



UK BOARD DIVERSITY POLICY STATEMENT

Purpose

To ensure diversity, equity and inclusion are taken into consideration in the succession planning, selection, nomination, operation and evaluation of the HSBC Innovation Banking UK Board.

Statement

HSBC Innovation Banking UK recognises the benefits associated with having a diverse Board which embraces an inclusive mindset and whose backgrounds reflect those of our employees, clients, communities, and other stakeholders. This will enable us to realise our purpose of igniting the bold ideas that shape our world and to build a successful and sustainable company. We also remain committed to an inclusive culture in the Boardroom where Board members believe that their views are heard and their concerns are attended to.

When determining Board composition, consideration will be given to the variety of skills, industry experience, genders, sexual orientations, ages, abilities, social and ethnic backgrounds and other dimensions like cognitive and personal strengths.

Measurable objectives

HSBC Innovation Banking UK supports the recommendations set out in the FTSE Women Leader's Review (formerly Hampton-Alexander Review) for gender and in the Parker Review for Ethnicity. We therefore aspire to:

- Maintain at least 40% of Board positions to be performed by women
- Maintain the current ethnic heritage mix on the Board.

We also support the Financial Conduct Authority's policy statement on diversity and inclusion on company boards and executive management and aim to maintain at least one of our senior board positions (Chair, Chief Executive Officer, or Chief Financial Officer) to be performed by a woman.

We will report progress against these measurable objectives in the HSBC Innovation Banking UK Annual Report together with the process that has been followed in relation to Board appointments.

Policy governance

Next Review	February 2027 and annual thereafter
Policy Sponsor	HSBC Innovation Banking UK Board Chair
Policy Owner	HSBC Innovation Banking UK Nominations Committee
Approved by	HSBC Innovation Banking UK Board
Date Approved	April 2026