RNS Number : 8031A
Aberdeen Group PLC
16 April 2026

Aberdeen Group plc ('the Company')

2026 DIRECTORS' REMUNERATION POLICY

In advance of its 2026 Annual General Meeting **("2026 AGM")**, the Company wishes to clarify for shareholders certain aspects of the proposed Directors' Remuneration Policy **("Policy")**, as set out in the Annual report and accounts 2025 **("ARA 2025")**, which will be subject to a shareholder vote at the 2026 AGM to be held on Wednesday 29 April 2026.

The Remuneration Committee of the Company has engaged with a number of its key shareholders and proxy voting agencies regarding the proposed Policy. As a result of this engagement, the Company wishes to clarify the intended implementation of the long-term incentive **("LTI")** awards as part of the proposed Policy put for shareholder approval at the 2026 AGM (Resolution 6).

Under the current Policy approved at the 2023 AGM, the Remuneration Committee has granted LTI via Performance Share Plan **("PSP")** awards of up to a maximum of 350% of salary for the Chief Executive Officer **("CEO")**. Under the proposed Policy, the Remuneration Committee will continue to only award a maximum LTI grant of up to 350% of salary for the CEO. Where a Restricted Share Plan **("RSP")** is granted in combination with a PSP, the Remuneration Committee will not grant more than 87.5% of salary in RSP and 175% of salary in PSP respectively, totalling 262.5% of salary. This commitment will apply for the three-year lifecycle of the proposed Policy.

For ease of reference, the detail on the proposed Policy is set out on pages 108 - 109 of the ARA 2025. The ARA 2025 and Notice of AGM are available on the Company's website by accessing the below links:

- ARA 2025: https://www.aberdeenplc.com/en-gb/investors/financial-library-and-results/full-year-results

- Notice of AGM: https://www.aberdeenplc.com/en-gb/investors/shareholder-information/annual-general-meeting-2026

16 April 2026

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