

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 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 22 January 2026 to PDMRs as outlined below.

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

PDMR	Position	No. of Shares under Option
Benjamin Faes	Chief Executive Officer	1,219,241
Joseph Ayala	Executive Vice President of Strategy and Corporate Affairs	277,100
Jane Hyde	General Counsel and Company Secretary	315,783

The extent to which the Options will vest will be dependent on the following metrics, each with a 50% weighting: (i) performance against adjusted earnings per share ("EPS") targets set in relation to a reference three year measurement period ending with the financial year ending 30 September 2028 ("FY 2028") with a sliding scale of vesting percentages from zero vesting for EPS of less than 17.0p to full vesting for EPS of 23.0p or more; and (ii) RWS's absolute total shareholder return ("TSR") performance over the three year period from 1 December 2025, with a sliding scale of vesting percentages from zero vesting at 10% TSR p.a. to full vesting at 40% TSR p.a. over the performance period.

The performance condition for the Options, which will be disclosed in detail in next year's Directors' Remuneration Report, provides for discretion to be retained by the Remuneration Committee to reduce the level of vesting that would apply (including to nil vesting) if it considers there has not been an underlying improvement in the financial performance of the Company over the performance period or to counter windfall gains.

The Options have a normal vesting date of the third anniversary of the grant date and will ordinarily be forfeited in the event of cessation of employment ahead of the vesting date.

The Options granted to Benjamin Faes are subject to a holding period condition under which any shares acquired under the Options (net of sales for tax and national insurance) must be retained until at least the fifth anniversary of the grant date.

Once vested, Options ordinarily will remain exercisable in respect of their vested shares until the tenth anniversary of the award's grant date.

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	1. Benjamin Faes 2. Joseph Ayala 3. Jane Hyde								
2	Reason for the notification									
a)	Position/status	1. Chief Executive Officer 2. Executive Vice President of Strategy and Corporate Affairs 3. General Counsel and Company Secretary								
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><th>Price(s)</th><th>Volume(s)</th></tr><tr><td>1. Nil</td><td>1. 1,219,241</td></tr><tr><td>2. Nil</td><td>2. 277,100</td></tr><tr><td>3. Nil</td><td>3. 315,783</td></tr></table>	Price(s)	Volume(s)	1. Nil	1. 1,219,241	2. Nil	2. 277,100	3. Nil	3. 315,783
Price(s)	Volume(s)									
1. Nil	1. 1,219,241									
2. Nil	2. 277,100									
3. Nil	3. 315,783									
d)	Aggregated information - Aggregated volume - Price	1,812,124 Nil								
e)	Date of the transaction	2026-01-22								
f)	Place of the transaction	Outside of a trading venue								

1)	Place of the transaction	Outside of a trading venue
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