

Professional genre equality index for 2024

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	35 points	35 points	38 points	38 points	35 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	25 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	No return
5	Number of women among the 10 highest remunerations	10 points	0 point	0 point	10 points	5 points	5 points
TOTAL		100 points	85 points	85 points	98 points	92 points*	76 points*

*No women came back from maternity leave during 2024 in HSBC Global Services (UK) LTD and in HSBC Private Bank (Luxembourg). SA, the 4th indicator is not calculable. HSBC Global Services (UK) LTD has a score of 78 points out of 85 calculable points which is equal to 92 points out of 100, and HSBC Private Bank (Luxembourg). SA has a score of 65 points out of 85 calculable points which is equal to 76 points out of 100.