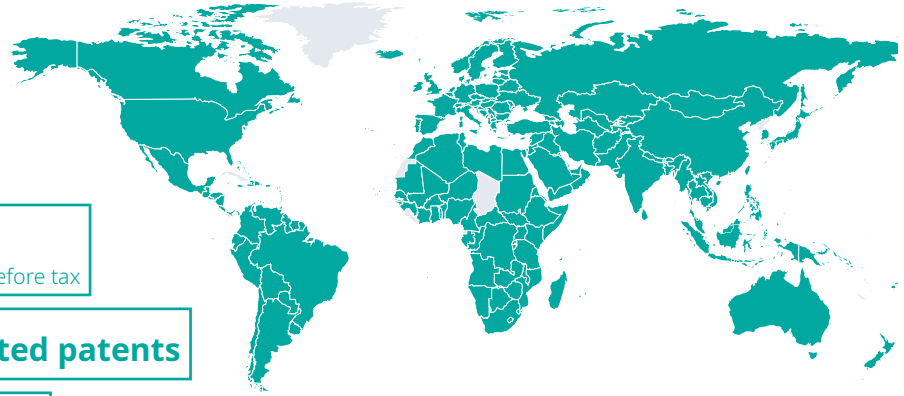


Company fact sheet



Our business at a glance

RWS is a unique, world-leading provider of technology-enabled language, content and intellectual property services. Founded in 1958, RWS is headquartered in the UK and publicly listed on AIM.



£49bn Market size	£718.2m FY24 revenue	£106.7m FY24 adjusted profit before tax
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8,000+ clients globally	47 AI-related patents
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3.27 billion words translated by our Language eXperience Delivery platform	+48 NPS	9,059 FTE
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62 offices in 32 countries

Our in-house and network of language specialists are located across 193 countries

All figures relate to FY24

Examples of what we do

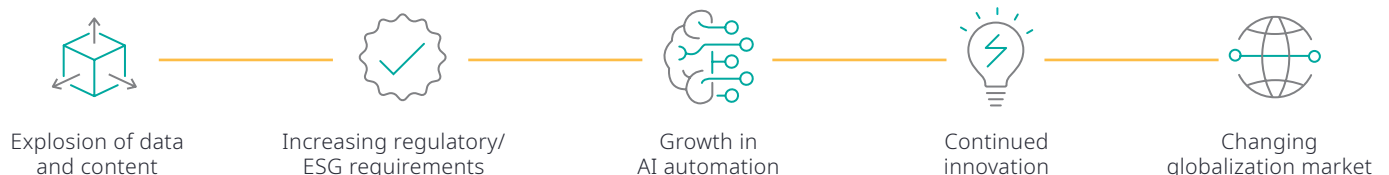
Our combination of AI-enabled technology and human expertise helps our clients to grow by ensuring they are understood anywhere, in any language

<p>Localization of marketing and point-of-sale content for global product launches</p>	<p>Delivering next-generation content to any device in any language</p>	<p>Translation of websites, apps and device interfaces across any language</p>	<p>Support for global clinical trials for drug development</p>
<p>Sourcing, annotating and validating training data for AI applications</p>	<p>Translation, filing and management of IP for any type of patent filer</p>	<p>Translations for insights in cross-border legal cases</p>	<p>Highly technical translation and publication for mission-critical industries</p>

What makes us unique – the RWS Growth Model

Building long-term client relationships. We work with:	Deepening our cultural and linguistic expertise	Deploying our unique technology and AI	Developing our portfolio	Leveraging our global scale and reach
80% of world's top 100 brands	650 language pairs supported	Language Weaver - pioneering AI-based machine translation	Experience in acquiring and integrating acquisitions – large (SDL, Moravia & LUZ) and small (Fonto & Propylon)	Language eXperience Delivery - production platform
Almost all of the top pharma companies, investment banks, law firms, and patent filers globally	40,000+ in-house & freelance linguists	Trados – leading cloud-oriented translation management and productivity solutions	Launching new propositions to meet evolving client needs – data training services (TrainAI), Evolve, HAI	24/7 service via AI-driven technologies and human expertise
Key global technology players	Developing long-tail languages	Tridion, Propylon, Fonto and Contenta – content management solutions		Transition to efficient shared services

What drives demand for our services



Our purpose

Unlocking global understanding

Our values



We partner

+



We pioneer

+



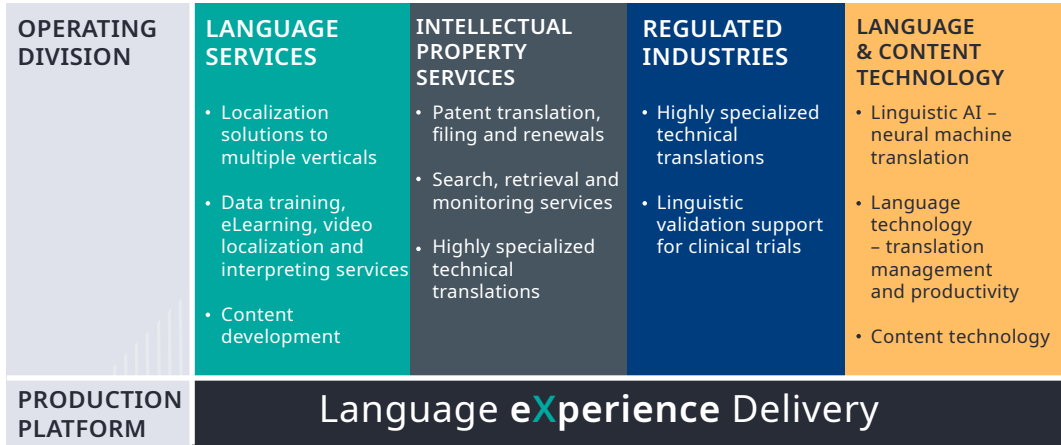
We progress

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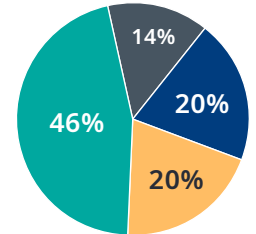


We deliver

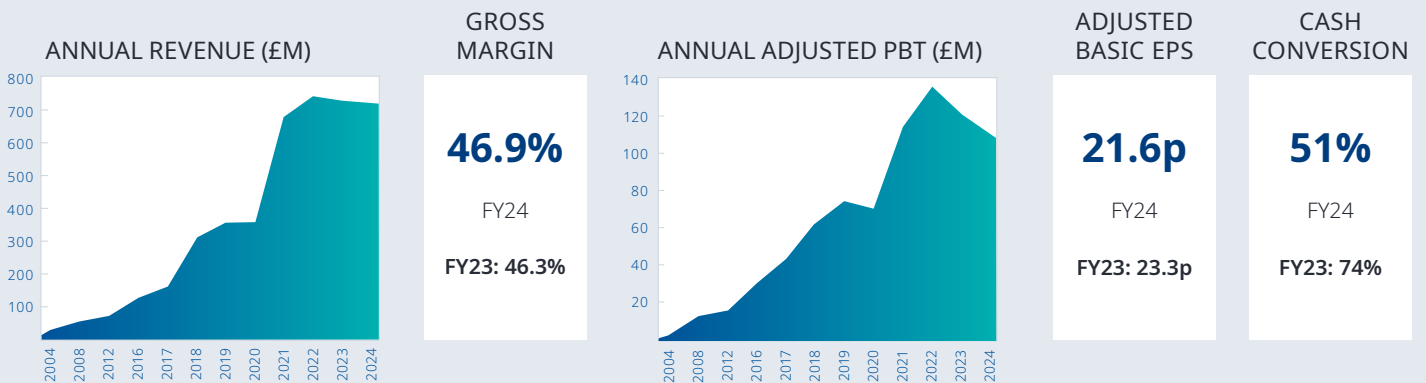
How are we organized



REVENUE BREAKDOWN



Consistently strong financial performance and value creation



Continued progress on our sustainability journey

OUR ENVIRONMENT	OUR PEOPLE	OUR COMMUNITIES	OUR GOVERNANCE																			
<p>Carbon emissions</p> <p>Science-based targets</p> <p>54.6% Scope 1 & 2 Reduction by FY33</p> <p>61.1% Scope 3 Reduction by FY33</p> <p> CDP DISCLOSURE INSIGHT ACTION</p> <p> B Current rating</p>	<p>Gender diversity</p> <table border="1"> <tr> <th>Female</th> <th>Male</th> <th>Undisclosed</th> </tr> <tr> <td>Managers</td> <td>48%</td> <td>50%</td> <td>2%</td> </tr> <tr> <td>Non-managers</td> <td>50%</td> <td>39%</td> <td>11%</td> </tr> </table> <p>2024 engagement survey</p> <table border="1"> <tr> <td>81%</td> </tr> <tr> <td>Overall response rate</td> </tr> <tr> <td>61%</td> </tr> <tr> <td>Overall engagement score</td> </tr> </table>	Female	Male	Undisclosed	Managers	48%	50%	2%	Non-managers	50%	39%	11%	81%	Overall response rate	61%	Overall engagement score	<p>RWS Foundation</p> <p>Partnership with CLEAR Global</p> <p>RWS Campus</p> <p>Technology and internship programme with >600+ universities</p>	<p>RWS Board</p> <table border="1"> <tr> <th>Female</th> <th>Male</th> </tr> <tr> <td>33%</td> <td>66%</td> </tr> </table> <p>Disclosure in line with</p> <p>SASB TCFD</p>	Female	Male	33%	66%
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