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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 12 March 2024, 2,315,422 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	12 March 2024
Number of equity awards awarded	2,315,422 conditional rights granted to eligible employees (the “ Awards ”), of which <ul style="list-style-type: none"> • 616,378 were granted to Bill Winters; and • 404,062 to Diego De Giorgi Both are directors of the Company
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 and directors
Vesting period and performance conditions	Awards made to employees and directors vest pro rata over years 3 to 7 with an additional retention period of 12 months. Vesting is based on performance measured for the first 3 years after grant. Performance measures include relative total shareholder return, return on tangible equity and strategic measures. 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 £6.70 on 12 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

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 118,746,533.

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, 13 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