

28 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 the nil cost options ("Options") over ordinary shares of 1 pence each in the Company ("Ordinary Shares"), which were granted to Jane Hyde, a PDMR, on 24 January 2025 under the RWS Holdings plc Long Term Incentive Plan as part of the FY25 bonus arrangements, vested on 24 January 2026.

Following vesting, shares were sold on 27 January 2026 sufficient to satisfy Income Tax and National Insurance contributions required to be withheld, 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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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	Jane Hyde
2	Reason for the notification	
a)	Position/status	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	Vesting of nil cost options awarded under the Long-Term Incentive Plan as part of the FY25 bonus arrangements on 24 January 2025.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil</td><td>47,099</td></tr></table>		Price(s)	Volume(s)	Nil	47,099
Price(s)	Volume(s)						
Nil	47,099						
d)	Aggregated information - Aggregated volume - Price	N/A					
e)	Date of the transaction	2026-01-24					
f)	Place of the transaction	Outside of a trading venue					

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Jane Hyde					
2	Reason for the notification						
a)	Position/status	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	Sale of shares in order to satisfy Income Tax and National Insurance contributions required to be withheld on the release of shares following the vesting of nil cost options awarded under the Long-Term Incentive Plan.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>87.19p</td><td>22,181</td></tr></table>		Price(s)	Volume(s)	87.19p	22,181
Price(s)	Volume(s)						
87.19p	22,181						
d)	Aggregated information - Aggregated volume	N/A					

	- Price	
e)	Date of the transaction	2026-01-27
f)	Place of the transaction	London Stock Exchange (XLON)

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