

28 January 2026

RWS Holdings plc

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

Further to the announcement made on 23 January 2026, RWS Holdings plc ("RWS", the "Company"), a global AI solutions company, announces that following the vesting of the FY25 Bonus Share Award to Benjamin Faes, Chief Executive Officer on 22 January 2026, a total of 89,373 ordinary shares of 1 pence each in the Company ("Ordinary Shares") were sold on 27 January 2026 to satisfy Income Tax and National Insurance contributions required to be withheld on the release of shares, as detailed below.

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						
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	Sale of shares in order to satisfy Income Tax and National Insurance contributions required to be withheld following the vesting of a 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>87.19p</td><td>89,373</td></tr> </tbody> </table>	Price(s)	Volume(s)	87.19p	89,373
Price(s)	Volume(s)					
87.19p	89,373					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	2026-01-27				
f)	Place of the transaction	London Stock Exchange (X LON)				

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