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PCCW Limited
電訊盈科有限公司

(Incorporated in Hong Kong with limited liability)
(Stock Code: 0008)

GRANT OF SHARE 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**”).

The board of directors (the “**Board**”) of PCCW Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) announces that on 24 June 2025, the Company granted awards involving a total number of 773,579 shares to be issued by the Company (“**Share(s)**”) under the PCCW Limited 2024 Share Award Scheme adopted on 30 May 2024 (the “**2024 Share Award Scheme**”). Details of the grant are set out below:

Date of grant:	24 June 2025
Name of grantee:	Hui Hon Hing, Susanna
Relationship between the grantee and the Company:	Executive Director, Acting Group Managing Director and Group Chief Financial Officer
Number of awards granted:	773,579 Share awards
Purchase price of awards granted:	Nil
Closing price of the Shares on the date of grant:	HK\$5.26 per Share
Vesting period:	In respect of 386,790 Share awards: 24 June 2025 to 24 June 2026 In respect of 386,789 Share awards: 24 June 2025 to 24 June 2027

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 Award Scheme, there is no clawback mechanism to recover or withhold awards that have been made to the grantee.

Pursuant to Rule 17.04(1) of the Listing Rules, the grant of awards to the above director of the Company has been approved by all the Independent Non-Executive Directors of the Company.

Following the grant and as at the date of this announcement, the number of Shares available for future grant pursuant to the scheme mandate limit (as defined in the Listing Rules) is 767,460,941 and, within the scheme mandate limit, the service provider sublimit (as defined in the Listing Rules) under the 2024 Share Award Scheme is 38,698,191.

By order of the Board of
PCCW Limited
Cheung Hok Chee, Vanessa
Group General Counsel and Company Secretary

Hong Kong, 24 June 2025

As at the date of this announcement, the directors of the Company are as follows:

Executive Directors

Li Tzar Kai, Richard (Chairman) and Hui Hon Hing, Susanna (Acting Group Managing Director and Group Chief Financial Officer)

Non-Executive Directors

Tse Sze Wing, Edmund, GBS; Tang Yongbo (Deputy Chairman); Meng Shusen; Zhao Xingfu and Wei Zhe, David

Independent Non-Executive Directors

Aman Mehta; Frances Waikwun Wong; Bryce Wayne Lee; Lars Eric Nils Rodert; David Christopher Chance and Sharhan Mohamed Muhseen Mohamed