

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 14 November 2025, the Company granted to Siobhan Boylan the following awards ('Buyout Awards') to compensate for remuneration she forfeited on leaving her previous employer.

The Buyout Awards were structured as conditional awards to acquire ordinary shares in the Company and were granted under a one-off award arrangement established under UK Listing Rule 9.3.2(2) in order to facilitate the recruitment of Ms Boylan.

The vesting timelines are the same as those which applied to the forfeited awards.

Further details will be disclosed in the Company's Directors' Remuneration Report for the year ending 31 December 2025.

Awards have been made in the form of conditional awards to acquire ordinary shares in the Company which are subject to time-based vesting.

The Awards will normally vest on the dates shown below and vested awards are subject to a holding period of one year. After this date they are released, and the shares are transferred.

Award	Number of Aberdeen Group plc shares awarded	Normal Vesting Date
2023 Deferred Bonus Award (bought-out)	5,491	7 March 2026
2023 Deferred Bonus Award (bought-out)	5,491	7 March 2027
2023 Deferred Bonus Award (bought-out)	5,491	7 March 2028
2023 Deferred Bonus Award (bought-out)	5,491	7 March 2029
2024 Deferred Bonus Award (bought-out)	12,542	7 March 2028
2024 Deferred Bonus Award (bought-out)	12,542	7 March 2029
2024 Deferred Bonus Award (bought-out)	12,542	7 March 2030
2024 Deferred Bonus Award (bought-out)	12,542	7 March 2031
2024 Deferred Bonus Award (bought-out)	12,531	7 March 2032

No consideration is payable on the grant or vesting of any of the Awards. 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 the shares in respect of which the Award is released, over the period from the vesting date to the release date.

1.	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Siobhan Boylan
2.	Reason for the notification	
a)	Position/ status	Chief Financial Officer
b)	Initial notification/ Amendment	Initial notification
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Aberdeen Group plc
b)	LEI	0TMBS544NMO7GLCE7H90
4.	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification Code	Ordinary Shares of 13 61/63 pence each in Aberdeen Group plc GB00BF8Q6K64
b)	Nature of transaction	Grant of conditional awards to facilitate the recruitment of Ms Boylan made under a one-off award arrangement established under UK Listing Rule 9.3.2(2)

c)	Price(s) and volume(s)	Price	Volume
		Nil	5,491
		Nil	5,491
		Nil	5,491
		Nil	5,491
		Nil	12,542
		Nil	12,542
		Nil	12,542
		Nil	12,542
		Nil	12,531
d)	Aggregated information		
	- Aggregated volume	84,663 shares	
	- Total Price	Nil	
e)	Date of the transaction	14 November 2025	
f)	Place of the transaction	Outside a trading venue	

17 November 2025

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LEI number of Aberdeen Group plc: 0TMBS544NMO7GLCE7H90

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

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