr><tr><td>6. 135.17p</td><td>6. 19,788</td></tr><tr><td>7. 135.17p</td><td>7. 10,939</td></tr><tr><td>8. 135.17p</td><td>8. 2,456</td></tr></table>	Price(s)	Volume(s)	1. 135.17p	1. 19,093	2. 135.17p	2. 19,714	3. 135.17p	3. 28,098	4. 135.17p	4. 21,092	5. 135.17p	5. 15,543	6. 135.17p	6. 19,788	7. 135.17p	7. 10,939	8. 135.17p	8. 2,456
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8. 135.17p	8. 2,456																			
d)	Aggregated information - Aggregated volume - Price	136,723 N/A																		
e)	Date of the transaction	31 January 2025																		
f)	Place of the transaction	London																		

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