



aberdeen

Your guide to

Partnership and Matching shares

Giving you an opportunity to own
part of Aberdeen Group plc

aberdeenplcshares.com

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Why not own a piece of Aberdeen?

As an employee of Aberdeen in Ireland, you have the opportunity to own a part of the Company. This guide tells you how you can buy ordinary shares in Aberdeen Group plc each month, some of which will enable you to qualify for Matching shares under Part B of the Aberdeen Group plc (Employee) Share Plan (the Partnership and Matching Shares Plan), called the Plan in this guide.

Buying shares and receiving Matching shares

The Company is making two offers to you:

- Firstly, you can buy shares that will be matched under Part B of the Plan, subject to a contribution limit of €50 per month (or 7.5% of salary, if lower). Certain restrictions apply to the shares you buy with Matching shares attached.
- Secondly, you can buy shares under Part C of the Plan that will not be matched. These shares are not subject to any restrictions. Any shares bought using funds you set aside between €51 and €175 per month fall into this offer.

Your contributions are deducted directly from your net (post tax) salary to buy shares.

Opportunities to start and stop contributions

You can stop your monthly contribution at any time, and you can restart your contributions during the annual re-application window.

You choose how much to invest

You choose how much to invest – from €10 (or 1% of your basic salary, if less) to €175 each month.

It's up to you

Aberdeen can't give you any advice on buying and selling shares in Aberdeen Group plc. If you are unsure what to do, you should speak to an authorised financial adviser.



How does it work?

You can buy Aberdeen Group plc shares at the market price each month – these are known as **Partnership shares**.

You can invest from €10 (or 1% of basic salary, if less) to €175 each month.

The money deducted from your net (after-tax) salary is used to buy Partnership shares. Shares will be bought at the market price at the time of purchase.

Your purchases of Partnership shares fall into two categories:

1. Shares bought, under Part B of the Plan, from the first €50 you invest, are known as qualifying Partnership shares and certain restrictions apply to these shares. The Company will match up to the first €50 (or 7.5% of your monthly salary, if less) of shares that you buy each month with up to €70 worth of more shares on a 1:1.4 basis – these extra shares are called **Matching shares**.
2. Any additional money you invest over €50 will be used to buy non-qualifying Partnership shares under Part C of the Plan. These are not restricted in any way. You cannot only buy non-qualifying Partnership shares.

Qualifying Partnership shares and Matching shares

All qualifying Partnership shares, and Matching shares, awarded under Part B of the Plan, are held for you by the Plan trustee, Ocorian Corporate Trustees (Ireland) Ltd.

- The Matching shares are yours to keep, and can be withdrawn from the Plan after two years, although there are tax advantages to leaving them in the Plan for three years (see page 10).
- The qualifying Partnership shares similarly cannot normally be sold for two years.

Non-qualifying Partnership shares

If you set aside more than €50 per month, the excess amount will be used to buy more shares that are called non-qualifying Partnership shares, under Part C of the Plan. These shares do not qualify for Matching shares.

The non-qualifying Partnership shares are yours to keep and are held by Equiniti Share Plan Trustees Limited. You can ask the Plan administrator to sell these shares at any time.

You will not be charged any dealing costs for buying shares or having shares held in the Plan.

The money allocated to qualifying and non-qualifying Partnership shares may only buy whole numbers of shares. Any surplus amounts not invested (i.e. which is less than the price of one share) will be carried forward in a non-interest bearing account. This money will be added to the money you invest to buy shares in the following month. Any remaining surplus money, at the end of the tax year, will be donated to the Aberdeen Group Charitable Foundation, unless you contact the Plan administrator to request that the surplus money is returned to you instead.

Who can join?

To participate you must be an employee of a participating Aberdeen Company in Ireland:

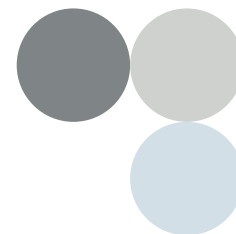
- on the date you enrol in the Plan and
- on each monthly salary deduction date and the date of the monthly share purchase.

You will have the opportunity to join each month, so, if you choose not to participate now, you will be able to join the Plan at any time in the future.

Once you have enrolled, if you wish to continue participating in the following tax years, you will need to re-apply to participate before each new tax year. You will be contacted by the Plan administrator, closer to the time, to advise you on how to re-apply.



What are the long term benefits?



Over the years, you can build up a holding of Aberdeen Group plc shares. Here is an example, based on an investment of €75 from your salary each month:

Shares allocated	Annual Partnership share investment (after tax salary investment of €75 x 12)	Qualifying Partnership shares Number of shares bought* (Investment of €50 x 0.86 = £43. £43/£2 = 21.5, rounded down to 21. 21 x 12 = 252 shares)	Matching shares Number of shares awarded** (21 x 1.4 = 29.4, rounded down to 29. 29 x 12 = 348 shares)	Non-qualifying Partnership shares Number of shares bought using additional €25 per month. (Investment of €25 x 0.86 = £21.50. £21.50/£2 = 10.75, rounded down to 10. 10 x 12 = 120 shares)	Total Plan shareholding
Year 1	€900	252	348	120	720
Year 2	€900	252	348	120	1,440
Year 3	€900	252	348	120	2,160
Year 4	€900	252	348	120	2,880
Year 5	€900	252	348	120	3,600

* Amount of € monthly investment multiplied by the EUR/GBP exchange rate = monthly £ investment. Monthly £ investment divided by the current share price = number of shares bought per month. Number of shares per month x 12 = number of shares bought per year. Actual investment each month is 21 shares x £2.00 @ 1.16 = €48.72.

** Monthly € value of Matching shares awarded = number of Partnership shares x 1.4, rounded down = number of Matching shares awarded x the current share price, multiplied by the GBP/EUR exchange rate.



This example assumes that:

- The Company's share price remains constant at £2.00 per share – in practice, the share price will fluctuate.
- A constant exchange rate of £1 = €1.16 and €1 = £0.86 applies – in practice exchange rates will vary.
- All qualifying Partnership shares and all Matching shares are left with the Plan trustee for the required periods.

I want to participate – what do I do?

1. Read this guide

You should read all of the information in this guide, and the Contract of Participation, before deciding whether or not to buy Partnership shares.

2. Go to the Aberdeen share portal

Go to the Aberdeen share portal at **aberdeenplcshares.com** and click on 'Employee Share Plans' and then 'Login'. When logging in you will need to use 'Aberdeen Grp Irish' to get access to your APSS account. Upon accessing your account you can navigate to the Partnership and Matching Shares Plan link under the 'My Investments' tab and click on 'Choices', then complete the online application form. By applying, you will be agreeing to the Contract of Participation, which will be viewable in the 'Documents' section of the portal.

If you have not already registered for a share portal account, visit the Aberdeen share portal at **aberdeenplcshares.com** and follow the steps below to register.

1. Select 'Register now' and follow the instructions on-screen. You will be asked to enter your Shareholder Reference Number, along with a few other identifiers.
2. You will be asked for your preferred email address for share portal communications, to create a password and to set security questions for your account.

Once you have registered, if you entered an Aberdeen corporate email address, Equiniti will send you an activation code to you at that email address. If you've entered a personal email address, Equiniti will send you an activation code by post to your primary home address (as registered on the Aberdeen HR system).

Upon receiving your activation code, you should activate your account as soon as you can by going back to **aberdeenplcshares.com** and completing the activation process.



Other useful information

Plan trustees and administrator

Your qualifying shares are held for you by the Plan trustee, Ocorian Corporate Trustees (Ireland) Ltd. This is a legal requirement in the case of Matching shares and qualifying Partnership shares in order for the Plan's tax benefits to be available.

Your non-qualifying Partnership shares are held by Equiniti Share Plan Trustees Limited. The administration of all share transactions on your behalf is also carried out by Equiniti Limited.

What happens if I leave?

If you leave Aberdeen, different rules apply to the different categories of shares you have acquired, as follows.

Qualifying Partnership shares and Matching shares

If you leave due to death, disability, injury, redundancy (within the meaning of the Redundancy Payments Acts 1967 to 2014), or you reach State pensionable age (currently 66), you can sell or transfer your qualifying Partnership shares and Matching shares, even if they have not been held for two years.

If you leave in other circumstances, your qualifying Partnership shares and Matching shares can only be removed if they have been held for at least two years. In all cases, you can leave your shares within the Plan, if you wish to.

In deciding what to do you should, however, consider the tax consequences (see page 10). In particular, you should note that income tax is payable on any sale or transfer of Matching shares within three years of when they were awarded (except in the case of death).

Non-qualifying Partnership shares

As your non-qualifying Partnership shares can be transferred into your name, or sold, at any time, there are no consequences if you leave.

What happens if Aberdeen is taken over?

You will receive cash, shares or other securities for your shares in a similar way to other shareholders. More information will be given should this ever happen.

How can I find out how much my shares are worth?

The approximate value (in pounds sterling) of the Company's shares at the end of each day will be shown on the Aberdeen intranet and on the Aberdeen Share Plans portal.

The actual price you will get if you sell your shares will depend on the price available, at the time, in the market. Sale requests received by 23:59 UK time each Friday will result in a sale of shares taking place on the following Thursday. You will be charged a fee for the sale and this will be deducted from the sale proceeds. Charges are detailed in the Sales Terms and Conditions which can be found at aberdeenplcshares.com.

The amount you will receive from selling shares will also be affected by the £/€ exchange rate at the time.

Will I receive dividends on the shares?

If dividends are paid, you will receive these on your shares. They will be converted into Euros and paid into your bank account. The dividend received is liable to income tax at your marginal rate and must be declared on your annual income tax return. In addition, Universal Social Charge (USC) and PRSI (social security) may also arise.



What if I work part-time or I am on a fixed-term contract?

You can invest within the same limits as any other eligible employee.

Can I contribute if I am on parental leave?

You can join and continue to make monthly contributions while on parental leave for the period that you receive parental pay. If you have insufficient pay, you will not be able to make monthly contributions and you should advise the Plan administrator that you are changing your contribution to nil by submitting a 'Suspend my regular investment' request online at aberdeenplcshares.com. You can then restart your monthly contributions following your return to work during the annual re-application window.

How do I change, stop or restart my contributions?

Your contribution is fixed for the duration of the tax year and cannot be varied. You can stop your contributions at anytime by submitting a 'Suspend my regular investment' request online at aberdeenplcshares.com, however, any contribution changes or restarting your contributions can only happen during the annual re-application window.

If you stop making contributions, you don't have to do anything with your shares and they can stay with the Plan trustee – your qualifying Partnership shares and your Matching shares must normally stay with the Plan trustee for two years and there are tax advantages if you leave your Matching shares in the Plan for three years after they were awarded (see page 10).

Why would I invest in non-qualifying Partnership shares (i.e. invest more than €50 per month)?

Matching shares are only awarded for monthly purchases of qualifying Partnership shares (i.e. up to €50 per month), but there are reasons why you may consider investing more than €50 per month to buy non-qualifying Partnership shares.

These include:

- there are no dealing costs for purchases
- dividends will be converted into Euros, rather than being paid in Sterling
- convenience – you can invest from your pay each month without having to take any action at the time
- you can easily keep track of your holding online at aberdeenplcshares.com.

Can I sell or remove my shares at any time?

Different rules apply to the different categories of shares you acquire.

Qualifying Partnership shares and Matching shares

You can sell or transfer your qualifying Partnership shares after two years (and earlier in certain circumstances – see page 7).

You can sell or transfer your Matching shares out of the Plan after two years (and earlier in certain circumstances – see page 7). However, to get the full tax benefit on your Matching shares, you normally need to keep the Matching shares in the Plan for three years.

Non-qualifying Partnership shares

You can sell or transfer your non-qualifying Partnership shares at any time.

Buying Partnership shares

All Partnership shares will be bought once a month shortly after the money to buy them is taken from your salary. Shares will be bought at the price available in the market at that time.

The deduction from your salary will be shown on your payslip.

You can check the number of shares that have been bought from your contributions by logging onto your account at aberdeenplcshares.com.

Holding your shares

Shares are held for you by the Plan trustees. If you decide to transfer your shares into your name at a later date, you can either request a share certificate or transfer them into the Aberdeen Share Account.

Voting rights

Your shares in the Plan will not give you the right to attend and vote at shareholder meetings as they are in the Plan trustees' name. The Plan trustees will vote on your behalf, and you will be given the opportunity to instruct the Plan trustees how to vote in respect of your shareholding whenever there is a Company General Meeting.

Selling your shares

You can ask the Plan administrator to sell any of your shares in the Plan (subject to the Company's Personal Account Dealing Policy, and the Listed Securities, Inside Information and Securities Dealing Policy, as well as the restrictions noted on page 10 of this guide).

A share dealing charge will apply to any sale, and there will also be a fee for converting the proceeds from pounds sterling into euros. Before selling, please consider the tax implications.

Investment risk

The Company's share price can go down as well as up and exchange rates can vary. Participation in the Plan should be considered as a long term investment. Aberdeen Group, the Plan trustees and the Plan administrator cannot advise you on whether to buy or sell shares.

Pension

If you are in the Company pension scheme your benefits will not be affected if you invest in the Plan.

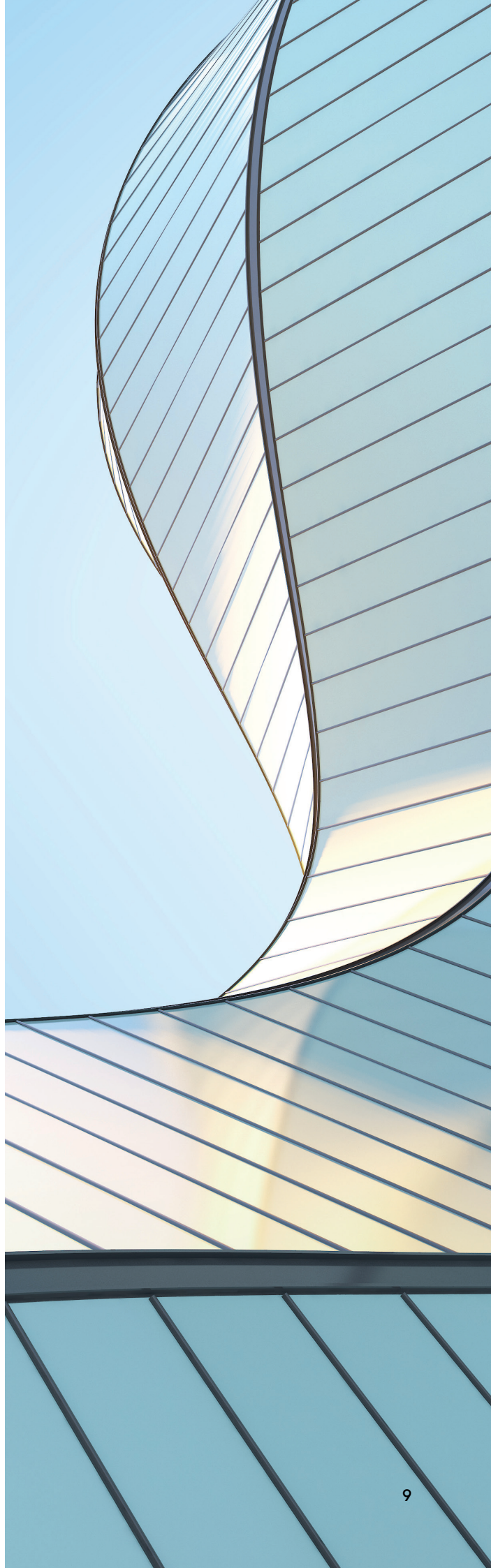
Conflict

This guide is only a summary of the Plan. If there is any conflict between this guide and the Plan rules, Contract of Participation or legislation - the Plan rules, Contract of Participation or legislation will prevail.

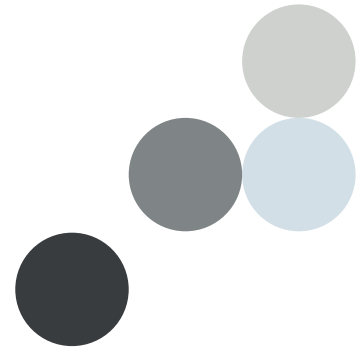
Further information about the Company and its shares

Further information about Aberdeen, including the share price and shareholder information, is available at aberdeenplc.com/en-gb/investors.

 aberdeenplcshares.com



Tax treatment



The information given below is a summary of the Irish tax implications that apply if you are, and have been at all material times, resident, ordinarily resident and domiciled in the Republic of Ireland. This tax summary describes the position as at September 2025 and the position may change. This summary is for guidance only and you are advised to take professional advice on your personal tax position.

	Partnership shares	Matching shares
When shares are bought/awarded	No income tax implications as these shares are purchased from net salary.	Employee PRSI and USC is payable on the value of the Matching shares awarded.
Removal of shares from the Plan within two years of buying/award	Qualifying Partnership shares: Partnership shares used to qualify for an award of Matching shares cannot be removed, unless you leave for one of the reasons in Note 1 below. There would be no income tax, USC or PRSI. Non-qualifying Partnership shares: No income tax, USC or PRSI implications as these shares can be sold as soon as purchased. No income tax following death.	Matching shares cannot be removed, unless you leave for one of the reasons in Note 1 below. There would be income tax on 50% of the lesser of the value of the shares at the time of award and their value at removal. No income tax following death.
Removal of shares between two and three years of buying/award	No income tax, USC or PRSI.	Income tax on 100% (50% in the circumstances described in Note 1 below) of the lesser of the value of the shares at the time of award and their value at removal (see Note 2 below regarding share transfers). No income tax following death.
Removal of shares more than three years after buying/award	No income tax, USC or PRSI.	No income tax, USC or PRSI (USC and PRSI was payable on award).
Capital Gains Tax on sale of shares (Note 3)	Based on the increase in the value from when they were purchased.	Based on the increase in the value from when they were awarded.

Notes:

1. Injury, disability, redundancy (within the meaning of the Redundancy Payments Acts 1967 to 2014) or on reaching State pensionable age (currently 66).
2. If you sell your Matching shares between two and three years of award, income tax is clawed back on the lesser of i) the value of the shares at the time of award and ii) the proceeds of sale. If you transfer your Matching shares into your name but do not sell them, there is also a clawback but before a transfer of Matching shares can take place, you must pay to the Plan trustee an amount equal to the full rate of income tax on the lesser of i) the locked in value of the shares and ii) the value at the date of transfer.
3. There is an annual capital gains tax exemption, currently €1,270 per person, that may be offset against total gains that you make in each tax year. If you buy and sell shares regularly, your capital gains tax position can become complex. If you are unsure, you should seek professional tax advice in respect of your position.

Some terms you might find useful



Company	Aberdeen Group plc
Aberdeen	Aberdeen Group plc and its subsidiary companies.
Plan	Part B and Part C of the Aberdeen Group plc (Employee) Share Plan. These legal rules are available on your Share Plans portal, and govern your rights of participation in the Plan.
Plan trustees	Part B - Ocorian Corporate Trustees (Ireland) Ltd. Part C - Equiniti Share Plan Trustees Limited.
Plan administrator	Equiniti Limited
Ordinary shares	The shares purchased by you, or awarded under the Plan, are ordinary shares with a nominal value of 13 61/63p in Aberdeen Group plc. Shares in UK companies generally have a "nominal value" – this is a technical term that does not relate to the market value of the Company's shares.
Partnership shares	Shares bought with your monthly investment, including both qualifying Partnership shares and non-qualifying Partnership shares.
Qualifying Partnership shares	Shares bought with the first €50 (or 7.5% of basic salary, if less) of the money that you contribute each month, which qualify for Matching shares.
Non-qualifying Partnership shares	Shares bought using the money you contribute over €50 per month (or 7.5% of basic salary, if less) and up to €175 per month, which do not qualify for Matching shares.
Matching shares	Up to €70 worth of shares, awarded to you under the Plan, to match qualifying Partnership shares bought with your monthly investment of up to €50 per month (or 7.5% of your basic salary, if less).
Dividend	A proportion of Aberdeen Group plc's profits that is paid to its shareholders. Payment of dividends will be dependent on Company performance.
PRSI	Pay Related Social Insurance
Universal Social Charge	A charge, the USC, applied on gross income.

Important Information

This guide is not a legal document.

The Contract of Participation, together with the Plan rules, both of which are available on your share plans portal, and the Trust Deed, sets out the full terms that apply if you decide to buy shares in Aberdeen Group plc under the arrangements described in this guide.

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 you pay in when it comes to selling the shares.

References to legislation and tax are based on Aberdeen Group plc understanding of the law and Irish Revenue practice as at November 2025. Legislation and tax are liable to change in the future.

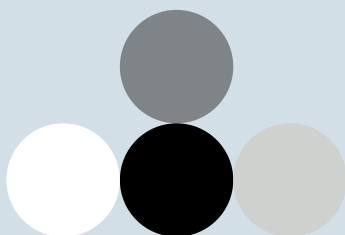
The Company has discretion as to how long to operate the Plan and can amend its terms (without adversely affecting existing share awards) or discontinue it. The appropriateness of share plans as part of Aberdeen Group plc remuneration arrangements will be reviewed from time to time and the availability of tax relief may also affect the position. The existence of the Plan and participation in it does not affect your contract of employment.

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, social security 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 Employee Privacy Policy on the Company intranet) and for the Plan trustees (<https://www.ocorian.com/privacy-statement> and <https://privacy.equiniti.com>).

It's up to you

Aberdeen can't give you any advice on buying and selling shares in Aberdeen Group plc. If you are unsure what to do you should speak to an authorised financial adviser.



Find out more

For any questions regarding the Aberdeen Group plc (Employee) Share Plan, you can contact Equiniti at:



aberdeenshares@equiniti.com



+44 (0) 371-384-2534

between 8:30am–5:30pm (UK time), Monday to Friday
(excluding public holidays in England and Wales).



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For more information visit aberdeenplcshares.com

Aberdeen Group plc is registered in Scotland (SC286832) at 1 George Street, Edinburgh EH2 2LL.

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