

Professional genre equality index for 2022

N°	Indicators	Maximum score	HSBC Continental Europe	HSBC Global Asset Management	HSBC Assurances VIE	HSBC Global Services (UK) LTD	HSBC Private Bank (Luxembourg). SA
1	Remuneration gap between women and men	40 points	37 points	37 points	39 points	38 points	Not applicable for 2022
2	Increases rate gap between women and men	20 or 35 points	20 points out of 20	20 points out of 20	35 points out of 35	35 points out of 35	Not applicable for 2022
3	Promotion rate gap between women and men	15 points or n/a	15 points	15 points	n/a	n/a	Not applicable for 2022
4	% of women increased after a maternity leave	15 points	15 points	15 points	15 points	No return	Not applicable for 2022
5	Number of women among the 10 highest remunerations	10 points	0 point	0 point	10 points	5 points	Not applicable for 2022
TOTAL		100 points	87 points	87 points	99 points	92 points*	Not applicable for 2022

*No women came back from maternity leave during 2022 in HSBC Global Services (UK) LTD, the 4th indicator is not calculable. The entity has a score of 78 points out of 85 calculable points which is equal to 92 points out of 100.