

Professional genre equality index for 2025

N°	Indicators	Maximum score	HSBC Continental Europe	HSBC Global Asset Management	HSBC Global Services (UK) LTD	HSBC Private Bank (Luxembourg). SA
1	Remuneration gap between women and men	40 points	33 points	29 points	35 points	0 point
2	Increases rate gap between women and men	20 or 35 points	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	n/a	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	5 points	5 points
TOTAL		100 points	83 points	79 points	90 points	47 points*

*No women came back from maternity leave during 2025 in HSBC Private Bank (Luxembourg). SA, the 4th indicator is not calculable. HSBC Private Bank (Luxembourg). SA has a score of 40 points out of 85 calculable points which is equal to 47 points out of 100.