

Professional genre equality index for 2023

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	38 points	38 points	39 points	19 points
2	Increases rate gap between women and men	20 or 35 points	10 points out of 20	20 points out of 20	35 points out of 35	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	n/a
4	% of women increased after a maternity leave	15 points	15 points	15 points	15 points	No return	15 points
5	Number of women among the 10 highest remunerations	10 points	0 point	0 point	5 points	5 points	0 point
TOTAL		100 points	77 points	88 points	93 points	93 points*	69 points

*No women came back from maternity leave during 2023 in HSBC Global Services (UK) LTD, the 4th indicator is not calculable. The entity has a score of 79 points out of 85 calculable points which is equal to 93 points out of 100.