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6 March 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 4 March 2025, HSBC Holdings plc (the "**Company**") granted conditional awards ("**Awards**") to directors, employees and former employees to subscribe for a total of 48,366,306 ordinary shares of US\$0.50 each of the Company ("**Shares**") under the HSBC Share Plan 2011 (the "**Plan**").

The following are the details of the grants:

#### Grants to Directors:

Name of grantee	Georges Elhedery
Relationship between the grantee and the Company	Director of the Company
Number of shares under Awards	92,447
Closing market price of the ordinary shares on the London Stock Exchange on the date of grant	GBP 9.163
Purchase price of Awards granted	GBP 0
Vesting period of the Awards	<p>50% of the 2024 annual incentive award is delivered in immediately vested shares subject to a retention period of 12 months.</p> <p>The Company views it as appropriate for the annual incentive award to vest immediately and not to be subject to a vesting period for two reasons:</p> <p>1) The annual incentive is a non-deferred portion of the Directors remuneration, which must be partly delivered in shares to comply with UK regulation.</p>

	2) The annual incentive share award is subject to a retention period of 12 months, during which time the Directors cannot sell the shares.
Performance Targets and Clawback	The immediately vested shares are not subject to forward looking performance conditions as they form part of the annual incentive for which performance is measured over the preceding performance year. Clawback applies to the Plan Awards in line with the Company's regulatory obligations as set out in the Company's internal clawback policy.
Arrangements for the Company or a subsidiary to provide financial assistance to the grantees	None

Name of grantee	Manveen (Pam) Kaur
Relationship between the grantee and the Company	Director of the Company
Number of shares under Awards	186,052
Closing market price of the ordinary shares on the London Stock Exchange on the date of grant	GBP 9.163
Purchase price of Awards granted	GBP 0
Vesting period of the Awards	<p>50% of the 2024 annual incentive award is delivered in immediately vested shares subject to a retention period of 12 months.</p> <p>The Company views it as appropriate for the annual incentive award to vest immediately and not to be subject to a vesting period for two reasons:</p> <ol style="list-style-type: none"> <li>1) The annual incentive is a non-deferred portion of the Directors remuneration, which must be partly delivered in shares to comply with UK regulation.</li> <li>2) The annual incentive share award is subject to a retention period of 12 months, during which time the Directors cannot sell the shares.</li> </ol>
Performance Targets and Clawback	The immediately vested shares are not subject to forward looking performance conditions as they form part of the annual incentive for which performance is measured over the preceding performance year. Clawback applies to the Plan Awards in line with the Company's regulatory obligations as set out in the Company's internal clawback policy.

Arrangements for the Company or a subsidiary to provide financial assistance to the grantees	None
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**Grants to other grantees:**

Category of grantee	Employees and former employees
Number of shares under Awards	48,087,807
Closing market price of the ordinary shares on the London Stock Exchange on the date of grant	GBP 9.163
Purchase price of Awards granted	GBP 0
Vesting period of the Awards	<p>Under the HSBC Group-wide deferral policy, vesting occurs over a three year period with 33% vesting on the first and second anniversaries of grant and 34% on the third anniversary.</p> <p>Group and local Material Risk Takers may be subject to longer vesting periods of up to seven years, as required under the relevant remuneration regulations. Awards may be subject to a six- or 12-month retention period following vesting.</p> <p>Immediately vested share awards may be subject to a six- or 12-month retention period following vesting.</p> <p>The Company views it as appropriate for the immediately vested share awards to vest immediately and not to be subject to a vesting period for two reasons:</p> <ol style="list-style-type: none"> <li>1) The immediately vested share award is a non-deferred portion of the Material Risk Takers remuneration, which must be partly delivered in shares to comply with UK regulation; each employee will also be granted a deferred share award for which the vesting schedule is noted above.</li> <li>2) The immediately vested share award is subject to a retention period of six- or 12-months, during which time the shares cannot be sold.</li> </ol> <p>The vesting period for retention awards will align to the completion of the relevant project for which the Award was granted.</p>
Performance Targets and Clawback	The Group Operating Committee additionally participate in the 2025-2027 Long Term Incentive ("LTI"). The LTI award is subject to the following performance conditions as detailed in the Directors Remuneration Report in the Annual Report and

	<p>Accounts 2024:</p> <table border="1" data-bbox="694 107 1469 376"> <thead> <tr> <th data-bbox="694 107 1169 174">Measure</th> <th data-bbox="1169 107 1469 174">Weighting</th> </tr> </thead> <tbody> <tr> <td data-bbox="694 174 1169 241">RoTE with CET1 underpin</td> <td data-bbox="1169 174 1469 241">40%</td> </tr> <tr> <td data-bbox="694 241 1169 309">Environment</td> <td data-bbox="1169 241 1469 309">20%</td> </tr> <tr> <td data-bbox="694 309 1169 376">Relative TSR</td> <td data-bbox="1169 309 1469 376">40%</td> </tr> </tbody> </table> <p>Certain other awards are subject to the completion of a strategically important project.</p> <p>No performance targets apply to any other Plan Awards on the basis that the Awards are a form of deferred bonus to meet regulatory requirements in the UK. Performance targets instead attach to the initial award of the Variable Pay.</p> <p>Clawback applies to the Plan Awards in line with the Company's regulatory obligations as set out in the Company's internal clawback policy.</p>	Measure	Weighting	RoTE with CET1 underpin	40%	Environment	20%	Relative TSR	40%
Measure	Weighting								
RoTE with CET1 underpin	40%								
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<p>Arrangements for the Company or a subsidiary to provide financial assistance to the grantees</p>	<p>None</p>								
<p>Number of shares available for future grant under the plan mandate</p>	<p>The Plan is subject to two limits on the number of Shares committed to be issued under all Plan Awards:</p> <ol style="list-style-type: none"> <li>1. 10% of the ordinary share capital of the Company in issue immediately before that day, less the number of Shares which have been issued, or may 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 990,119,439.</li> <li>2. 5% of the ordinary share capital of the Company in issue immediately before that day, less the number of Shares which have been issued, or may be issued, to satisfy Awards under the Plan. The number of Shares available to issue under this limit is 255,694,591.</li> </ol>								

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 Duan†, 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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*Incorporated in England and Wales with limited liability. Registration number 617987*