

DISCLOSURE FOR THE PURPOSES OF S430(2B) OF THE COMPANIES ACT 2006:

Payments to past executive director

As announced on 3 December 2021, Philip Johnson stepped down as Executive Director on 31 January 2022.

The information required to be made available in accordance with section 430(2B) of the Companies Act 2006 is set out below.

Philip will be paid in accordance with the terms of his service agreement and the Hargreaves Lansdown's remuneration policy which was approved by shareholders at the 2020 AGM.

He will continue to receive his salary and contractual benefits until the end of his notice period being 31 May 2022. These payments will total £163,333 salary, £2,476 taxable benefits and £17,967 pension allowance. Should Philip wish to take on another role during the notice period, he will forfeit any payments owed to him as part of his outstanding notice period. Customary restrictions on working for competitors are in place.

He will be eligible for an annual bonus under the 2021/2022 bonus scheme subject to the achievement of performance conditions and time pro-rated to reflect period in employment.

Philip will be treated as a good leaver in respect of his outstanding awards under Hargreaves Lansdown's Sustained Performance Plan. Accordingly, his unvested incentive share plan awards (for years 2017 to 2020 totalling 48,131 shares) will vest on their original vesting date, subject to the extent that the performance conditions are met, and time pro-rated to reflect period in employment.

Philip's deferred bonus awards for years 2020 and 2021 amount to 71,853 shares and will vest in full in accordance with their original timeframes.

He will maintain a post-employment shareholding in accordance with the remuneration policy for a period of two years following cessation of employment.

He will receive no additional compensation or payment for the termination of his service contract or his ceasing to be a director of the company or any other group company, although Hargreaves Lansdown will pay legal fees of up to £20,000.

Full details of Philip's remuneration arrangements for 2021/2022 will be published in the Report on Directors' Remuneration contained in Hargreaves Lansdown's Annual Report and Accounts.