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The Bank of East Asia, Limited
東亞銀行有限公司
(Incorporated in Hong Kong with limited liability in 1918)
(Stock Code: 23)

GRANT OF SHARE OPTIONS

On 10 April 2026, the Bank granted 6,635,556 share options to subscribe for Shares to certain Eligible Persons.

This announcement is made pursuant to Chapter 17 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**").

The Board of Directors of The Bank of East Asia, Limited (the "**Bank**", together with its subsidiaries, the "**Bank Group**") (the "**Board**") announces that on 10 April 2026, the Bank granted 6,635,556 share options to subscribe for ordinary shares of the Bank (the "**Shares**") under its Staff Share Option Scheme adopted on 6 May 2021 (the "**2021 Scheme**") to certain Eligible Persons (as defined in the rules of the 2021 Scheme). Details of such grants are set out below:

Date of grant	:	10 April 2026
Exercise price of share options granted	:	HK$13.90 per Share
Number of share options granted	:	6,635,556
Closing price of the Shares on the date of grant	:	HK$13.90 per Share
Vesting period/exercise period of the share options	:	Subject to the vesting conditions, the share options shall be vested and become exercisable in three tranches. The vesting periods of the share options are from the date of grant until commencement of the exercise periods of the respective tranches as set out below:

(i) first tranche (not more than one-third of the share options) is exercisable from 10 April 2027 to 10 April 2032;

(ii) second tranche (not more than one-third of the share options) is exercisable from 10 April 2028 to 10 April 2033; and

(iii) third tranche (the remaining balance of the share options) is exercisable from 10 April 2029 to 10 April 2034.

Vesting conditions : (i) Vesting of the share options of each tranche shall be subject to the performance threshold and/or risk adjustment qualifiers as adopted by the Bank for the financial year prior to the commencement of the exercise period of that tranche having been met or exceeded.

(ii) In circumstances where it is later established that decisions or actions made by the grantee and/or his/her business unit in 2025 had, in the sole and absolute opinion of the Remuneration Committee of the Bank (the "**RemCo**") or the Board, a severe negative impact on the overall profitability of the Bank Group in the subsequent year(s), any unvested share option(s) should be forgone, either in part or in whole, as determined by the RemCo or the Board.

(iii) In circumstances where it is later established that any performance measurement was based on data which is later proven to have been manifestly misstated, or it is later established that the grantee has committed fraud, malfeasance or violations of internal control policies of the Bank Group, any unvested share option(s) should be forgone, either in part or in whole, as determined by the RemCo or the Board.

Clawback mechanism : Pursuant to the Bank's Remuneration Policy, in circumstances where it is later established that any performance measurement was based on data which is later proven to have been manifestly misstated, or it is later established that a grantee or option holder has committed fraud, malfeasance or violations of internal control policies of the Bank Group, the RemCo or the Board shall have the right to exercise its discretions to clawback all or part of any gain derived from share option(s).

Details of the grantees and their respective number of share options granted are set out below:

Grantees	Position(s) held with the Bank	Number of share options granted
Dr the Hon. Sir David LI Kwok-po	Executive Chairman	832,191
Mr Adrian David LI Man-kiu	Co-Chief Executive	1,732,167
Mr Brian David LI Man-bun	Co-Chief Executive	1,732,167
Others	Deputy Chief Executives	2,339,031

The granting of the above share options to the Executive Chairman and the Co-Chief Executives, who are Executive Directors of the Bank, were approved by all the Independent Non-executive Directors of the Bank.

Save as disclosed above, none of the grantees is a director, chief executive or substantial shareholder of the Bank or any of their respective associates (as defined in the Listing Rules).

Pursuant to the resolution of shareholders of the Bank (the "**Shareholders**") passed on 6 May 2021, the scheme mandate limit (as defined in the Listing Rules) of the Bank is 145,949,434 Shares (the "**Scheme Mandate**"), being 5% of the Shares in issue as at the date of adoption of the 2021 Scheme. After the grant of share options as disclosed in this announcement, the balance of number of Shares available for future grant under the Scheme Mandate is 89,289,092. As disclosed in the circular of the Company dated 26 March 2026, the 2021 Scheme will expire on 5 May 2026, and an ordinary resolution for adoption of the Staff Share Option Scheme 2026 will be proposed for Shareholders' approval at the Bank's 2026 Annual General Meeting.

By Order of the Board
Alson LAW Chun-tak
Company Secretary

Hong Kong, 10 April 2026

As at the date of this announcement, the Board of Directors of the Bank comprises Dr the Hon. Sir David LI Kwok-po# (Executive Chairman), Professor Arthur LI Kwok-cheung (Deputy Chairman), Dr Allan WONG Chi-yun** (Deputy Chairman), Mr Aubrey LI Kwok-sing*, Mr Stephen Charles LI Kwok-sze*, Mr Adrian David LI Man-kiu# (Co-Chief Executive), Mr Brian David LI Man-bun# (Co-Chief Executive), Dr Daryl NG Win-kong*, Dr the Hon. Rita FAN HSU Lai-tai**, Mr Meocre LI Kwok-wing**, Dr the Hon. Henry TANG Ying-yen**, Dr Delman LEE**, Mr William Junior Guilherme DOO**, Dr David MONG Tak-yeung** and Dr Francisco Javier SERRADO TREPAT*.*

 # Executive Director
** Non-executive Director*
*** Independent Non-executive Director*