

RWS Holdings plc**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 granting of share options under the RWS Share Option Plan 2019 ("the Plan") to executives and selected senior management. The plan is designed to promote the retention, recruitment and incentivization of the Company's leadership team.

On 22 January 2020, the RWS Board approved the following grant of options over 2,956,776 ordinary shares at an exercise price of 615 pence (being the closing mid-market price on the 21 January 2020, the business day preceding the date of grant), representing approximately 1.08 per cent of the Company's issued share capital.

Name	Position	Grant of options
Richard Thompson	Chief Executive Officer	861,661
Desmond Glass	Chief Financial Officer	369,283
Joe Lugo	Chief Operating Officer	307,736
Paul Danter	Managing Director, RWS Moravia	307,736
Neil Simpkin	Joint Managing Director, RWS IP Services	153,868
Charles Sitch	Joint Managing Director, RWS IP Services	153,868
Jon Hart	Managing Director, RWS Life Sciences	307,736
Senior Managers of RWS	Various	494,887

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

1.	Details of the person discharging managerial responsibilities / person closely associated										
a.	Name	Richard Thompson									
2.	Reason for the notification										
a.	Position/status	Chief Executive Officer, RWS Holdings Plc									
b.	Initial notification /Amendment	Initial notification									
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									
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f.	Place of the transaction	London Stock Exchange, Main Market (XLON)									

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a.	Name	Des Glass										
2.	Reason for the notification											
a.	Position/status	Chief Financial Officer, RWS Holdings Plc										
b.	Initial notification /Amendment	Initial notification										
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a.	Name	Joe Lugo										
2.	Reason for the notification											
a.	Position/status	Chief Operating Officer, RWS Holdings Plc										
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a.	Name	Paul Danter									
2.	Reason for the notification										
a.	Position/status	Managing Director, RWS Moravia									
b.	Initial notification /Amendment	Initial notification									
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor										
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a.	Name	Charles Sitch										
2.	Reason for the notification											
a.	Position/status	Joint Managing Director, RWS IP Services										
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2.	Reason for the notification										
a.	Position/status	Joint Managing Director, RWS IP Services									
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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.

RWS Holdings plc

Andrew Brode, Chairman 01753 480200

Richard Thompson, Chief Executive Officer

Des Glass, Chief Financial Officer

MHP (Financial PR advisor)

Katie Hunt / Simon Hockridge 0203 128 8100

Numis (Nomad & Joint Broker)

Stuart Skinner / Kevin Cruickshank 0207 260 1000

Michael Burke

Berenberg (Joint Broker)

Ben Wright/Toby Flaux/ Alix Mecklenburg-Solodkoff 020 3753 3069