

US Equal Employment Opportunities Report (EEO-1)



The below EEO-1 Report is based on Full Year 2021 workforce data.

The EEO-1 Summary Report for 2022 will be available once the EEOC Reporting Cycle is complete

The EEO-1 Summary Report is a Federally Mandated Requirement



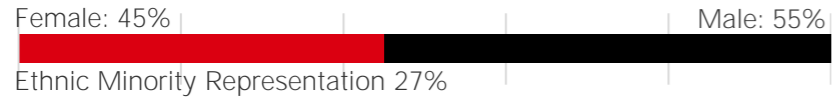
HSBC US Overview

Data as of December 31, 2022

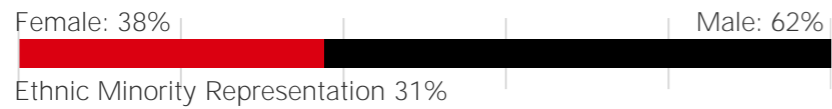
Total



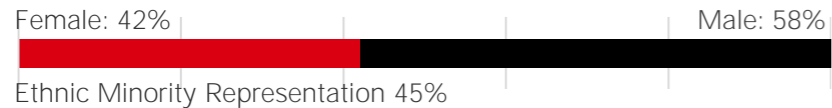
HNAH Board of Directors



Executive Team



Graduate



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, 2021

2021	Total Workforce		Executive / Senior Level		Mid Level Managers		Professionals		All Other	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
EEO	3537	3858	42	139	222	524	2061	2575	1212	620
Hispanic or Latino	11%	9%	5%	4%	9%	6%	11%	9%	14%	13%
White	52%	60%	71%	86%	63%	73%	55%	57%	44%	55%
Asian	25%	24%	12%	7%	24%	16%	25%	27%	24%	22%
Black	9%	5%	7%	3%	3%	2%	7%	5%	15%	8%
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%	2%	5%	0%	2%	3%	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 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) 2021

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	5	120	4	0	10	0	0	139
	Female	2	30	3	0	5	0	2	42
	Subtotal	7	150	7	0	15	0	2	181
First Level Managers	Male	31	381	12	1	83	1	15	524
	Female	19	139	6	1	53	0	4	222
	Subtotal	50	520	18	2	136	1	19	746
Professionals	Male	232	1,470	128	7	698	5	35	2,575
	Female	217	1,134	148	3	519	11	29	2,061
	Subtotal	449	2,604	276	10	1,217	16	64	4,636
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	34	134	14	0	70	0	7	259
	Female	38	116	29	2	139	1	5	330
	Subtotal	72	250	43	2	209	1	12	589
Administrative Support	Male	45	205	34	1	68	3	5	361
	Female	129	421	147	3	154	7	21	882
	Subtotal	174	626	181	4	222	10	26	1,243
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	347	2,310	192	9	929	9	62	3,858
	Female	405	1,840	333	9	870	19	61	3,537
	Subtotal	752	4,150	525	18	1,799	28	123	7,395

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 Equal Employment Opportunity Commission (EEOC). HSBC does not have any employees who are classified as Craft Workers, Operatives, Laborers/Helpers or Service Workers.