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HSBC

25 September 2025

(Hong Kong Stock Code: 5)

HSBC HOLDINGS PLC

GRANT OF SHARE OPTIONS

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 24 September 2025, HSBC Holdings plc (the "**Company**") granted share options ("**Options**") to employees to subscribe for a total of 11,900,815 ordinary shares of US$0.50 each of the Company ("**Shares**") under the HSBC Holdings Savings-Related Share Option Plan (UK) (the "**Plan**"). The following are the details of the grant:

<table>
<tr><td>Exercise Price at which the Options were granted</td><td>Option Period</td><td>Number of shares under Options</td></tr>
<tr><td>GBP 7.611</td><td>3 years

5 years</td><td>8,624,318

3,276,497</td></tr>
<tr><td>Total number of Options granted</td><td colspan="2">11,900,815</td></tr>
<tr><td>Closing market price of the ordinary shares on the London Stock Exchange on the date of grant</td><td colspan="2">GBP 10.372</td></tr>
<tr><td rowspan="2">Vesting period of the Options</td><td colspan="2">3 years, exercisable from 1 November 2028 to 30 April 2029</td></tr>
<tr><td colspan="2">5 years, exercisable from 1 November 2030 to 30 April 2031</td></tr>
<tr><td>Exercise period of the Options</td><td colspan="2">No later than six months from the vesting date of the Options</td></tr>
<tr><td>Performance Targets and Clawback</td><td colspan="2">Grants of Options under the Plan do not include performance conditions or clawback provisions due to the requirements of the UK tax legislation relevant to the Plan</td></tr>
<tr><td>Arrangements for the Company or a subsidiary to provide financial assistance to the grantees</td><td colspan="2">None</td></tr>
</table>

Number of shares available for future grant under the plan mandate	The Plan is subject to three limits on the number of Shares committed to be issued under Options: 1. 10% of the ordinary share capital of the Company in issue immediately before that day, when added to the number of Shares which have been issued, or committed to be issued, to satisfy Options under the Plan, or options or awards under any other employee share plan operated by the Company granted in the previous 10 years. The number of Shares available to issue under this limit is 990,097,349. 2. 2,036,512,211 (being 10% of the Shares in issue (excluding treasury shares) on the date of shareholder approval of the numerical limit under the Plan) Shares issued under the Plan as well Options currently outstanding that were granted after last shareholder approval. The number of Shares available to issue under this limit is 1,961,176,885. 3. 4,675,000,000 Shares may be allocated for subscription under the Plan and put under option (including all outstanding Options). The number of Shares available to use under this limit is 4,116,641,441.

There were no Options granted to any director of the Company.

For and on behalf of
HSBC Holdings plc

Aileen Taylor
Company Secretary

The Board of Directors of HSBC Holdings plc as at the date of this announcement comprises:
Sir Mark Edward Tucker*, Georges Bahjat Elhedery, Geraldine Joyce Buckingham†, Rachel Duan†, Dame Carolyn Julie Fairbairn†, James Anthony Forese†, Ann Frances Godbehere†, Steven Craig Guggenheimer†, Manveen (Pam) Kaur, Dr José Antonio Meade Kuribreña†, Kalpana Jaisingh Morparia†, Eileen K Murray†, Brendan Robert Nelson† and Swee Lian Teo†.

* Non-executive Group Chairman
† Independent non-executive Director

HSBC Holdings plc
Registered Office and Group Head Office:
8 Canada Square, London E14 5HQ, United Kingdom
Web: www.hsbc.com
Incorporated in England and Wales with limited liability. Registration number: 617987