

Hong Kong Exchanges and Clearing Limited and The Stock Exchange of Hong Kong Limited take no responsibility for the contents of this document, make no representation as to its accuracy or completeness and expressly disclaim any liability whatsoever for any loss howsoever arising from or in reliance upon the whole or any part of the contents of this document.



STANDARD CHARTERED PLC

渣打集團有限公司

(Incorporated as a public limited company in England and Wales with limited liability)

(Registered Number: 966425)

(Stock Code: 02888)

Grant of Share Awards

Standard Chartered PLC (the “Company”) announces that on 11 March 2024, 24,381,791 conditional rights over ordinary shares of US\$0.50 each in the capital of the Company have been granted to eligible employees under the Company’s 2021 Standard Chartered Share Plan (the “2021 Plan”). The details of the grant are as follows:

Type of equity awards granted	Deferred share awards
Grant date	11 March 2024
Number of equity awards awarded	24,381,791 conditional rights granted to eligible employees (the “Awards”)
Purchase price	Each Award represents a conditional right upon vesting to obtain ordinary shares of US\$0.50 each in the capital of the Company at nil purchase price.
Grantee categories	Employees
Vesting period and performance conditions	Deferred share awards for employees will vest between 3 months and 7 years, depending on their material risk taker status and the Company’s deferral policy. Vesting is subject to continued service.
Market share price on date of grant	The closing market price on the London Stock Exchange of the Company’s shares was £6.60 on 11 March 2024.
Clawback mechanism	Risk adjustments related to risk, control and conduct behaviours can be applied through the application of malus and clawback. Awards are subject to malus and clawback provisions for up to 10 years from the grant date.

Arrangements for the Company or a subsidiary to provide financial assistance to the grantees	None
--	------

None of the grantees of the Awards is a director, chief executive or substantial shareholder of the Company, nor an associate of any of them (as defined in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (**the “Listing Rules”**)).

An award shall not be granted under any share plans of the Company or in any calendar year if, at the time of its proposed grant, it would cause the number of ordinary shares of the Company which may be issued or transferred pursuant to awards then outstanding under the 2021 Plan or other share plan of the Company as relevant to exceed such number as represents 10 per cent of the ordinary share capital of the Company in issue at that time.

The maximum number of shares available for future grant under all share plans of the Company is 121,365,906.

The 2021 Plan was adopted before the effective date of the new Chapter 17 of the Listing Rules. The Company will comply with Chapter 17 in accordance with the transitional arrangements provided for the existing share schemes of the Company.

By Order of the Board
Adrian de Souza
Group Company Secretary

Hong Kong, 12 March 2024

As at the date of this announcement, the Board of Directors of Standard Chartered PLC comprises:

Chairman:
José María Viñals Iñiguez

Executive Directors:
William Thomas Winters, CBE and Diego De Giorgi

Independent Non-Executive Directors:
Shirish Moreshwar Apte; David Philbrick Conner; Jacqueline Hunt; Diane Jurgens; Robin Ann Lawther, CBE; Maria da Conceicao das Neves Calha Ramos (Senior Independent Director); Philip George Rivett; David Tang; Carlson Tong and Linda Yi-chuang Yueh, CBE