

The following is the text of an announcement released to The Stock Exchange of Hong Kong Limited on 13 January 2026 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:

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13 January 2026

(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 12 January 2026, HSBC Holdings plc (the "**Company**") granted conditional awards ("**Awards**") to employees to subscribe for a total of 351,143.02986 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   | 12 January 2026   |
| Category of grantee  | Employees   |
| Number of shares under Awards  | 184,203.44037 LSE listed shares<br>166,939.58949 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 12.024<br>HKD 124.10  |
| 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:<br><br>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 1,083,646,594. |
|--|--|

For and on behalf of

**HSBC Holdings plc**

Angela McEntee  
Group Company Secretary

The Board of Directors of HSBC Holdings plc as at the date of this announcement comprises:

Brendan Robert Nelson\*, Georges Bahjat Elhedery, Geraldine Joyce Buckingham†, Wei Sun Christianson†, 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† and Swee Lian Teo†.

\* Independent non-executive Chair

† Independent non-executive Director

**HSBC Holdings plc**

*Registered Office and Group Head Office:*

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

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