

HSBC Innovation Banking UK

2023 UK Gender Pay Gap Disclosures

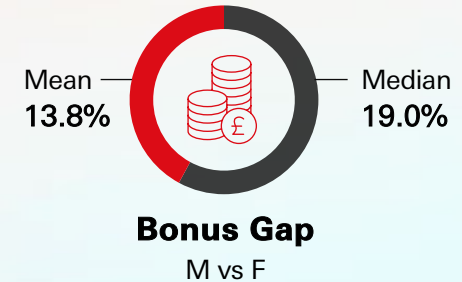
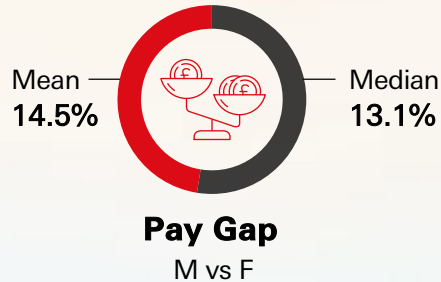
April 2024



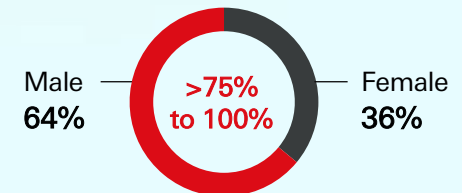
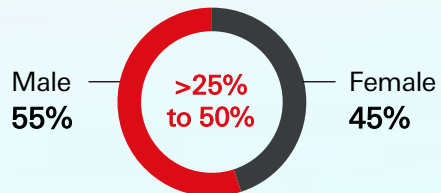
Statutory Gender Pay Gap Disclosures

HSBC Innovation Banking UK is disclosing its 2023 gender pay gap information in line with UK regulation. Find out more about our approach to diversity, equity and inclusion at www.hsbcinnovationbanking.com/en-gb/about-us/dei

572
Employee count
(full pay relevant)



Gender distribution across pay quartiles



The 2023 UK gender pay gap information above does not include any data about securities or securities options which vested during the reporting period as this information is not currently available to HSBC Innovation Banking UK.

Useful definitions

Gender pay gap	A gender pay gap (mean or median) is the difference between the hourly rate of pay of male and female employees. The figure is expressed as a percentage of male pay.
Gender bonus gap	A gender bonus gap (mean or median) is the difference between the bonus paid to male employees and that paid to female employees. This is expressed as a percentage of the bonus paid to male employees. The bonus period in question is the 12 months ending on 5 April 2023.
Proportion of employees that receive a bonus	This calculation shows the proportion of employees (male and female) that receive a bonus during the reporting year. It is expressed as a percentage of all of HSBC Innovation Banking's employees in that UK entity for whom gender information is held.
Percentage of male and female employees in each quartile of the pay distribution	This information reflects the balance of employees in four pay quartile bands. The bands are established by listing all employees from the lowest hourly pay rate to the highest and dividing the entire workforce into four equal parts. Once the quartiles are established, the proportion of male and female employees in each is calculated.
Mean	The mean average is calculated by adding up the pay of all relevant employees and dividing the figure by the number of employees. For example, the mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.
Median	The median is the figure that falls in the middle of a range when the pay of all relevant employees are lined up from smallest to largest. For example, the median gender pay gap is calculated based on the difference between the employee in the middle of the range of male pay and the middle employee in the range of female pay.

Declaration

I confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. **Erin Platts, CEO of HSBC Innovation Banking UK**