

6 February 2026

RWS Holdings plc

Notification and public disclosure of transactions by persons discharging managerial responsibilities (PDMRs)

RWS Holdings plc ("RWS" or "the Group"), a global AI solutions company, announces that on 5 February 2026, the following PDMRs cancelled savings contracts in respect of options granted in 2025 over ordinary shares of 1 pence each under the RWS Holdings plc Save As You Earn Plan 2018 ("SAYE Plan"):

PDMR	Position	Number of Options lapsed
Benjamin Faes	Chief Executive Officer	12,551
Jane Hyde	General Counsel and Company Secretary	12,551

The PDMRs have applied to participate in the 2026 SAYE Plan and it is expected that new options will be granted following approval. A further announcement will be made in due course.

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).

RWS Holdings plc

Andrew Brode, Interim Chairman

Benjamin Faes, Chief Executive Officer 01628 410100

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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. Jane Hyde
2.	Reason for the notification	
a.	Position/status	1. Chief Executive Officer 2. General Counsel and Company Secretary
b.	Initial notification/Amendment	Initial Announcement
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or	

c.	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	Cancellation of savings contracts in respect of options granted under the SAYE Plan in 2025.		
c.	Price(s) and volume(s)	Price(s)	Volume(s)	
		1. 147p	1. 12,551	
		2. 147p	2. 12,551	
d.	Aggregated information · Aggregated volume · Price	N/A - single transaction Nil		
e.	Date of the transaction	2026-02-05		
f.	Place of the transaction	Outside a trading venue		

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