

Important Information

The information contained on this microsite does not constitute a legal agreement. The Terms and Conditions together with the Plan rules are available on the Aberdeen Share Plan Portal and set out the full terms that apply if you decide to apply to join the Sharesave Plan.

You should be aware that the value of shares and any income from them can fall as well as rise. You could get back less than what you pay in when it comes to selling the shares.

References to legislation and tax are based on Aberdeen's understanding of the law and HMRC practice at August 2025. Legislation and tax are liable to change in the future.

Aberdeen Group plc has discretion as to how long to operate the Plan and can amend its terms or discontinue it. This can include setting its own limits within HMRC limits, restricting the number of shares available in a new invitation, or reducing the maximum savings amount per month by the amount saved into contracts that have been cancelled. No amendments will adversely affect existing Sharesave invitations. The appropriateness of share plans as part of the Company's remuneration arrangements will be reviewed from time to time and the availability of tax relief may also affect the position. The existence of the Plan and participation in it does not affect your contract of employment.

No prospectus has been filed or registered in the United Kingdom in relation to the offer to participate in the Plan. The offer was made in accordance with the exemption available under the EU Prospectus Regulation which has now been onshored into domestic legislation in the UK under the EU (Withdrawal) Act 2019 to become the UK Prospectus Regulation.

Under the terms of the offer the Company can arrange for awards to be satisfied by acquiring existing shares on the market or allotting new shares issued by the Company. The number of shares available under the offer to participate in the Plan depends upon the number of eligible employees who participate in the Plan and the level of their savings. The maximum number of shares available under the offer to participate in the Plan is expected to be less than 2% of the share capital of the Company. You can find out more information about Aberdeen Group plc at aberdeenplc.com.

There are scaling down provisions in the Plan that are not currently implemented by the Company. HMRC rules require us to tell you that any power that might be contained in the Company's articles of association which could allow the directors to prevent the transfer of shares will not be used in any way that might discriminate against people holding shares which they have acquired as a result of exercising Options granted under the Sharesave Plan.

In order to participate in and facilitate your membership of the Plan, it will be necessary to collect and use some personal information about you e.g. name, address, date of birth, National Insurance number. Any personal information collected will be processed in line with applicable data protection laws.

For more information on how your personal information is processed, please read the Privacy Policy for the Company (see the Privacy & Data Protection Hub on abi), for the Bank lloydsbank.com/privacy and also EQ.equiniti.com/uk/privacy-policy/.