

29 November 2024

Dear HL Colleague

**Communication to holders of 2021 Sharesave Options
in connection with the Acquisition of HL**

1. Why are we writing to you?

We are writing to explain how the proposed acquisition of Hargreaves Lansdown plc (*HL*) by Harp Bidco Limited (*Bidco*) (the *Acquisition*) will affect options granted to you on 30 March 2021 under the Hargreaves Lansdown plc Savings Related Share Option Scheme 2019 (the *2021 Sharesave Options* and the *Sharesave* respectively). **You do not need to take any action in relation to this communication.**

This communication describes legal processes and therefore is unavoidably “technical” in nature. You will also find further information about the Acquisition in the Scheme Document which is available on the HL website at www.hl.co.uk/investor-relations/offer. A copy of this communication will also be available to view on HL’s website at www.hl.co.uk/investor-relations/offer.

SUMMARY

You do not need to take any action in relation to this communication.

Your 2021 Sharesave Option will lapse on 1 December 2024 (unless you have taken a contribution holiday, in which case your 2021 Sharesave Option will lapse at a later date dependent on the length of the contribution holiday). Your 2021 Sharesave Option also has an exercise price of £12.32 per share so, based on HL’s current share price, you would make a loss if you exercised this option prior to the lapse date. You will be written to separately with details about how to get back your savings.

This communication does **not** apply to any Sharesave options granted to you in 2022, 2023 or 2024. You will receive a separate communication regarding these options and the choices available to you.

2. The Acquisition

The Acquisition is currently expected to become effective in the first quarter of 2025 (the *Effective Date*) and at this time HL will become owned by Bidco.

3. Lapse of 2021 Sharesave Option

Your 2021 Sharesave Option will lapse on 1 December 2024 under the Sharesave rules (unless you have taken a contribution holiday, in which case your 2021 Sharesave Option will lapse at a later date dependent on the length of the contribution holiday). You would currently make a loss if you exercised your 2021 Sharesave Option in advance of it lapsing, because the £12.32 per share exercise price that you would have to pay is higher than HL’s current share price (and higher than the £11.10 per share that you would then receive if the resulting shares were sold to Bidco as part of the Acquisition). **As a consequence, based on HL’s current share price, you are not recommended to exercise your 2021 Sharesave Option in advance of it lapsing, but you should keep this under review.**

You will be contacted with details about how to close your savings account after your 2021 Sharesave Option lapses. Alternatively, you can close your savings account at any time (including prior to your

2021 Sharesave Option lapsing) by opting out via the Equiniti portal (www.esp-portal.com/clients/HL) in the normal way. Your savings will then be returned to you.

4. Further information

If you have any questions regarding your 2021 Sharesave Option, please contact Equiniti via the Equiniti Helpdesk within the HL ESP Portal or via telephone on + 44 (0) 371 384 2040.

If you are calling from outside the UK, calls will be charged at the applicable international rate. The Equiniti Helpdesk is open from 8:30am to 5:30pm Monday to Friday excluding public holidays in England and Wales. Calls may be recorded and randomly monitored for security and training purposes. For legal reasons, Equiniti cannot give any legal, financial or tax advice.

Yours faithfully,

Hargreaves Lansdown plc