

HSBC HOLDINGS PLC

12 March 2025

Notification of Transactions by Persons Discharging Managerial Responsibilities ("PDMRs")

1. Annual Incentive awards (Performance Year 2017)

Deferred awards (the "Awards") of US 0.50 ordinary shares (the "Shares") in HSBC Holdings plc (the "Company") were granted in 2018 as a part of variable pay for the performance year ended 31 December 2017.

On 10 March 2025, tranches of the Awards granted in 2018 vested and the following transactions took place in London:

Directors

Name	Total number of Shares vested	Number of Shares sold at £8.613754 per Share ¹
Pam Kaur	15,633	7,348

Other PDMRs

Name	Total number of Shares vested	Number of Shares sold at £8.613754 per Share ¹
Ian Stuart	13,490	6,341

¹ Represents shares sold to cover withholding tax.

The PDMRs are required to retain a number of Shares equivalent in value to those that vested under the Awards (net of tax liabilities) for twelve months from the original vesting date.

2. Annual Incentive awards (Performance Year 2018)

Awards of Shares in the Company were granted in 2019 as a part of variable pay for the performance year ended 31 December 2018.

On 10 March 2025, tranches of the Awards granted in 2019 vested and the following transactions took place in London:

Directors

Name	Total number of Shares vested	Number of Shares sold at £8.613754 per Share ¹
Pam Kaur	18,655	8,768

Other PDMRs

Name	Total number of Shares vested	Number of Shares sold at £8.613754 per Share ¹
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	vested	£8.613754 per Share ¹
Ian Stuart	16,864	7,926

¹ Represents shares sold to cover withholding tax.

The PDMRs are required to retain a number of Shares equivalent in value to those that vested under the Awards (net of tax liabilities) for twelve months from the original vesting date.

3. Annual Incentive awards (Performance Year 2019)

Awards of Shares in the Company were granted in 2020 as a part of variable pay for the performance year ended 31 December 2019.

On 10 March 2025, tranches of the Awards granted in 2020 vested and the following transactions took place in London:

Directors

Name	Total number of Shares vested	Number of Shares sold at £8.613754 per Share ¹
Georges Elhedery	29,532	13,881
Pam Kaur	19,635	9,228

Other PDMRs

Name	Total number of Shares vested	Number of Shares sold at £8.613754 per Share ¹
Richard Blackburn	8,928	4,197
Barry O'Byrne	15,152	3,680
Michael Roberts	43,946	22,435
Ian Stuart	17,190	8,079
Suzanna White	4,044	1,818

¹ Represents shares sold to cover withholding tax.

The PDMRs are required to retain a number of Shares equivalent in value to those that vested under the Awards (net of tax liabilities) for twelve months from the original vesting date with the exception of Richard Blackburn and Suzanna White who are subject to a six-month retention period.

4. Annual Incentive awards (Performance Year 2020)

Awards of Shares in the Company were granted in 2021 as a part of variable pay for the performance year ended 31 December 2020.

On 10 March 2025, tranches of the Awards granted in 2021 vested and the following transactions took place in London:

Directors

Name	Total number of Shares vested	Number of Shares sold at £8.613754 per Share ¹
Georges Elhedery	61,104	28,718
Pam Kaur	42,388	19,923

Other PDMRs

Name	Total number of Shares	Number of Shares sold at
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	vested	£8.613754 per Share ¹
Richard Blackburn	11,796	5,544
David Liao	18,753	3,001
Bary O'Byrne	27,714	5,281
Michael Roberts	46,879	23,932
Ian Stuart	20,447	9,610
Suzanna White	8,789	3,894

¹ Represents shares sold to cover withholding tax.

The PDMRs are required to retain a number of Shares equivalent in value to those that vested under the Awards (net of tax liabilities) for twelve months from the original vesting date, with the exception of Richard Blackburn, David Liao and Suzanna White who are subject to a six-month retention period.

5. Annual Incentive awards (Performance Year 2022)

Awards of Shares in the Company were granted in 2023 as a part of variable pay for the performance year ended 31 December 2022.

On 10 March 2025, tranches of the Awards granted in 2023 vested and the following transactions took place in London:

Other PDMRs

Name	Total number of Shares vested	Number of Shares sold at £8.613754 per Share ¹
David Liao	9,763	1,562
Michael Roberts	19,640	10,026
Surendra Rosha	9,763	1,563
Suzanna White	12,743	5,645

¹ Represents shares sold to cover withholding tax.

The PDMRs are required to retain a number of Shares equivalent in value to those that vested under the Awards (net of tax liabilities) for twelve months from the original vesting date with the exception of Suzanna White who is subject to a six-month retention period.

6. Buyout Awards

Buyout awards of Shares that were granted to a PDMR on 8 May 2024 as a result of their HSBC appointment vested on 10 March 2025 and the following transactions took place in London:

Other PDMRs

Name	Total number of Shares vested	Number of Shares sold at £8.613754 per Share ¹
Stuart Riley ²	235,069	110,483
Stuart Riley ³	42,272	19,868

¹ Includes shares sold to cover withholding tax.

² The first tranche of the 8 May 2024 Buyout Award. A twelve-month retention period will apply.

³ The second tranche of the 8 May 2024 Buyout Award. A six-month retention period will apply.

For the purpose of the below disclosures, the value of the awards which vested on 10 March 2025 has been calculated using the closing Share price on the London Stock Exchange on 7 March 2025 of £8.7640.

The following disclosures are made in accordance with the UK version of the EU Market Abuse Regulation 596/2014.

1 - Details of the person discharging managerial responsibilities / person closely associated	
Name of natural person	Georges Elhedery

2 - Reason for the notification					
Position/status		Group Chief Executive			
Initial notification/amendment		Initial Notification			
3 - Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
Full name of the entity		HSBC Holdings plc			
Legal Entity Identifier code		MLU0ZO3ML4LN2LL2TL39			
4 - Details of the transaction(s)					
Transaction(s) summary table					
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction		Currency
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)		GBP - British Pound
Nature of Transaction:			Price	Volume	Total
Acquisitions under the HSBC Share Plan 2011			£8.76	90,636	£794,333.90
Aggregated			£8.764	90,636	£794,333.90
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction		Currency
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)		GBP - British Pound
Nature of Transaction:			Price	Volume	Total
Disposal			£8.61	42,599	£366,937.31
Aggregated			£8.614	42,599	£366,937.31

1 - Details of the person discharging managerial responsibilities / person closely associated					
Name of natural person		Pam Kaur			
2 - Reason for the notification					
Position/status		Group Chief Financial Officer			
Initial notification/amendment		Initial Notification			
3 - Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
Full name of the entity		HSBC Holdings plc			
Legal Entity Identifier code		MLU0ZO3ML4LN2LL2TL39			
4 - Details of the transaction(s)					
Transaction(s) summary table					
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction		Currency
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)		GBP - British Pound
Nature of Transaction:			Price	Volume	Total

Acquisitions under the HSBC Share Plan 2011				
			£8.76	96,311
			£844,069.60	
		Aggregated	£8.764	96,311
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)	
Nature of Transaction:			Price	Volume
Disposal				Total
			£8.61	45,267
			£389,918.80	
		Aggregated	£8.614	45,267
			£389,918.80	

1 - Details of the person discharging managerial responsibilities / person closely associated				
Name of natural person		Richard Blackburn		
2 - Reason for the notification				
Position/status		Interim Group Chief Risk and Compliance Officer		
Initial notification/amendment		Initial Notification		
3 - Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor				
Full name of the entity		HSBC Holdings plc		
Legal Entity Identifier code		MLU0Z03ML4LN2LL2TL39		
4 - Details of the transaction(s)				
Transaction(s) summary table				
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)	
Nature of Transaction:			Price	Volume
Acquisitions under the HSBC Share Plan 2011				Total
			£8.76	20,724
			£181,625.14	
		Aggregated	£8.764	20,724
			£181,625.14	
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)	
Nature of Transaction:			Price	Volume
Disposal				Total
			£8.61	9,741
			£83,906.58	
		Aggregated	£8.614	9,741
			£83,906.58	

1 - Details of the person discharging managerial responsibilities / person closely associated	
Name of natural person	David Liao
2 - Reason for the notification	
Position/status	Co-Chief Executive, Asia and Middle East

Initial notification/amendment	Initial Notification				
3 - Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
Full name of the entity	HSBC Holdings plc				
Legal Entity Identifier code	MLU0ZO3ML4LN2LL2TL39				
4 - Details of the transaction(s)					
Transaction(s) summary table					
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	Currency	
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)	GBP - British Pound	
Nature of Transaction:			Price	Volume	Total
Acquisitions under the HSBC Share Plan 2011			£8.76	28,516	£249,914.22
Aggregated			£8.764	28,516	£249,914.22
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	Currency	
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)	GBP - British Pound	
Nature of Transaction:			Price	Volume	Total
Disposal			£8.61	4,563	£39,304.56
Aggregated			£8.614	4,563	£39,304.56

1 - Details of the person discharging managerial responsibilities / person closely associated					
Name of natural person	Barry O'Byrne				
2 - Reason for the notification					
Position/status	Chief Executive, International Wealth and Premier Banking				
Initial notification/amendment	Initial Notification				
3 - Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
Full name of the entity	HSBC Holdings plc				
Legal Entity Identifier code	MLU0ZO3ML4LN2LL2TL39				
4 - Details of the transaction(s)					
Transaction(s) summary table					
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	Currency	
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)	GBP - British Pound	
Nature of Transaction:			Price	Volume	Total
Acquisitions under the HSBC Share Plan 2011			£8.76	42,866	£375,677.62
Aggregated			£8.764	42,866	£375,677.62

Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	Currency	
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)	GBP - British Pound	
Nature of Transaction:			Price	Volume	Total
Disposal			£8.61	8,961	£77,187.85
		Aggregated	£8.614	8,961	£77,187.85

1 - Details of the person discharging managerial responsibilities / person closely associated

Name of natural person Stuart Riley

2 - Reason for the notification

Position/status Group Chief Information Officer

Initial notification/amendment Initial Notification

3 - Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

Full name of the entity HSBC Holdings plc

Legal Entity Identifier code MLU0Z03ML4LN2LL2TL39

4 - Details of the transaction(s)

Transaction(s) summary table

Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	Currency	
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)	GBP - British Pound	
Nature of Transaction:			Price	Volume	Total
Acquisitions under the HSBC Share Plan 2011			£8.76	277,341	£2,430,616.52
		Aggregated	£8.764	277,341	£2,430,616.52

Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	Currency	
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)	GBP - British Pound	
Nature of Transaction:			Price	Volume	Total
Disposal			£8.61	130,351	£1,122,811.45
		Aggregated	£8.614	130,351	£1,122,811.45

1 - Details of the person discharging managerial responsibilities / person closely associated

Name of natural person Michael Roberts

2 - Reason for the notification

Position/status Chief Executive, HSBC Bank plc and Corporate and Institutional Banking

Initial notification/amendment Initial Notification

3 - Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
Full name of the entity		HSBC Holdings plc			
Legal Entity Identifier code		MLU0Z03ML4LN2LL2TL39			
4 - Details of the transaction(s)					
Transaction(s) summary table					
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction		Currency
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)		GBP - British Pound
Nature of Transaction: Acquisitions under the HSBC Share Plan 2011			Price	Volume	Total
			£8.76	110,465	£968,115.26
Aggregated			£8.764	110,465	£968,115.26
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction		Currency
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)		GBP - British Pound
Nature of Transaction: Disposal			Price	Volume	Total
			£8.61	56,393	£485,755.43
Aggregated			£8.614	56,393	£485,755.43

1 - Details of the person discharging managerial responsibilities / person closely associated					
Name of natural person		Surendra Rosha			
2 - Reason for the notification					
Position/status		Co-Chief Executive, Asia and Middle East			
Initial notification/amendment		Initial Notification			
3 - Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
Full name of the entity		HSBC Holdings plc			
Legal Entity Identifier code		MLU0Z03ML4LN2LL2TL39			
4 - Details of the transaction(s)					
Transaction(s) summary table					
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction		Currency
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)		GBP - British Pound
Nature of Transaction: Acquisitions under the HSBC Share Plan 2011			Price	Volume	Total
			£8.76	9,763	£85,562.93
Aggregated			£8.764	9,763	£85,562.93
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction		Currency
2025-03-10	Ordinary	GB0005405286	London Stock		GBP - British

	Ordinary shares of US 0.50 each		Exchange, Main Market (XLON)	Pound
Nature of Transaction:			Price	Volume
Disposal			£8.61	1,563
		Aggregated	£8.614	1,563
				£13,463.30
				£13,463.30

1 - Details of the person discharging managerial responsibilities / person closely associated				
Name of natural person		Ian Stuart		
2 - Reason for the notification				
Position/status		Chief Executive, HSBC UK Bank plc		
Initial notification/amendment		Initial Notification		
3 - Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor				
Full name of the entity		HSBC Holdings plc		
Legal Entity Identifier code		MLU0Z03ML4LN2LL2TL39		
4 - Details of the transaction(s)				
Transaction(s) summary table				
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	Currency
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)	GBP - British Pound
Nature of Transaction:			Price	Volume
Acquisitions under the HSBC Share Plan 2011			£8.76	67,991
		Aggregated	£8.764	67,991
				£595,873.12
				£595,873.12
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	Currency
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)	GBP - British Pound
Nature of Transaction:			Price	Volume
Disposal			£8.61	31,956
		Aggregated	£8.614	31,956
				£275,261.12
				£275,261.12

1 - Details of the person discharging managerial responsibilities / person closely associated				
Name of natural person		Suzanna White		
2 - Reason for the notification				
Position/status		Group Chief Operating Officer		
Initial notification/amendment		Initial Notification		
3 - Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor				
Full name of the entity		HSBC Holdings plc		

Legal Entity Identifier code

MLU0ZO3ML4LN2LL2TL39

4 - Details of the transaction(s)**Transaction(s) summary table**

Date of Transaction	Financial Instrument	Identification Code	Place of Transaction		Currency
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)		GBP - British Pound
Nature of Transaction:			Price	Volume	Total
Acquisitions under the HSBC Share Plan 2011			£8.76	25,576	£224,148.06
Aggregated			£8.764	25,576	£224,148.06

Date of Transaction	Financial Instrument	Identification Code	Place of Transaction		Currency
2025-03-10	Ordinary shares of US 0.50 each	GB0005405286	London Stock Exchange, Main Market (XLON)		GBP - British Pound
Nature of Transaction:			Price	Volume	Total
Disposal			£8.61	11,357	£97,826.40
Aggregated			£8.614	11,357	£97,826.40

For any queries related to this notification, please contact:

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Corporate Governance & Secretariat

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