

**RWS Holdings plc
(the “Company”)**

Section 430 (2B) Companies Act 2006 Statement – Ian El-Mokadem

As announced on 1 October 2024, Ian El-Mokadem stepped down as Chief Executive Officer and Executive Director of the Company’s Board on 6 January 2025.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Ian are set out below.

Salary and benefits

Ian’s services will be available to RWS and he will remain an employee of the Company until 31 January 2025, when his employment will end (‘End Date’).

Ian will receive his salary, pension contribution and normal benefits up to cessation of employment and a payment in lieu of notice in respect of the remainder of his unexpired notice period.

Annual Bonus

Ian was eligible to receive a bonus in respect of the 2024 financial year, which was assessed in the normal way, and which will be paid out in cash.

Ian will not be eligible to receive a bonus in respect of the 2025 financial year, for the period 1 October 2024 to 31 January 2025.

RWS Long Term Incentive Plan (LTIP) Awards

Ian will be treated as a ‘Good Leaver’ under the rules of the Company’s LTIP share plans. Ian’s outstanding LTIP awards granted in 2022, 2023 and 2024 will vest at the normal vesting dates, subject to the LTIP rules, achievement of the relevant performance conditions and shall be exercisable on a pro-rated basis, calculated up to the period of time served from date of grant to the End Date.

The Company’s Directors’ Remuneration Report for the financial year ending 30 September 2025 (‘2025 DRR’) will include details of remuneration earned by Ian during the relevant period.

This statement will remain available on the Company’s website as required until the publication of the 2025 DRR.

6 January 2025