

Aberdeen Group plc

('the Company')

Notification of Interests of Executive Director

The notification set out below is provided under Article 19 of the Market Abuse Regulation ('MAR').

On 11 April 2025, the Company granted to the individual noted below awards under the following plans:

abrdn plc Deferred Share Plan - Awards in the form of conditional awards to acquire ordinary shares in the Company, subject to the rules of the abrdn plc Deferred Share Plan ('the Deferred Share Plan').

The Awards will normally vest pro-rata on the first, second and third anniversaries of the grant date in accordance with, and subject to, the rules of the Deferred Share Plan.

	Number of Shares awarded under the Deferred Share Plan		
	1 Year Award	2 Year Award	3 Year Award
Executive Directors			
Jason Windsor	160,914	160,914	160,916

abrdn plc Executive Long Term Incentive Plan - Awards have been made in the form of conditional awards ('2025 Executive LTIP Awards') to acquire ordinary shares in the Company, subject to the rules of the abrdn plc Executive Long Term Incentive Plan (the 'LTIP Plan') and pre-vesting performance conditions. The performance conditions are linked to compound annual growth rate in net capital generation per share and relative total shareholder return. Further details are set out in the 2024 annual report and accounts (page 127).

The Awards will normally vest on the third anniversary of the Grant Date, only to the extent that the performance conditions have been met and in accordance with, and subject to, the rules of the LTIP Plan. Vested awards are subject to a holding period to the end of the fifth anniversary of the grant date.

	Number of Shares awarded under the LTIP Plan
Executive Directors	
Jason Windsor	2,165,171

No consideration is payable on the grant or vesting of any of the Awards set out above. The number of shares to which each Award relates will be increased by an additional number of shares equal in value to any dividends that would have been paid on all the shares in respect of which the Award is released, over the period from the Grant Date to the release date.

15 April 2025

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LEI number of Aberdeen Group plc: 0TMB544NMO7GLCE7H90

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

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