

2 July 2025

RWS Holdings plc

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

RWS Holdings plc ("RWS", the "Company"), a content solutions company, powered by technology and human expertise, 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 1 July 2025 to recently appointed PDMRs as outlined below.

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

PDMR	Position	No. of Shares under Option
Joseph Ayala	EVP Strategy and Corporate Affairs	158,790
Christina Scott	Chief Product and Technology Officer	222,306

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 is a content solutions company, powered by technology and human expertise. We grow the value of ideas, data and content by making sure organizations are understood. Everywhere.

Our proprietary technology, 45+ AI patents and human experts help organizations bring ideas to market faster, build deeper relationships across borders and cultures, and enter new markets with confidence - growing their business and connecting them to a world of opportunities.

It's why over 80 of the world's top 100 brands trust RWS to drive innovation, inform decisions and shape brand experiences.

With 60+ global locations, across five continents, our teams work with businesses across almost all industries. Innovating since 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. Joseph Ayala 2. Christina Scott
2	Reason for the notification	

a)	Position/status	1. EVP Strategy and Corporate Affairs 2. Chief Product and Technology 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>1. Nil</td><td>1. 158,790</td></tr><tr><td>2. Nil</td><td>2. 222,306</td></tr></table>		Price(s)	Volume(s)	1. Nil	1. 158,790	2. Nil	2. 222,306
Price(s)	Volume(s)								
1. Nil	1. 158,790								
2. Nil	2. 222,306								
d)	Aggregated information - Aggregated volume - Price	N/A							
e)	Date of the transaction	2025-07-01							
f)	Place of the transaction	Outside of a trading venue							

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