

Aberdeen Group plc
(the Company)

Notification of Interests of Person Discharging Managerial Responsibilities (PDMR)

The notification set out below is provided in accordance with the requirements of the UK Market Abuse Regulation.

On 8 April 2024, the Company granted to Jason Windsor, Chief Executive Officer, an award under the terms of the Company's Deferred Share Plan ("Award") as a result of the deferred portion of his Annual Bonus award for 2023. The Award was granted in the form of a conditional award to acquire ordinary shares in the Company, subject to the rules of the Deferred Share Plan, vesting in equal one-third tranches on the first, second and third anniversaries of the Grant Date.

On the same date the Company also granted to Mr Windsor a buyout award to compensate for the performance year 2023 bonus that he forfeited on leaving his previous employer. The Award was granted in the form of a conditional award to acquire shares in the Company, vesting in equal one-third tranches on the first, second and third anniversaries of the Grant Date. This Award was granted under a one-off award arrangement established under Listing Rule 9.3.2(2) in order to facilitate the recruitment of Mr Windsor.

Details of these grants are set out in the 2024 Annual Report and Accounts.

During the period from the Grant Date to the Vesting Date the Awards carried a right to receive an amount in additional shares equal in value to any dividends that would have been paid on such shares in respect of the portion of the Award that is released. The dividend equivalent shares are reflected in the vested portion of the Awards.

Details in relation to the acquired shares from the vesting of the Awards are summarised as follows:

Deferred Share Award	Jason Windsor	
Date of vesting	08/04/2025	08/04/2025
Date of notification	09/04/2025	09/04/2025
Shares vested	9,056	105,585
Shares sold to cover tax	4,257	49,625
Shares acquired	4,799	55,960
Share price at vesting	£1.3070	£1.3070

10 April 2025

LEI: 0TMB544NMO7GLCE7H90

Classification: 3.1. Additional regulated information required to be disclosed under the laws of the United Kingdom

Enquiries:

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