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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 (the “**Listing Rules**”).

On 25 April 2025, HKT Limited (the “**Company**”; together with the HKT Trust and the Company’s subsidiaries, the “**Group**”) granted awards involving a total number of 1,805,517 share stapled units to be jointly issued by the HKT Trust and the Company (the “**Share Stapled Unit(s)**”) under the HKT Trust and HKT Limited 2024 Share Stapled Unit Award Scheme adopted on 30 May 2024 (the “**2024 Share Stapled Unit Award Scheme**”). Details of the grant are set out below:

Grant to employees	
Date of grant:	25 April 2025
Category of grantees:	Employee Participants <sup>Notes</sup>
Number of awards granted:	1,138,975
Purchase price of awards granted:	Nil
Closing price of the Share Stapled Units on the date of grant:	HK\$10.94 per Share Stapled Unit

Vesting period:	<p>In respect of 569,882 awards – 25 April 2025 to 25 April 2026</p> <p>In respect of 569,093 awards – 25 April 2025 to 25 April 2027</p>
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:	According to the rules of the 2024 Share Stapled Unit Award Scheme, there is no clawback mechanism to recover or withhold awards that have been made to grantees.

Notes:

1. Pursuant to the rules of the 2024 Share Stapled Unit Award Scheme, "Employee Participants" are directors and employees of any Group member. The grantees are employees of the Group members.
2. No awards in the above table have been granted to a director of the Company, a related entity participant or a service provider.

Grant to director	
Date of grant:	25 April 2025
Name of grantee:	Hui Hon Hing, Susanna
Relationship between the grantee and the Company:	Executive Director and Group Managing Director
Number of awards granted:	666,542
Purchase price of awards granted:	Nil
Closing price of the Share Stapled Units on the date of grant:	HK\$10.94 per Share Stapled Unit
Vesting period:	<p>In respect of 333,272 awards: 25 April 2025 to 25 April 2026</p> <p>In respect of 333,270 awards: 25 April 2025 to 25 April 2027</p>

Performance targets:	The number of awards granted to the grantee was determined by the Company's Remuneration Committee after having taken into account the performance of the Group and the grantee's 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:	According to the rules of the 2024 Share Stapled Unit Award Scheme, there is no clawback mechanism to recover or withhold awards that have been made to grantees.

Following the grant and as at the date of this announcement, the number of Share Stapled Units available for future grant under the scheme mandate limit (as defined in the Listing Rules) is 756,134,321; and, within the scheme mandate limit, the service provider sublimit (as defined in the Listing Rules) under the 2024 Share Stapled Unit Award Scheme is 37,898,711.

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

Hong Kong, 25 April 2025

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, Tang Yongbo and Zhao Xingfu

*Independent Non-Executive Directors:*

Chang Hsin Kang; Sunil Varma; Aman Mehta; Frances Waikwun Wong and Charlene Dawes