

Embargoed until 7am

15 October 2025

RWS Holdings plc

Directorate change

Appointment of new CFO

RWS Holdings plc ("RWS", the "Company"), a content solutions company, powered by technology and human expertise, announces that Stephen Lamb, 52, will be joining as Chief Financial Officer ("CFO") of the Company.

It is anticipated that Stephen will become CFO and a Director of the Company in Q1 2026.

Stephen has 25 years' experience working in high-growth, listed international business services companies, including in software and data product markets. He has been Group Finance Director and Board member at Midwich Group plc ("Midwich") for the last seven years. Midwich is an AIM-listed business with £1.3bn annual revenues and the global leader in specialist audio visual ("AV") distribution to the trade market. Stephen has considerable experience in corporate and commercial finance roles in global businesses, with expertise in strategic planning, M&A transactions and building and developing finance teams.

Prior to Midwich, Stephen was the CFO for the International division of Iron Mountain Inc, overseeing 800m revenues and operations in 37 countries and held several senior finance roles at Regus plc, now part of IWG plc. Earlier in his career he spent 13 years at Experian plc, culminating as regional CFO for the Asia-Pacific and India division, having previously qualified as a chartered accountant at PwC.

Stephen Lamb, incoming CFO, commented:

"I am excited to be joining RWS at such a pivotal time for the business. With a new vision and growth strategy defined, I look forward to working with Ben and the rest of the executive team to help shape and implement the plans that will deliver the strategy."

Ben Faes, CEO, commented:

"I am delighted to welcome Stephen to RWS. His successful track record in financial leadership of high-growth global businesses, alongside his understanding of software and data products, will be invaluable as we deliver our strategic shift to being a technology-first content solutions company."

A further announcement, including all regulatory disclosures, will be made immediately prior to Stephen joining the Board.

For further information, please contact:

RWS Holdings plc

Julie Southern, Chairman

01628 410100

Benjamin Faes, Chief Executive Officer

MHP (Financial PR advisor)

Katie Hunt / Eleni Menikou

rws@mhpgroup.com

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 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.

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact ms@seg.com or visit www.ms.com.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

BOAFLFVTMLSLIE