RNS Number : 8431Y
Standard Life plc
31 March 2026

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Standard Life plc (the 'Company')

Grant of Awards under the Company's 2018 Deferred Bonus Share Scheme (the 'DBSS') and the 2018 Long Term Incentive Plan (the 'LTIP')

The Company announces that on 30 March 2026, the following Persons Discharging Managerial Responsibilities 'PDMRs' were granted awards over Ordinary Shares of £0.10 each in the Company under the 2018 DBSS and LTIP schemes. The number of shares was calculated using a market price of £6.698, being the average market share price for the three days preceding the award date.

DBSS

Name	**Position**	**Number of shares subject to award**	**Vesting Date**	**Date Exercisable**
Andrew Briggs	Group Chief Executive Officer	108,979	30 March 2029	30 March 2029
Nicolaos Nicandrou	Group Chief Financial Officer	92,398	30 March 2029	30 March 2029
Claire Hawkins	Director of Corporate Affairs & Brand	29,858	30 March 2029	30 March 2029
Bríd Meaney	Group Chief Risk Officer	35,829	30 March 2029	30 March 2029
Jacqueline Noakes	Group Chief Operating Officer	40,308	30 March 2029	30 March 2029
Sara Thompson	Group Chief People Officer	27,992	30 March 2029	30 March 2029
Quentin Zentner	Group General Counsel	25,752	30 March 2029	30 March 2029

The above awards were granted as nil cost options in respect of the deferred bonus for the 2025 financial year.

LTIP

Name	**Position**	**Number of shares subject to award**	**Vesting Date**	**Date Exercisable**
Nicolaos Nicandrou	Group Chief Financial Officer	306,744	30 March 2029	30 March 2031
Angela Byrne	Chief Executive Officer, Pensions and Savings	108,575	30 March 2029	30 March 2031
Claire Hawkins	Director of Corporate Affairs & Brand	61,073	30 March 2029	30 March 2031
Bríd Meaney	Group Chief Risk Officer	92,288	30 March 2029	30 March 2031
Jacqueline Noakes	Group Chief Operating Officer	99,074	30 March 2029	30 March 2031
Sara Thompson	Group Chief People Officer	52,930	30 March 2029	30 March 2031
Quentin Zentner	Group General Counsel	51,573	30 March 2029	30 March 2031

The above awards were granted as nil cost options which are subject to criteria relating to the Company's performance over the three-year performance period to 31 December 2028. The awards will be subject to a two-year holding period from the vesting date.

Notification and public disclosure of transactions by persons discharging managerial

The Notification of Dealing Forms for each PDMR can be found below. This announcement is made in accordance with the UK Markets Abuse Regulation (Regulation (EU) 596/2014, as it forms part of domestic law by virtue of the European Union (Withdrawal) Act 2018).

<table>
<tr><td>1</td><td colspan="2">Details of the person discharging managerial responsibilities</td></tr>
<tr><td>a)</td><td>Name</td><td>Andrew Briggs</td></tr>
<tr><td>2</td><td colspan="2">Reason for the notification</td></tr>
<tr><td>a)</td><td>Position/status</td><td>Group Chief Executive Officer</td></tr>
<tr><td>b)</td><td>Initial notification /Amendment</td><td>Initial Notification</td></tr>
<tr><td>3</td><td colspan="2">Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</td></tr>
<tr><td>a)</td><td>Name</td><td>Standard Life plc</td></tr>
<tr><td>b)</td><td>LEI</td><td>2138001P49OLAEU33T68</td></tr>
<tr><td>4</td><td colspan="2">Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted</td></tr>
<tr><td>a)</td><td>Description of the financial instrument, type of instrument

Identification code</td><td>Standard Life plc Ordinary Shares of £0.10

GB00BGXQNP29</td></tr>
<tr><td>b)</td><td>Nature of the transaction</td><td>Grant of a nil cost option award under the Company's 2018 Deferred Bonus Share Scheme</td></tr>
<tr><td>c)</td><td>Price(s) and volume(s)</td><td><table><tr><td>Item</td><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Grant of DBSS Award</td><td>Nil</td><td>108,979</td></tr></table></td></tr>
<tr><td>d)</td><td>Aggregated information

- Aggregated volume

- Price</td><td>Nil</td></tr>
<tr><td>e)</td><td>Date of the transaction</td><td>30 March 2026</td></tr>
<tr><td>f)</td><td>Place of the transaction</td><td>Outside a trading venue</td></tr>
</table>

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<tr><td>1</td><td colspan="2">Details of the person discharging managerial responsibilities</td></tr>
<tr><td>a)</td><td>Name</td><td>Nicolaos Nicandrou</td></tr>
<tr><td>2</td><td colspan="2">Reason for the notification</td></tr>
<tr><td>a)</td><td>Position/status</td><td>Group Chief Financial Officer</td></tr>
<tr><td>b)</td><td>Initial notification /Amendment</td><td>Initial Notification</td></tr>
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Identification code</td><td>Standard Life plc Ordinary Shares of £0.10

GB00BGXQNP29</td></tr>
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b)	Nature of the transaction	a. Grant of a nil cost option award under the Company's 2018 Deferred Bonus Share Scheme b. Grant of a nil cost option award under the Company's 2018 Long Term Incentive Plan
c)	Price(s) and volume(s)	Item / Price(s) / Volume(s) a. / Nil / 92,398 b. / Nil / 306,744
d)	Aggregated information - Aggregated volume - Price	Nil
e)	Date of the transaction	30 March 2026
f)	Place of the transaction	Outside a trading venue

1	**Details of the person discharging managerial responsibilities**	
a)	Name	Angela Byrne
2	**Reason for the notification**	
a)	Position/status	Chief Executive Officer, Pensions and Savings
b)	Initial notification /Amendment	Initial Notification
3	**Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor**	
a)	Name	Standard Life plc
b)	LEI	2138001P49OLAEU33T68
4	**Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted**	
a)	Description of the financial instrument, type of instrument Identification code	Standard Life plc Ordinary Shares of £0.10 GB00BGXQNP29
b)	Nature of the transaction	Grant of a nil cost option award under the Company's 2018 Long Term Incentive Plan
c)	Price(s) and volume(s)	Item / Price(s) / Volume(s) Grant of LTIP Award / Nil / 108,575
d)	Aggregated information - Aggregated volume - Price	Nil
e)	Date of the transaction	30 March 2026
f)	Place of the transaction	Outside a trading venue

1	**Details of the person discharging managerial responsibilities**	
a)	Name	Claire Hawkins
2	**Reason for the notification**	

a)	Position/status	Director of Corporate Affairs & Brand
b)	Initial notification /Amendment	Initial Notification
3	**Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor**	
a)	Name	Standard Life plc
b)	LEI	2138001P49OLAEU33T68
4	**Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted**	
a)	Description of the financial instrument, type of instrument Identification code	Standard Life plc Ordinary Shares of £0.10 GB00BGXQNP29
b)	Nature of the transaction	a. Grant of a nil cost option award under the Company's 2018 Deferred Bonus Share Scheme b. Grant of a nil cost option award under the Company's 2018 Long Term Incentive Plan
c)	Price(s) and volume(s)	Item / Price(s) / Volume(s): a. / Nil / 29,858 b. / Nil / 61,073
d)	Aggregated information - Aggregated volume - Price	Nil
e)	Date of the transaction	30 March 2026
f)	Place of the transaction	Outside a trading venue

1	**Details of the person discharging managerial responsibilities**	
a)	Name	Bríd Meaney
2	**Reason for the notification**	
a)	Position/status	Group Chief Risk Officer
b)	Initial notification /Amendment	Initial Notification
3	**Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor**	
a)	Name	Standard Life plc
b)	LEI	2138001P49OLAEU33T68
4	**Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted**	
a)	Description of the financial instrument, type of instrument Identification code	Standard Life plc Ordinary Shares of £0.10 GB00BGXQNP29
b)	Nature of the transaction	a. Grant of a nil cost option award under the Company's 2018 Deferred Bonus Share Scheme b. Grant of a nil cost option award under the Company's 2018 Long Term Incentive Plan
c)	Price(s) and volume(s)	

c)	Price(s) and volume(s)	

Item	Price(s)	Volume(s)
a.	Nil	35,829
b.	Nil	92,288

d)	Aggregated information - Aggregated volume - Price	Nil
e)	Date of the transaction	30 March 2026
f)	Place of the transaction	Outside a trading venue

1	**Details of the person discharging managerial responsibilities**	
a)	Name	Jacqueline Noakes
2	**Reason for the notification**	
a)	Position/status	Group Chief Operating Officer
b)	Initial notification /Amendment	Initial Notification
3	**Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor**	
a)	Name	Standard Life plc
b)	LEI	2138001P49OLAEU33T68
4	**Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted**	
a)	Description of the financial instrument, type of instrument Identification code	Standard Life plc Ordinary Shares of £0.10 GB00BGXQNP29
b)	Nature of the transaction	a. Grant of a nil cost option award under the Company's 2018 Deferred Bonus Share Scheme b. Grant of a nil cost option award under the Company's 2018 Long Term Incentive Plan
c)	Price(s) and volume(s)	

Item	Price(s)	Volume(s)
a.	Nil	40,308
b.	Nil	99,074

d)	Aggregated information - Aggregated volume - Price	Nil
e)	Date of the transaction	30 March 2026
f)	Place of the transaction	Outside a trading venue

1	**Details of the person discharging managerial responsibilities**	
a)	Name	Sara Thompson
2	**Reason for the notification**	
a)	Position/status	Group Chief People Officer

a)	Position/status	Group Chief People Officer
b)	Initial notification /Amendment	Initial Notification
3	**Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor**	
a)	Name	Standard Life plc
b)	LEI	2138001P49OLAEU33T68
4	**Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted**	
a)	Description of the financial instrument, type of instrument Identification code	Standard Life plc Ordinary Shares of £0.10 GB00BGXQNP29
b)	Nature of the transaction	a. Grant of a nil cost option award under the Company's 2018 Deferred Bonus Share Scheme b. Grant of a nil cost option award under the Company's 2018 Long Term Incentive Plan
c)	Price(s) and volume(s)	see table below
d)	Aggregated information - Aggregated volume - Price	Nil
e)	Date of the transaction	30 March 2026
f)	Place of the transaction	Outside a trading venue

Item	Price(s)	Volume(s)
a.	Nil	27,992
b.	Nil	52,930

1	**Details of the person discharging managerial responsibilities**	
a)	Name	Quentin Zentner
2	**Reason for the notification**	
a)	Position/status	Group General Counsel
b)	Initial notification /Amendment	Initial Notification
3	**Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor**	
a)	Name	Standard Life plc
b)	LEI	2138001P49OLAEU33T68
4	**Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted**	
a)	Description of the financial instrument, type of instrument Identification code	Standard Life plc Ordinary Shares of £0.10 GB00BGXQNP29
b)	Nature of the transaction	a. Grant of a nil cost option award under the Company's 2018 Deferred Bonus Share Scheme b. Grant of a nil cost option award under the Company's 2018 Long Term Incentive Plan
c)	Price(s) and volume(s)	

Item	Price(s)	Volume(s)

Item	Price(s)	Volume(s)
a.	Nil	25,752
b.	Nil	51,573

d)	Aggregated information - Aggregated volume - Price	Nil
e)	Date of the transaction	30 March 2026
f)	Place of the transaction	Outside a trading venue

Enquiries:

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