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## HKT Trust

*(a trust constituted on 7 November 2011 under the laws of Hong Kong and managed by HKT Management Limited)*

and

## HKT Limited

*(incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 6823)**

### GRANT OF SHARE STAPLED UNIT 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 23 June 2023, HKT Limited (the “**Company**”) granted awards involving a total number of 55,392 share stapled units jointly issued by the HKT Trust and the Company (the “**Share Stapled Unit(s)**”) to certain employees of the Company and its subsidiaries (the “**Group**”) under the HKT Share Stapled Units Subscription Scheme adopted by the Company whose current term commenced on 11 October 2021 (the “**Subscription Scheme**”). Details of the grant are set out below:

Date of grant:	23 June 2023
Grantees:	Employees of members of the Group <sup>Note 1</sup>
Number of awards granted:	55,392
Purchase price of awards granted:	Nil
Closing price of the Share Stapled Units on the date of grant:	HK\$9.05 per Share Stapled Unit
Vesting period:	In respect of 27,726 awards – 23 June 2023 to 23 June 2024 In respect of 27,666 awards – 23 June 2023 to 23 June 2025

Performance targets:	The identity of the grantees and the number of awards granted to each grantee were determined by the Company's Remuneration Committee after having taken into account the performance of the Group and the grantees' contribution thereto for the relevant financial period, such that relevant performance targets have already been met before any grant is decided to be made. Accordingly, there is no performance target stipulated as a condition to vesting of the awards granted.
Clawback mechanism:	Notwithstanding any vesting period stipulated as being applicable to awards granted, the vesting of awards is subject to the following conditions: (i) the grantee remains at all times up to and including the vesting date an employee of the relevant member of the Group; and (ii) none of the following has arisen, namely the employment of the grantee having been terminated by the relevant member of the Group for cause, or the grantee having been summarily dismissed by the relevant member of the Group, become bankrupt or unable to pay his/her debts, been convicted for any criminal offence, or been charged, convicted or held liable for any offence under the Securities and Futures Ordinance (Cap. 571 of the Laws of Hong Kong).

Note:

1. None of the grantees is a director of the Company or any of its subsidiaries, related entity participant or service provider.

As at the date of this announcement, the number of Share Stapled Units available for future grant under the Subscription Scheme mandate is 74,155,367.

By order of the boards of  
**HKT Management Limited**  
and  
**HKT Limited**  
**Cheung Hok Chee, Vanessa**  
*Group General Counsel and Company Secretary*

Hong Kong, 23 June 2023

As at the date of this announcement, the directors of HKT Management Limited and the Company are as follows:

*Executive Directors:*

Li Tzar Kai, Richard (*Executive Chairman*) and Hui Hon Hing, Susanna (*Group Managing Director*)

*Non-Executive Directors:*

Peter Anthony Allen; Chung Cho Yee, Mico; and Wang Fang

*Independent Non-Executive Directors:*

Professor Chang Hsin Kang, FREng, GBS, JP; Sunil Varma; Aman Mehta and Frances Waikwun Wong