

US Equal Employment Opportunities Report (EEO-1)



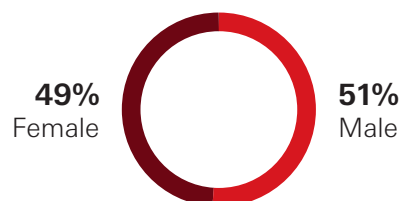
The below EEO-1 report is based on Full Year 2020 workforce data.
The EEO-1 consolidated summary 2021 report will be available once
the EEOC reporting cycle is complete

THE EEO-1 REPORT IS A FEDERALLY MANDATED REQUIREMENT

US Overview

Data as of December 31, 2021

Total



HNAH Board of Directors

Female: 36% Male: 64%



Ethnic Minority Representation 27%

Executive Team

Female: 41% Male: 59%



Ethnic Minority Representation 24%

Graduate

Female: 48% Male: 52%



Ethnic Minority Representation 52%

a. Gender and Ethnicity in the U.S. is reported as a percentage of only those employees who self-identify in these categories.

U.S EEOC (Equal Employment Opportunity Commission) Summary

Data as of December 31, 2020

2020	Total Workforce		Executive / Senior Level		Mid Level Managers		Professionals		All Other	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Gender										
EEO	3897	4398	37	163	228	583	2274	2914	1358	738
Hispanic or Latino	11%	9%	3%	4%	9%	6%	11%	9%	13%	13%
White	52%	60%	73%	87%	64%	73%	54%	57%	45%	54%
Asian	26%	24%	16%	7%	21%	16%	26%	27%	26%	23%
Black	9%	5%	3%	2%	4%	3%	7%	5%	15%	7%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
American Indian or Alaskan Native	1%	0%	0%	0%	0%	0%	1%	0%	1%	0%
Two or More Races	2%	1%	5%	0%	1%	2%	1%	1%	2%	2%

Not Hispanic or Latino

a. EEO-1 Job Categories are not reflective of HSBC Global Career Bands. EEO-1 U.S. headcount uses regulatory logic as specified and enforced by the U.S. Department of Labor's Equal Employment Opportunity Commission (EEOC). HSBC does not have any employees who are classified as Craft Workers, Operatives, Laborers/Helpers or Service Workers.

b. All data reported below is based on U.S. employees who self-identify in these categories as a percentage of the total U.S. population that self-identified for purposes of EEO-1 reporting.

Consolidated U.S Employer Information Report (EEO-1) 2020

Job Categories	Gender	Hispanic or Latino	Not Hispanic or Latino						Total
			White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Executive / Senior Managers	Male	7	142	3	0	11	0	0	163
	Female	1	27	1	0	6	0	2	37
	Subtotal	8	169	4	0	17	0	2	200
First Level Managers	Male	35	428	15	1	91	1	12	583
	Female	21	145	9	1	49	0	3	228
	Subtotal	56	573	24	2	140	1	15	811
Professionals	Male	251	1675	149	9	790	7	33	2914
	Female	241	1235	156	3	598	12	29	2274
	Subtotal	492	2910	305	12	1388	19	62	5188
Technicians	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0
Sales Workers	Male	43	165	16	0	88	0	9	321
	Female	42	129	32	0	171	3	7	384
	Subtotal	85	294	48	0	259	3	16	705
Administrative Support	Male	53	231	38	1	84	3	7	417
	Female	129	476	165	4	176	5	19	974
	Subtotal	182	707	203	5	260	8	26	1391
Craft Workers	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0
Operatives	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0
Laborers & Helpers	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0
Service Workers	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0
Total	Male	389	2641	221	11	1064	11	61	4398
	Female	434	2012	363	8	1000	20	60	3897
	Subtotal	823	4653	584	19	2064	31	121	8295

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