

# Disclosure for the purposes of s430(2B) of the Companies Act 2006: Payments to departing executive director

Chris Hill, Chief Executive Officer, announced his intention to retire from Hargreaves Lansdown plc (the Company) on 17 October 2022. As a result, he stepped down as Executive Director from the Company on 07 August 2023.

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

Chris will be paid in accordance with the terms of his service agreement and the relevant Hargreaves Lansdown's Directors' Remuneration Policy approved by shareholders (Policy).

He will continue to receive his salary and contractual benefits until the end of his notice period being 17 October 2023. These payments will be paid in accordance with the terms of his employment contract and the Policy. Customary restrictions on working for competitors are in place.

He will continue to be eligible for an annual bonus award for the 2023 and 2024 financial years, pro-rated for the period worked during his notice period and subject to the achievement of performance conditions. He will not be entitled to receive any long-term incentive awards for the 2024 financial year.

All outstanding deferred bonus awards will vest in full in accordance with their original timeframes. They will remain subject to malus and clawback provisions.

Chris will be treated as a good leaver in respect of his outstanding awards under Hargreaves Lansdown's Sustained Performance Plan. Accordingly, his unvested awards under this plan 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. All awards will remain subject to malus and clawback provisions.

He will maintain a post-employment shareholding in accordance with the 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 Chris' remuneration arrangements for the 2023 financial year will be published in the Report on Directors' Remuneration contained in Hargreaves Lansdown's 2023 Annual Report and Accounts. Those for the 2024 financial year will be published in the Report on Directors' Remuneration contained in Hargreaves Lansdown's 2024 Annual Report and Accounts.