

**RWS Holdings plc****New Share Option Scheme and Grant of Options**

RWS Holdings plc ("RWS", "the Group"), one of the world's leading language, intellectual property support services and localization providers, announces the introduction of the RWS Share Option Plan 2019 ("the Plan") for executives and selected senior management, designed to promote the retention, recruitment and incentivization of the Company's leadership team.

The number of shares that may be issued to satisfy options granted under the Plan and any other employee share scheme in any 10-year rolling period is limited to a maximum of 10% of the Company's issued share capital.

With the introduction of the Plan, the Board has approved the following grant of options over 1,230,945 ordinary shares at an exercise price of 601pence (being the closing mid-market price on the 9 May 2019, the business day preceding the date of grant), representing approximately 0.45 per cent of the Company's issued share capital.

<b>Name</b>	<b>Position</b>	<b>Grant of options</b>
Richard Thompson	Chief Executive Officer	478,701
Desmond Glass	Chief Financial Officer	170,965
Joe Lugo	Chief Operating Officer	170,965
Paul Danter	Managing Director, RWS Moravia	170,965
Neil Simpkin	Joint Managing Director, RWS IP Services	85,482
Charles Sitch	Joint Managing Director, RWS IP Services	85,482
Stuart Carter	Managing Director, RWS Language Solutions	68,386

These options will normally vest on the third anniversary of the grant date subject to the rules of the Plan, continued employment and achievement of performance conditions. The performance conditions applicable to the options are based on the Group achieving EPS targets, each option being split into three tranches, each subject to an EPS target for a reporting year, set annually in advance by RWS's Remuneration Committee.

Vested options are then subject to a two-year holding period and will be exercisable on the fifth anniversary of the grant date and will lapse on the tenth anniversary of the grant date. All options are subject to defined malus and clawback provisions.

The transaction notifications for each PDMR can be found below. This notice is given in fulfilment of the obligation under Article 19 of the Market Abuse Regulation.

**Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them**

<b>1.</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>								
a.	Name	Richard Thompson							
<b>2.</b>	<b>Reason for the notification</b>								
a.	Position/status	Chief Executive Officer, RWS Holdings plc							
b.	Initial notification /Amendment	Initial notification							
<b>3.</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>								
a.	Name	RWS Holdings plc							
b.	LEI	213800YGBGTTSKUVK111							
<b>4.</b>	<b>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</b>								
a.	Description of the Financial instrument, type of instrument Identification code	Ordinary shares of 1pence each GB00BVFCZV34							
b.	Nature of the transaction	1) Grant of share options over ordinary shares							
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Option Grant	6.01	478,701							
e.	Date of the transaction	2019-05-13							
f.	Place of the transaction	Outside a trading venue							

<b>1.</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>								
a.	Name	<b>Desmond Glass</b>							
<b>2.</b>	<b>Reason for the notification</b>								
a.	Position/status	Chief Financial Officer, RWS Holdings plc							
b.	Initial notification /Amendment	Initial notification							
<b>3.</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>								
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a.	Name	<b>Joe Lugo</b>							
<b>2.</b>	<b>Reason for the notification</b>								
a.	Position/status	Chief Operating Officer, RWS Holdings plc							
b.	Initial notification /Amendment	Initial notification							
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a.	Name	<b>Paul Danter</b>							
<b>2.</b>	<b>Reason for the notification</b>								
a.	Position/status	Managing Director, RWS Moravia							
b.	Initial notification /Amendment	Initial notification							
<b>3.</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>								
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a.	Name	<b>Charles Sitch</b>							
<b>2.</b>	<b>Reason for the notification</b>								
a.	Position/status	Joint Managing Director, RWS IP Services							
b.	Initial notification /Amendment	Initial notification							
<b>3.</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>								
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a.	Name	Neil Simpkin							
<b>2.</b>	<b>Reason for the notification</b>								
a.	Position/status	Joint Managing Director, RWS IP Services							
b.	Initial notification /Amendment	Initial notification							
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a.	Name	<b>Stuart Carter</b>							
<b>2.</b>	<b>Reason for the notification</b>								
a.	Position/status	Managing Director, RWS Language Solutions							
b.	Initial notification /Amendment	Initial notification							
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**For further information, please contact:**

**RWS Holdings plc**

Andrew Brode, Chairman

Richard Thompson, Chief Executive Officer

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**MHP**

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**Numis**

Stuart Skinner / Kevin Cruickshank (Nominated  
Adviser)

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**About RWS**

RWS is the world's leading provider of intellectual property support services (patent translations, international patent filing solutions and searches), a market leader in life sciences translations and linguistic validation, a leading localization provider, and a high-level specialist language service provider in other technical areas, providing for the diverse needs of a blue-chip multinational client base spanning Europe, North America and Asia.

RWS is based in the UK, with offices across five continents. The company is listed on AIM, the London Stock Exchange regulated market (RWS.L).

For further information, please visit: [www.rws.com](http://www.rws.com).