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13 January 2025

(Hong Kong Stock Code: 5)

HSBC HOLDINGS PLC

GRANT OF CONDITIONAL AWARDS

This announcement is made pursuant to Rules 17.06A, 17.06B and 17.06C of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

On 10 January 2025, HSBC Holdings plc (the "**Company**") granted conditional awards ("**Awards**") to employees to subscribe for a total of 463,984.24608 ordinary shares of US\$0.50 each of the Company under the HSBC International Employee Share Purchase Plan (the "**Plan**").

The following are the details of the grants:

Grant date	10 January 2025
Category of grantee	Employees
Number of shares under Awards	228,301.84703 LSE listed shares 235,682.39905 HKSE listed shares
Closing market price of the ordinary shares on the London Stock Exchange and the Hong Kong Stock Exchange on the date of grant	GBP 7.991 HKD 76.50
Purchase price of Awards granted	GBP 0
Vesting period of the Awards	2 years 9 months
Performance Targets and Clawback	Grants of Awards under the Plan do not have performance conditions or clawback provisions due to the all-employee nature of the Plan
Arrangements for the Company or a subsidiary to provide financial assistance to the grantees	None

<p>Number of shares available for future grant under the plan mandate</p>	<p>The Plan is subject to a limit on the number of Shares committed to be issued under all Plan Awards:</p> <p>10% of the ordinary share capital of the Company in issue immediately before that day, when added to the number of Shares which have been issued, or committed to be issued, to satisfy Awards under the Plan, or options or awards under any other employee share plan operated by the Company granted in the previous 10 years. The number of Shares available to issue under this limit is 1,045,710,124.</p>
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For and on behalf of
HSBC Holdings plc

Aileen Taylor
Company Secretary

The Board of Directors of HSBC Holdings plc as at the date of this announcement comprises:
Sir Mark Edward Tucker*, Georges Bahjat Elhedery, Geraldine Joyce Buckingham†, Rachel Duant, Dame Carolyn Julie Fairbairn†, James Anthony Forese†, Ann Frances Godbehere†, Steven Craig Guggenheimer†, Manveen (Pam) Kaur, Dr José Antonio Meade Kuribreña†, Kalpana Jaisingh Morparia†, Eileen K Murray†, Brendan Robert Nelson† and Swee Lian Teo†.

* Non-executive Group Chairman

† Independent non-executive Director

HSBC Holdings plc

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