HSBC USA Representation Data as of December 31, 2022

Year on Year Change %  2022  2021

Overall: Headcount
Identified as

-3%  +2%

Female  White  Asian  Hispanic  Black
46%  55%  53%  0%  0%  0%  7%  7%

Overall: New Hires
Identified as

-1%  +2%

Female  White  Asian  Hispanic  Black
45%  41%  31%  13%  15%  9%  9%

Senior Management
Identified as

-1%  +1%

Female  White  Asian  Hispanic  Black
30%  63%  18%  7%  6%  3%  3%

Senior Management: New Hires
Identified as

+3%  +1%

Female  White  Asian  Hispanic  Black
31%  56%  19%  10%  8%  10%  3%

Graduate Program
Identified as

-6%  +7%

Female  White  Asian  Hispanic  Black
42%  48%  48%  31%  18%  10%  14%  8%

Intern Program
Identified as

-7%  +1%

Female  White  Asian  Hispanic  Black
42%  49%  45%  44%  31%  22%  15%  10%  4%  16%

NOTE: Employees without a Global Career Band are included in the headcount when calculating the above metrics