

Professional genre equality index for 2021

N°	Indicators	Maximum score	HSBC Continental Europe	HSBC Global Asset Management	HSBC Assurances VIE	HSBC Global Services (UK) LTD
1	Remuneration gap between women and men	40 points	37 points	34 points	38 points	38 points
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
3	Promotion rate gap between women and men	15 points or n/a	15 points	15 points	n/a	n/a
4	% of women increased after a maternity leave	15 points	15 points	15 points	15 points	No return
5	Number of women among the 10 highest remunerations	10 points	0 point	0 point	10 points	5 points
TOTAL		100 points	87 points	84 points	98 points	92 points*

*No women came back from maternity leave during 2021 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.