

23 January 2026

RWS Holdings plc

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

RWS Holdings plc ("RWS", the "Company"), a global AI solutions company, announces that an award of 189,776 ordinary shares of 1 pence each in the Company ("Ordinary Shares") was made to Benjamin Faes, Chief Executive Officer on 22 January 2026 which vested immediately. As disclosed in the 2025 Annual Report, this award relates to his bonus for the financial year ended 30 September 2025. A further announcement will be made in respect of the sale of sufficient Ordinary Shares to satisfy Income Tax and National Insurance contributions required to be withheld 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

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Benjamin Faes, Chief Executive Officer

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About RWS:

RWS is a global AI solutions company empowering the world's most trusted enterprise AI.

Our proprietary Cultural Intelligence Layer, powered by 250,000 data specialists, cultural and language experts and deep domain professionals, backed by 45+ patents, makes enterprise AI culturally fluent, contextually accurate and secure, ensuring every interaction reflects a brand's tone, context and customer values.

Through our Generate, Transform and Protect segments, we deliver intelligent content, enterprise knowledge, large-scale localisation and IP protection for global growth. Trusted by 80+ of the world's top 100 brands, RWS provides the confidence, governance and expertise organisations need to deploy AI safely, responsibly and at scale.

Headquartered in the UK, RWS is listed on AIM (RWS.L).

For further information, please visit: www.rws.com.

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Benjamin Faes
2	Reason for the notification	
a)	Position/status	Chief Executive 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	Award and immediate vesting of FY25 Bonus Share Award.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Nil</td> <td>189,776</td> </tr> </tbody> </table>	Price(s)	Volume(s)	Nil	189,776
Price(s)	Volume(s)					
Nil	189,776					
d)	Aggregated information - Aggregated volume - Price	N/A Nil				
e)	Date of the transaction	2026-01-22				
f)	Place of the transaction	Outside of a trading venue				

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