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23 August 2023

(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 11 January 2023, 14 March 2023, 13 April 2023 and 11 July 2023, HSBC Holdings plc (the “**Company**”) granted conditional awards (“**Awards**”) to employees to subscribe for a total of 1,638,448 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	11 January 2023
Category of grantee	Employees
Number of shares under Awards	288,546 LSE listed shares 301,397 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 5.696 HK\$ 53.65
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
Number of shares available for future grant under the plan mandate	The Plan is subject to a limit on the number of Shares committed to be issued under all Plan Awards:  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 1,038,765,968.
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Grant date	14 March 2023
Category of grantee	Employees
Number of shares under Awards	42 LSE 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 5.77
Purchase price of Awards granted	GBP 0
Vesting period of the Awards	2 years 7 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
Number of shares available for future grant under the plan mandate	The Plan is subject to a limit on the number of Shares committed to be issued under all Plan Awards: 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 1,004,579,418.

Grant date	13 April 2023
Category of grantee	Employees
Number of shares under Awards	277,730 LSE listed shares 284,890 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 5.673 HK\$ 55.25
Purchase price of Awards granted	GBP 0
Vesting period of the Awards	2 years 6 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
Number of shares available for future grant under the plan mandate	The Plan is subject to a limit on the number of Shares committed to be issued under all Plan Awards:  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 1,030,741,033.

Grant date	11 July 2023
Category of grantee	Employees
Number of shares under Awards	237,748 LSE listed shares 248,095 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 6.009 HK\$ 60.75
Purchase price of Awards granted	GBP 0
Vesting period of the Awards	2 years 3 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
Number of shares available for future grant under the plan mandate	<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 1,016,655,682.</p>

For and on behalf of  
**HSBC Holdings plc**

Aileen Taylor  
Group Company Secretary and Chief Governance Officer

The Board of Directors of HSBC Holdings plc as at the date of this announcement comprises: Mark Tucker\*, Noel Quinn, Geraldine Buckingham†, Rachel Duan†, Georges Elhedery, Carolyn Julie Fairbairn†, James Anthony Forese†, Steven Guggenheimer†, José Antonio Meade Kuribreña†, Kalpana Morparia†, Eileen K Murray† and David Nish†.

\* Non-executive Group Chairman

† Independent non-executive Director

**HSBC Holdings plc**

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