

ST. JAMES'S PLACE PLC

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Section 430(2B) Companies Act 2006 Statement

As we announced on 27 January 2022, Ian Gascoigne will retire from the Board and from the position of Managing Director, Partnership, effective 31 March 2022. The information below is required under section 430(2B) of the Companies Act 2006.

Following his retirement from the Board, Mr Gascoigne is continuing as an employee of the Company. He will provide advice and support to the business and members of the St. James's Place Partnership, continue as a Trustee of the St. James's Place Charitable Foundation and continue to attend and support the Investment Executive and the Brand and Reputation Committee. This will enable the Company to continue to benefit from Mr Gascoigne's considerable experience in financial services including 30 years as an Executive with the Group.

In this new role, Mr Gascoigne will receive a total remuneration package of £225,000 per annum (which includes basic salary and the monetary value of any Company fringe benefits). He will cease to be eligible for annual bonus, long-term incentive (Performance Share Plan (PSP)) awards or pension allowance.

In accordance with the relevant plan rules, he will retain the deferred bonuses he holds which are 11,096 shares (in respect of the 2020 Deferred Bonus Scheme Award) and 23,091 shares (in respect of the 2022 Deferred Bonus Scheme Award). He will also retain (in accordance with the plan rules) the PSP awards he holds which are 72,635 shares (in respect of the 2019 PSP Awards), 115,249 shares (in respect of the 2020 PSP Award) and 64,856 shares (in respect of the 2021 PSP Award). These awards remain subject to existing vesting dates, performance conditions (PSP) and post-vesting holding requirements (PSP). In line with the Directors' Remuneration Policy, Mr Gascoigne will be required to maintain a shareholding equivalent to 200% of his base salary at the date he steps down from the Board for the first year post-cessation; and 100% of his base salary at the date he steps down for the second year post-cessation.

31 March 2022

Members of the St. James's Place Wealth Management Group
are authorised and regulated by the Financial Conduct Authority and the Prudential Regulation
Authority.

Registered office as above. Registered in England and Wales 03183415