

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**

Andrew Brode, Interim Chairman

Benjamin Faes, Chief Executive Officer

01628 410100

### **MHP (Financial PR advisor)**

Katie Hunt / Eleni Menikou

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### **Deutsche Numis (Nomad & Joint Broker)**

Stuart Skinner / William Wickham

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### **Berenberg (Joint Broker)**

Ben Wright / Toby Flaux / Mike Burke / Milo Bonser

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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](http://www.rws.com).

|          |  |                         |
|----------|--|-------------------------|
| <b>1</b> | <b>Details of the person discharging managerial responsibilities / person closely associated</b>                     |                         |
| a)       | Name   | Benjamin Faes           |
| <b>2</b> | <b>Reason for the notification</b>   |                         |
| a)       | Position/status  | Chief Executive Officer |
| b)       | Initial notification /Amendment  | Initial Announcement    |
| <b>3</b> | <b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b> |                         |

|          |   |  |          |           |     |         |
|----------|---|--|----------|-----------|-----|---------|
|          | Name of issuer member   |  |          |           |     |         |
| 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<br><br>Identification code  | Ordinary shares of 1p each<br><br>GB00BVFCZV34   |          |           |     |         |
| b)       | Nature of the transaction   | Award and immediate vesting of FY25 Bonus Share Award.   |          |           |     |         |
| c)       | Price(s) and volume(s)  | <table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil</td><td>189,776</td></tr></table> | Price(s) | Volume(s) | Nil | 189,776 |
| Price(s) | Volume(s)   |  |          |           |     |         |
| Nil      | 189,776   |  |          |           |     |         |
| d)       | Aggregated information<br><br>- Aggregated volume<br><br>- Price  | N/A<br><br>Nil   |          |           |     |         |
| e)       | Date of the transaction   | 2026-01-22   |          |           |     |         |
| f)       | Place of the transaction  | Outside of a trading venue   |          |           |     |         |

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