

12 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 12 February 2026, PDMRs were granted options over its ordinary shares of 1 pence each under the RWS Holdings plc Save As You Earn Plan 2018 ("SAYE Plan").

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).

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, 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 options under the SAYE Plan	
c.	Price(s) and volume(s)	Price(s)	Volume(s)
		1. 74p 2. 74p 3. 74p	1. 15,101 2. 15,101 3. 15,101
d.	Aggregated information  · Aggregated volume  · Price	N/A - single transaction  Nil	
e.	Date of the transaction	2026-02-12	
f.	Place of the transaction	Outside a trading venue	

**RWS Holdings plc**

Andrew Brode, Interim Chairman

Benjamin Faes, Chief Executive Officer

01628 410100

**MHP (Financial PR advisor)**

Katie Hunt / Eleni Menikou

[rws@mhpgroup.com](mailto:rws@mhpgroup.com)

07884 494112

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

Stuart Skinner / William Wickham

020 7260 1000

**Berenberg (Joint Broker)**

Ben Wright / Toby Flaux / Mike Burke / Milo Bonser

020 3207 7800

**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).

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact [rns@seg.com](mailto:rns@seg.com) or visit [www.rns.com](http://www.rns.com).

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

DSHAKBBQDBKDQBD