HSBC

HSBC HOLDINGS PLC

ESG Data Pack

FY 2022

The financial information does not constitute financial statements prepared in accordance with International Financial Reporting Standards ('IFRSs') and should be read in conjunction with the *Annual Report and Accounts 2022,* the *Interim Report 2022,* and other reports and financial information published by HSBC.

Index

* Includes new disclosures to increase transparency as a result of progress towards alignment with the Hong Kong Stock Exchange listing rules, World Economic Forum (WEF) metrics, and TCFD Recommendations and Recommended Disclosures.

HSBC Holdings plc is responsible for preparation of the ESG information and all the supporting records, including selecting appropriate measurement and reporting criteria, in our Annual Report, ESG Datapack and the additional reports published on our website.

HSBC
HSBC Holdings plc

Sustainable Finance - Summary	Year			
	2022	2021	2020	Cumulative
	$bn	$bn	$bn	$bn
Capital Markets/Advisory (facilitated)	34.6	48.7	30.0	113.3
Balance Sheet Related Transactions - Total[1]	42.1	26.0	10.3	78.4
Lending Transactions [2]	*39.0*	*25.5*	*10.2*	*74.7*
Guarantee Transactions [2]	*3.2*	*0.5*	*0.1*	*3.8*
Investments (Assets under Management - net new flows)	7.5	7.7	3.7	19.0
Total Contribution[3]	**84.2**	**82.4**	**44.1**	**210.7**
Liabilities Transactions (deposits/issuances) [1]	*0.4*	*0.2*	*0.1*	*0.7*

Sustainable Finance - Product View	Year			
	2022	2021	2020	Cumulative
	$bn	$bn	$bn	$bn
Green Bonds	16.0	20.0	9.9	45.9
Social Bonds	5.3	11.1	9.7	26.1
Sustainability Bonds	9.4	11.2	8.2	28.9
Transition Bonds	0.0	0.2	0.1	0.3
Sustainability Linked Bonds	3.7	5.0	1.1	9.8
Short Term Debt	0.0	0.2	0.1	0.3
Green Loan	6.4	4.0	2.1	12.5
Other Green Qualified Lending	4.4	1.5	2.6	8.5
Social Loans	1.0	0.0	0.0	1.0
Social Qualified Lending	0.5	0.2	0.0	0.7
Sustainability Linked Loans	24.6	18.2	2.3	45.1
Green Trade Loan	1.0	0.2	0.1	1.3
Sustainable Trade Instrument	3.2	0.5	0.1	3.8
Sustainable Supply Chain Finance	0.1	1.2	0.0	1.3
Sustainable Finance	**75.5**	**73.5**	**36.3**	**185.3**
DCM	0.0	0.0	0.0	0.0
ECM	0.1	1.0	0.3	1.4
Finance Advisory	0.0	0.0	0.6	0.6
Project Finance	1.1	0.2	3.1	4.4
Sustainable Infrastructure	**1.2**	**1.2**	**4.0**	**6.4**
Investment - ESG Assessed	7.2	6.4	0.7	14.3
Investment - Thematic	0.1	1.0	2.6	3.8
Investment - Impact	0.2	0.3	0.4	0.9
Sustainable Investment	**7.5**	**7.7**	**3.7**	**19.0**
Total Contribution[3]	**84.2**	**82.4**	**44.1**	**210.7**
Green Liabilities (linked to green assets above)[1]				
Green Deposits	0.3	0.2	0.0	0.5
Structured Green Bonds	0.1	0.0	0.1	0.2
	0.4	**0.2**	**0.1**	**0.7**

HSBC
HSBC Holdings plc

Sustainable Finance - Classification by Theme View	Year			
	2022	2021	2020	Cumulative
	$bn	$bn	$bn	$bn
Green - Use of Proceeds[4]	**29.0**	27.1	18.8	74.9
Green Capital Markets/Advisory	**16.1**	21.2	10.9	48.2
Green lending	**12.8**	5.9	7.9	26.6
Social - Use of Proceeds[5]	**6.7**	11.3	9.7	27.8
Social Capital Markets/Advisory	**5.3**	11.1	9.7	26.1
Social lending	**1.4**	0.2	0.0	1.6
Sustainable - Use of Proceeds[6]	**12.6**	11.7	8.3	32.7
Sustainable Capital Markets/Advisory	**9.4**	11.2	8.2	28.9
Sustainable lending	**3.2**	0.5	0.1	3.8
Sustainability Linked[7]	**28.4**	24.6	3.5	56.5
Sustainability Linked Capital Markets/Advisory	**3.7**	5.2	1.2	10.1
Sustainability Linked lending	**24.7**	19.4	2.3	46.4
Sustainable Investments - Asset Management[8]	**7.5**	7.7	3.7	19.0
Investments	**7.5**	7.7	3.7	19.0
Total Contribution[3]	**84.2**	82.4	44.1	210.7

Sustainable Finance - Global Business View	Year		
	2022	2021	2020
	$bn	$bn	$bn
WPB	**7.5**	7.7	3.7
CMB	**24.4**	15.4	6.1
GBM	**52.3**	59.3	34.3
Total	**84.2**	82.4	44.1

Sustainable Finance - Geographic View			
Asia (excluding Hong Kong)	**14.2**	13.2	5.4
Hong Kong	**7.9**	4.6	1.4
Europe (excluding UK)	**36.3**	38.4	20.4
UK	**9.6**	7.6	2.9
Middle East and North Africa	**2.9**	2.5	3.3
North America	**10.6**	12.8	10.0
Latin America	**2.7**	3.3	0.7
Total	**84.2**	82.4	44.1

Assets under management (AUM)	Year		
	2022	2021	2020
	$bn	$bn	$bn
Sustainable AUM	**55.8**	29.7	12.1

1 In 2022 green liabilities were removed from the HSBC data dictionary 2022. This resulted in $0.3bn removed from the published 2021 cumulative total, these can now be seen below the total contribution line.

2 Balance sheet related transactions capture the limit of the facility at the time it was provided. Full transaction descriptions and reporting scope are available within the Data Dictionary, this can be found on our website www.hsbc.com/who-we-are/esg-and-responsible-business/esg-reporting-centre.

3 The $210.7bn cumulative progress since 2020 is subject to limited assurance by PwC provided in accordance with the International Standard on Assurance Engagement 3000 (Revised) 'Assurance Engagements other than Audits and Reviews of Historical Financial Information'. Please see HSBC's $750bn-$1tn Sustainable Finance and Investment Ambition - Data Dictionary 2022 and PwC Assurance Report available at www.hsbc.com/who-we-are/esg-and-responsible-business/esg-reporting-centre.

4 Green – Use of Proceeds: Green labelled products where the facility is aligned to the ICMA Green Bond Principles (capital markets) or LMA Green Loan Principles (lending), or lending assessed against the GLP use of proceeds.

5 Social – Use of Proceeds: Social labelled products where the facility is aligned to the ICMA Social Bond Principles (capital markets) or LMA Social Loan Principles (lending), or lending assessed against the SLP use of proceeds.

6 Sustainable – Use of Proceeds: Sustainable labelled products where the facility is aligned to the ICMA Sustainability Bond Guidelines (capital markets) or our Sustainable Trade Instruments (lending) which aligns use of proceeds to the United Nations SDGs. Sustainability use of proceeds can be used for green, social or a combination of green and social purposes.

7 Sustainability Linked: Sustainability linked labelled products where the facility is aligned to the ICMA Sustainability linked Bond Principles (capital markets) or LMA Sustainability Linked Loan Principles (lending). The coupon or interest rate is linked to sustainability key performance indicators and the funds can be used for general purpose.

8 Sustainable Investments - Asset Management: Net flows of HSBC owed sustainable investment funds that have been assessed against the HSBC data dictionary 2022 for inclusion.

HSBC Holdings plc

Climate risk metrics - Wholesale Credit Risk

	Units	2022							2021							2020						
		Automotive	Chemicals	Construction and building materials	Metals and mining	Oil and gas	Power and Utilities	Total	Automotive	Chemicals	Construction and building materials	Metals and mining	Oil and gas	Power and Utilities	Total	Automotive	Chemicals	Construction and building materials	Metals and mining	Oil and gas	Power and Utilities	Total
Exposure to sector as a % of total wholesale loans and advances [1,2,3]	%	≤ 3.0	≤ 3.3	≤ 3.2	≤ 2.1	≤ 2.6	≤ 3.5	≤ 17.7	≤ 3.0	≤ 3.1	≤ 3.5	≤ 2.1	≤ 3.0	≤ 3.5	≤ 18.2	≤ 3.3	≤ 3.1	≤ 3.5	≤ 2.1	≤ 3.0	≤ 3.3	≤ 18.3
Exposure to sector	$bn	19.4	21.6	21.3	14.1	17.4	23.0	116.7	20.0	20.2	23.4	14.3	19.6	22.9	120.4	22.1	21.1	23.9	13.9	20.2	22.1	123.3
Sector weight as a proportion of high transition risk sectors[4]	%	16	19	18	12	15	20.0	100.0	17	17.0	19	12	16	19	100	18	17	19	11	17	18	100
Transition risk questionnaires response																						
Completion of questionnaires[4]	%	63	49	55	56	67	66.0	59.0	54	45.0	48	49	58	59	52	38	29	37	38	33	39	36
Reported responses include either having a board policy or a management plan[4]	%	69	81	74	71	77	94.0	79.0	60	70.0	65	56	70	90	70	65	73	77	56	77	92	75

1 Amounts shown in the table also include green and other sustainable finance loans, which support the transition to the net zero economy. The methodology for quantifying our exposure to high transition risk sectors and the transition risk metrics will evolve over time as more data becomes available and is incorporated in our risk management systems and processes.

2 Counterparties are allocated to the high transition risk sectors via a two-step approach. Firstly, where the main business of a group of connected counterparties is in a high transition risk sector, all lending to the group is included in one high transition risk sector irrespective of the sector of each individual obligor within the group. Secondly, where the main business of a group of connected counterparties is not in a high transition risk sector, only lending to individual obligors in the high transition risk sectors is included. From 2022, for Global Banking and Markets clients and Commercial Banking clients, the main business of a group of connected counterparties is identified by the industry that generates the majority of revenues within a group. Customer revenue data utilised during this allocation process is the most recent readily available and will not align to our own reporting period. In prior periods for Global Banking and Markets clients, the main business of a group of connected counterparties was identified by the relationship manager for the group. For Commercial Banking clients, the main business of a group of connected counterparties was identified based on the largest industry of HSBC's total lending limits to the group.

3 Total wholesale loans and advances to customers and banks amount to $658bn (2021: $662bn). Amounts include held for sale loans and advances.

4 All percentages are weighted by exposure.

5 We have restated the 2020 and 2021 comparatives to reflect the new 2022 sector allocations and to remove certain off-balance sheet exposures that were previously included following improvements in our data and processes.

HSBC
HSBC Holdings plc

Climate risk metrics - Retail Credit Risk

	Year					
	2022				2021	
	By value ($m)		**By volume**		By volume	
Flood risk for UK retail banking residential mortgage portfolio[1,3] by Region (Q3 2022)	**% of regional lending at high risk**	**% of regional lending at very high risk**	**% of regional lending at high risk**	**% of regional lending at very high risk**	% of regional lending at high risk	% of regional lending at very high risk
North West	3.5	0.6	3.7	0.7	3.7	0.7
West Midlands	1.9	0.1	2.1	0.1	2.1	0.1
Wales	2.8	0.2	2.7	0.2	2.7	0.2
South West	3.0	0.2	3.1	0.2	3.1	0.2
South East	3.8	0.2	4.0	0.3	4.0	0.3
Scotland	2.7	0.2	2.8	0.2	2.8	0.3
North East	2.2	0.1	2.0	0.1	2.1	0.1
Yorkshire and Humberside	3.1	0.3	3.2	0.4	3.3	0.4
East Midlands	4.5	0.7	4.9	0.8	5.0	0.8
East of England	3.0	0.1	3.1	0.2	3.1	0.2
Greater London	4.5	0.1	5.0	0.1	5.0	0.1
Northern Ireland	2.1	0.3	2.2	0.2	2.1	0.2

	By value ($m)		By volume		By volume	
	% of lending		**% of lending**		% of lending	
Energy Performance Certificate ('EPC') ratings[2,3] for UK retail banking residential mortgage portfolio exc. Northern Ireland (Q3 2022)	**Current**	**Potential**	**Current**	**Potential**	Current	Potential
A and B	13.2	62.5	11.7	66.9	10.8	64.4
C	24.5	34.3	25.6	30.6	24.9	31.7
D	42.9	2.9	44.3	2.3	44.7	3.4
E	15.8	0.2	15.1	0.2	16.0	0.4
F & G	3.6	0.0	3.3	0.0	3.7	0.1

1 This table (2022) represents present day flood risk to approximately 93% and 94% of the UK retail mortgage portfolio by value and volume respectively, as at September 2022. We estimate that on a total value basis, and at present day risk levels, 3.5% of the UK retail mortgage portfolio is at high risk of flooding, and 0.2% is at a very high risk. Our current approach to risk appetite considers potential future risk.

2 This table (2022) represents EPC ratings for approximatley 62% and 54% of the UK retail mortgage portfolio by value and volume respectively, as at September 2022 and contains public sector information licensed under the Open Government Licence v3.0. England and Wales data is sourced from DLUHC – Department for Levelling up Housing & Communities, and Scotland data is sourced from the Scottish EPC register via quarterly address matching as part of a valuation for any new lending (where available). We currently do not have EPC data for properties located in Northern Ireland.

3 Relevant data has been collected for reporting since 2021. Data is provided quarterly by our external data provider and this analysis was based on data as at September 2022.

4 Due to rounding, numbers may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

5 EPC certificates issued pre-April 2012 provided an incorrect 'potential' rating which was lower than the actual rating a property could be improved to. As EPC certificates are only valid for 10 years from the date of issuance, a number of these certificates became invalid in 2022. This resulted in an increase in the percentage of our properties with a valid EPC rating that could be upgraded to a higher rating.

HSBC
HSBC Holdings plc

Exposure of our buildings to storm

Number of Storm[1]	Properties at Risk 2022[2]			Buildings Affected [3]	Business Impact
	Office	Branch	Data Centres		
38	202	1345	15	0	No business impact

Notes

1 Storms data is obtained from the Global Disaster Alert and Coordination System, which tracks "named" storms with dates and areas affected.

2 Properties at Risk : These are properties located within the predicted path of the storm.

3 Buildings affected are properties that have sustained some level of damage reported , such as water ingress from heavy rain or wind damage to the building fabric.

HSBC
HSBC Holdings plc

Climate scenario analysis

Internal climate scenario exercise features[2]

		Scenarios							
		Net zero		**Current Commitments**		**Downside Transition Risk**		**Downside Physical Risk**	
Scenario outcomes[1]	**Rise in global temperatures by 2100 (vs pre-industrial levels)**	**1.5°c** ⬤		**2.4°c** ⬤		**1.5°c** ⬤		**3.1°c** ⬤	
Underlying assumptions based on global averages	**Assumed variation in global climate policies**	Low		Medium		High		Low	
	Assumed pace of technology change and adoption	Fast		Gradual		Accelerates from 2030		None	
	Assumed use of CO_2 removal through new technology	Moderate		Low		Low until 2030; moderate from 2030		None	
		2030	**2050**	2030	**2050**	2030	**2050**	2030	**2050**
	Assumed carbon price ($/t$CO_2$)	$202	**$623.00**	$23	**$84.00**	$23	**$637.00**	$4	**$4.00**
	Assumed energy consumption (EJ)	341 EJ	**311 EJ**	442 EJ	**444 EJ**	442 EJ	**288 EJ**	463 EJ	**518 EJ**
	Assumed greenhouse gas emissions (Mt CO_2e/year)	22,476	**6,280**	47,917	**39,861**	47,917	**8,793**	59,258	**59,675**
Scenario risk characteristics	**Climate risk** **Physical**	▼ Lower		▶ Moderate		▼ Lower		▲ Higher	
	Transition	▲ Higher		▶ Moderate		▲ Higher		▼ Lower	

1 In our projections for the rise in global temperatures under each scenario, we focus on a time period to 2100, in alignment with other external climate scenarios. Our net zero emissions targets for 2050 align to the Paris Agreement, which aims to limit the rise in global temperatures to well below 2°C, and preferably 1.5°C, which would mean the global economy would need to reach net zero greenhouse gas emissions by 2050.
2 For further details of our result of climate scenario analysis, see page 226 in Annual Report and Accounts 2022.

Overview of climate scenario analysis modelling framework[3]
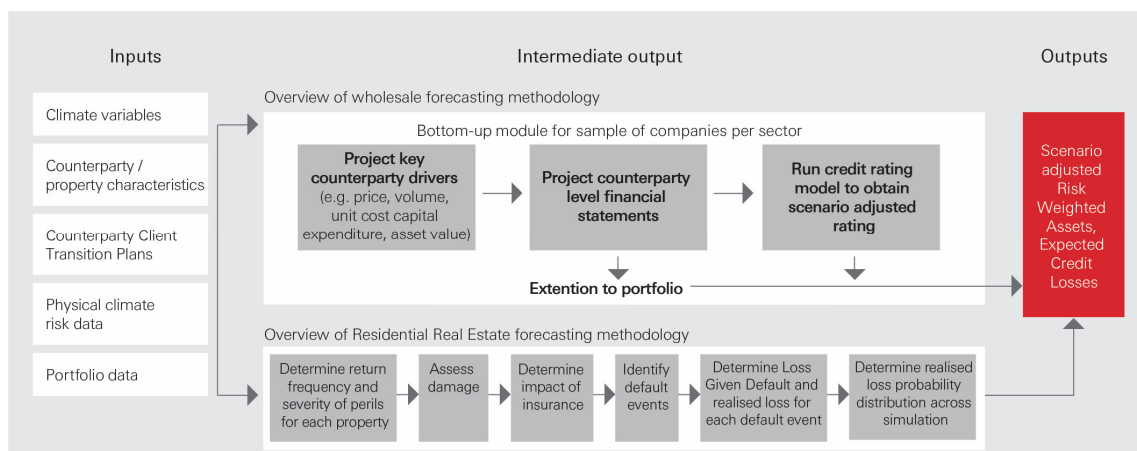
3 For further details of our modelling approach, see page 226 in Annual Report and Accounts 2022.

HSBC
HSBC Holdings plc

Trajectory of global carbon prices and carbon emissions under our different climate scenarios[4]

Evolution of global carbon prices
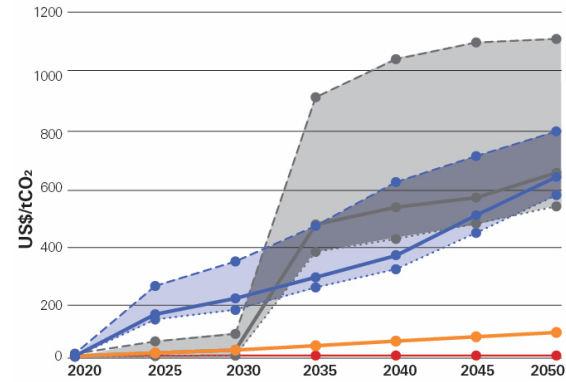
Global CO$_2$ equivalents emissions
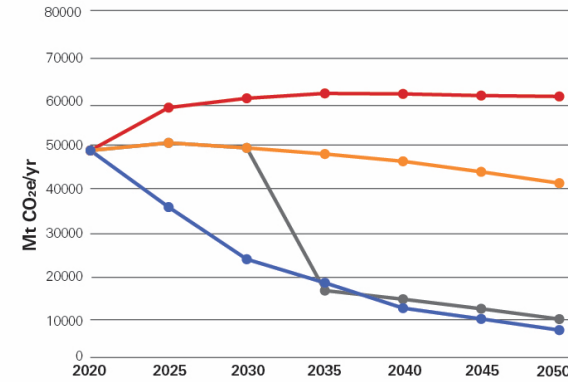
●— Net Zero[5]   ●— Current Commitments   ●— Downside Transition Risk[5]   ●— Downside Physical Risk

4 For further details how different climate scenarios impact HSBC, see page 226 in Annual Report and Accounts 2022.
5 In the chart on the left, the shaded areas for the Net Zero and Downside Transition Risk scenarios represent the differences in carbon prices globally, with the upper ranges reflecting the average price for the key markets of the EU, UK, US and Japan, and the lower ranges reflecting the average price for the rest of the world.

HSBC
HSBC Holdings plc

Financed emission targets

Sector	Year	2022				
		On-balance sheet financed emissions– wholesale credit lending and project finance [1,2]				
					PCAF Data quality score [3,†]	
		Scope 1-2 (Mt CO2)[†]	Scope 3 (Mt CO2)[†]	Emissions intensity	Scope 1 and 2	Scope 3
Oil and gas[4,5]	2019	3.7	29.3	72.2	2.7	2.9
	2020	3.3	26.8	71.0	2.7	2.9
Power and utilities[4,5]	2019	12.1	N/A	589.9	3.3	N/A
	2020	11.8	N/A	509.6	3.2	N/A
Cement	2019	2.2	N/A	0.64	2.2	N/A
	2020	1.3	N/A	0.64	2.3	N/A
Iron, steel and aluminium	2019	3.2	N/A	1.8	2.5	N/A
	2020	2.7	N/A	2.0	2.8	N/A
Aviation	2019	6.2	0.11	84.0	2.8	2.8
	2020	4.9	0.08	103.9	2.6	3.0
Automotive	2019	0.11	4.0	191.5	3.3	3.4
	2020	0.14	4.9	176.2	3.2	3.3

1 Total amount of short-term finance excluded for all sectors listed is $9.3bn in 2019 and $7.6bn in 2020.

2 Total loans and advances analysed in 2019 were $38.3bn representing 1.7% of wholesale credit and lending and project finance at 31 December 2019, and in 2020 were $34.7bn representing 1.7% of wholesale credit and lending and project finance at 31 December 2020.

3 PCAF scores where 1 is high and 5 is low. This is a weighted average score based financing for on-balance sheet financed emissions.

4 In the Annual Report and Accounts 2021 the units for power and utilities were reported last year as MtCO2e, and are now amended to Mt CO2. Oil and gas absolute emissions are measured in MtCO2e. This year we amended the units for the power and utilities sector from Mt CO2e/TWh' to tCO2/GWh to align to market practice. While the target value remains unchanged this has led to a revision in the figure reported from 0.14 Mt CO2e/TWh' to 138 tCO2/GWh.

5 Our 2019 emissions for our oil and gas, and power and utilities sectors have been revised due to changes in data impacting drawn amounts of client lending, and amendments to the assumptions governing the in-scope client population.

† Data is subject to independent limited assurance by PwC in accordance with ISAE 3000/ ISAE 3410. For further details, see our Financed Emissions Methodology and PwC's limited assurance report, which are available at www.hsbc.com/who-we-are/esg-and-responsible-business/esg-reporting-centre.

Targets and progress

Sector	2019 baseline	2020 progress	2030 target	Unit[1]	2030 target	Target scenario
Oil and gas	33.0	30.1	-0.34	Mt CO2e	Absolute	IEA NZE 2050
Power and utilities[2]	589.9	509.6	138	tCO2/GWh	Intensity	IEA NZE 2050
Cement	0.64	0.64	0.46	tCO2/t cement	Intensity	IEA NZE 2050
Iron, steel and aluminium[3]	1.8	2.0	1.05 (1.43)	tCO2/t metal	Intensity	IEA NZE 2050
Aviation	84.0	103.9	63.0	tCO2/million rpk	Intensity	IEA NZE 2050
Automotive	191.5	176.2	66.0	tCO2/million vkm	Intensity	IEA NZE 2050

1 Our absolute and intensity emission metrics and targets are measured based on the drawn exposures of the counterparties in scope for each sector, which is a subset of our total loans and advances. For the oil and gas sector, absolute emissions are measured in million tonnes of carbon dioxide ('Mt CO2e') and intensity is measured in million tonnes of carbon dioxide per exajoule ('Mt CO2e/Ej'); for the power and utilities sector, it is measured in tonnes of carbon dioxide equivalent per gigawatt hour ('tCO2/GWh'); for the cement sector, it is measured in tonnes of carbon dioxide per tonne of cement ('tCO2/t cement'); for the iron, steel and aluminium sector, it is measured in tonnes of carbon dioxide per tonne of metal ('tCO2/t metal'); for the aviation sector, it is measured in tonnes of carbon dioxide per million revenue passenger kilometres ('tCO2/million rpk'); and for the automotive sector, it is measured in tonnes of carbon dioxide per million vehicle kilometres ('tCO2/million vkm').

2 Our power and utilities target units have been revised from our 2021 analysis, and the target has been revised from 0.14 Mt CO2e/TWh to 138 tCO2/GWh due to rounding. The target value remains unchanged.

3 While the iron, steel and aluminium 2030 target is aligned with the IEA Net Zero Emissions by 2050 scenario, we also reference the Mission Possible Partnership Technology Moratorium scenario, whose 2030 reference range is shown in parentheses.

HSBC
HSBC Holdings plc

Environmental key facts

	Units	Year		
		2022	2021	2020
Reporting Coverage as % of Group FTE		**92.4 %**	92.2 %	92.8%

Energy and travel greenhouse gas emissions[1]

		2022	2021	2020
Scope 1 [2,3]	tonnes CO2e	**19,000**	22,000	20,000
Scope 2 [2,3,4]	tonnes CO2e	**224,000**	307,000	343,000
Scope 3 –Category 6 (Business Travel)[2,3,5]	tonnes CO2e	**42,000**	12,000	81,000
Total	**tonnes CO2e**	**285,000**	341,000	444,000

Supply chain greenhouse gas emissions

		Year			
		2022	2021	2020	2019
Purchased Goods & Services[6]					
Scope 1 & 2[7]	tonnes CO2e	**218,000**	252,000	212,000	268,000
Data quality score[6,7]		**3.1**	3.0	3.0	3.2
Scope 3[7]	tonnes CO2e	**648,000**	617,000	492,000	562,000
Data quality score[6,7]		**3.3**	3.3	3.3	3.5
Total purchased goods & services (Scope 1,2 &3)[6]	tonnes CO2e	**866,000**	869,000	704,000	830,000
Capital goods					
Scope 1 & 2[6]	tonnes CO2e	**30,000**	31,000	15,000	13,000
Data quality score[6,7]		**3.1**	3.1	3.4	3.6
Scope 3[6]	tonnes CO2e	**114,000**	96,000	21,000	25,000
Data quality score[6,7]		**3.4**	3.3	3.6	3.7
Total capital goods (Scope 1,2 &3)[6]	tonnes CO2e	**144,000**	127,000	36,000	38,000

Our financed emissions

	Unit[9]	Year[8]			
Scope 3 - indirect (Downstream activities – investments)		**2022**	2021	2020	2019
On-balance sheet financed emissions					
Oil and gas [10,11]	Mt CO2e	**N/A**	N/A	30.1	33
Power and utilities [11]	tCO2/GWh	**N/A**	N/A	509.6	589.9
Cement	tCO2/t cement	**N/A**	N/A	0.64	0.64
Iron, steel and aluminium	tCO2/t metal	**N/A**	N/A	2	1.8
Aviation	tCO2/million rpk	**N/A**	N/A	103.9	84
Automotive	tCO2/million vkm	**N/A**	N/A	176.2	191.5

GHG emissions intensity ratio[1]

		2022	2021	2020
By Scope				
Scope 1 - direct	tonnes CO2e/FTE	**0.09**	0.10	0.09
Scope 2 - indirect	tonnes CO2e/FTE	**1.02**	1.37	1.49
Scope 3 - indirect (Upstream activities - business travel)	tonnes CO2e/FTE	**0.19**	0.05	0.35
Total GHG emissions per FTE	tonnes CO2e/FTE	**1.30**	1.52	1.93
GHG emissions per m^2	tonnes CO2e/m^2	**0.10**	0.11	0.14

HSBC
HSBC Holdings plc

GHG emissions per FTE by region[12]

Europe	tonnes CO2e/FTE	**0.64**	0.42	0.93
Asia	tonnes CO2e/FTE	**1.25**	1.72	2.05
North America	tonnes CO2e/FTE	**2.45**	2.14	2.97
Latin America	tonnes CO2e/FTE	**1.11**	1.25	1.68
Middle East and North Africa	tonnes CO2e/FTE	**2.23**	2.87	3.85

Resource Efficiency[12]

Energy

Total electricity consumption	kWh in 000s	**712,000**	729,000	814,000
Primary fuel sources (gas, oil, diesel etc.)	kWh in 000s	**85000**	104,000	114,000
Total energy consumption	kWh in 000s	**797,000**	833,000	928,000
Of which:				
Total renewable electricity from PPA	kWh in 000s	**211,000**	207,000	243000
Renewable electricity from other sources	kWh in 000s	**133,000**	66,000	62000
Energy consumption per FTE	kWh/FTE	**3,923**	4,019	4,344
Energy consumption per m^2	kWh/ m^2	**305**	277	288

Waste

Waste disposed	kilotonnes	**5**	5	7
Waste recycled	kilotonnes	**8**	8	10
Total waste produced	kilotonnes	**13**	13	17
Waste disposed per FTE	tonnes/FTE	**0.02**	0.02	0.03
% recycled	%	**61**	61	58

Water

Total water consumption	thousand m^3	**1,501**	1,594	2,065
Water consumption per FTE	m^3/FTE	**7.40**	7.70	9.67

Business travel

Short haul air travel	million km	**49**	13.9	83.7
Long haul air travel	million km	**67**	14.6	142.6
Air travel	million km	**116**	28.5	226.3
Rail travel	million km	**9**	1.6	15.0
Road travel	million km	**24**	25.8	56.6
Other travel	million km	**7**	7.6	35.7
Total business travel	million km	**156**	63.5	333.6
Business travel per FTE	km/FTE	**770**	307	1,561

HSBC
HSBC Holdings plc

CO_2e: Carbon dioxide equivalent
FTE: Full-time equivalent employee

- Our environmental data for our own operations is based on a 12-month period to 30 September. The environmental reporting year is not fully aligned to the financial reporting year covered by the Annual Report and Accounts. Please refer to our reporting guidance, methodology and PwC's limited assurance report at https://www.hsbc.com/who-we-are/esg-and-responsible-business/esg-reporting-centre.
- The environmental data for our own operations, including but not limited to greenhouse gas emissions, water consumption, energy consumption is representative of our offices, data centres and branches. It does not include the impact of our colleagues working from home.

1 The data has been uplifted and scaled up. To estimate the emissions of our operations in countries and territories where we have operational control and a small presence, we scale up the emissions data from reporting coverage as percentage of Group FTE to 100%. We then apply emission uplift rates to reflect uncertainty concerning the quality and coverage of emission measurement and estimation. This is consistent both with the Intergovernmental Panel on Climate Change (IPCC)'s Good Practice Guidance and Uncertainty Management in National Greenhouse Gas Inventories and our internal analysis of data coverage and quality.

2 Data in 2022 is subject to limited assurance by PwC provided in accordance with the International Standard on Assurance Engagement 3410 'Assurance Engagements on greenhouse gas statements'. Please see GHG Reporting Guideline 2022 and PwC's limited assurance report available at https://www.hsbc.com/who-we-are/esg-and-responsible-business/esg-reporting-centre.

3 Data in 2019 and 2020 was subject to limited assurance by PwC provided in accordance with the International Standard on Assurance Engagement 3410 'Assurance Engagements on greenhouse gas statements', however we have updated our air travel reporting methodology to include the cabin class travel and the impact of radiative forces and therefore this impacts our total annual GHG emissions and intensity emissions as well as the GHG emissions per FTE by region. The previous subtotal emissions (scope 1, 2, 3 (business travel only)) reported value in 2019 was 530,000 tonnes CO2e, while 2020 was reported as 406,000 tonnes CO2e. For 2019 and 2020, see CO2 Emissions Reporting Guideline and PwC's limited assurance report, which are available at https://www.hsbc.com/who-we-are/esg-and-responsible-business/esg-reporting-centre.

4 Since 2016, HSBC has applied the Greenhouse Gas Protocol Scope 2 Guidance market based methodology.

5 The breakdown of the road travel data is not available for year 2020 hence emissions of the HSBC's vehicle fleet are reported under scope 3. Starting from 2021, HSBC's vehicle fleet emissions data is reported under scope 1.

6 Data in 2019, 2020, 2021 and 2022 for scope 3 (purchased goods and service) and scope 3 (capital goods) is subject to PwC's limited assurance report in accordance with International Standard on Assurance engagements 3410 (Assurance Engagements on Greenhouse Gas Statements). For further details, see GHG Reporting Guideline 2022 and third-party limited assurance report at www.hsbc.com/our-approach/esg-information/esg-reporting-and-policies.

7 Data quality scores where 1 is high and 5 is low, based on the quality of emissions data. This is a weighted average score based on HSBC supplier spend and is in line with HSBC's financed emissions reporting methodology.

8 In view of third-party data sets that feed into our analysis may have up to a two-year lag in reported emissions figures, we currently disclose 2019 and 2020 data.

9 Our absolute and intensity emission metrics and targets are measured based on the drawn exposures of the counterparties in scope for each sector, which is a subset of our total loans and advances. For the oil and gas sector, absolute emissions are measured in million tonnes of carbon dioxide ('Mt CO2e') and intensity is measured in million tonnes of carbon dioxide per exajoule ('Mt CO2e/Ej'); for the power and utilities sector, it is measured in tonnes of carbon dioxide equivalent per gigawatt hour ('tCO2/GWh'); for the cement sector, it is measured in tonnes of carbon dioxide per tonne of cement ('tCO2/t cement'); for the iron, steel and aluminium sector, it is measured in tonnes of carbon dioxide per tonne of metal ('tCO2/t metal'); for the aviation sector, it is measured in tonnes of carbon dioxide per million revenue passenger kilometres ('tCO2/million rpk'); and for the automotive sector, it is measured in tonnes of carbon dioxide per million vehicle kilometres ('tCO2/million vkm').

10 Data is subject to independent limited assurance by PwC in accordance with ISAE 3000/ ISAE 3410. For further details, see our Financed Emissions Methodology and PwC's limited assurance report, which are available at www.hsbc.com/who-we-are/esg-and-responsible-business/esg-reporting-centre.

11 Our 2019 emissions for our oil and gas, and power and utilities sectors have been revised due to changes in data impacting drawn amounts of client lending, and amendments to the assumptions governing the in-scope client population.

12 The data has been collected based on actual consumptions/ emissions and has not been uplifted and scaled up. Thus, the data of our operations in some countries and territories where we have operational control and a small presence may have not been included due to the data collection challenges. Our last year's disclosure contained an error in units, which has now been corrected.

HSBC

HSBC Holdings plc

Scope 2 Electricity Dual Reporting[1]

	2022		
	Market-Based Total (tonnes CO_2e)[2]	Location-Based Total (tonnes CO_2e)	Instrument types[3]
Argentina	3,646	3,646	No market information available hence IEA factors used
Bahrain	1,054	1,251	Onsite renewable covers 16% of Bahrain electricity consumption
France	65	1,153	REGOs cover 94% of French consumption - Residual Mix from AIB for the rest
Germany	—	1,250	Supplier emission rate for 100% of the German consumption
Hong Kong	77,129	114,670	RECs covering 33% of the electricity consumption in Hong Kong - IEA factor for the rest
India	23,977	35,215	PPAs and Green Tariffs covering 32% of the electricity consumed in India - National Factor from the Government of India Ministry of Power for the rest
Malta	1,392	1,392	Residual Mix from AIB
Malaysia	3,899	9,174	Green Tariffs covering 58% of the electricity consumed in Malaysia - IEA factor for the rest
Philippines	1,363	3,491	Green Tariffs covering 61% of the electricity consumed in the Philippines - IEA factor for the rest
Mexico	15,829	36,983	PPAs covering 57% of the energy consumed in Mexico - National Factor from the Government of Mexico for the rest
Middle East and Türkiye (excluding Bahrain)	14,476	14,476	No market information available hence IEA factors used
North America	19,212	19,212	eGrid for US - IEA factors for the rest
Rest Asia Pacific	27,940	30,235	Supplier emission rate for 14% of consumption in China - IEA factor for the rest
Switzerland	33	83	Green Tariff in place for 49% of consumption - Residual Mix for the rest
United Kingdom	2,559	36,021	Wind and Solar PPAs covering 82% of the energy consumed in the UK - REGOs to cover 14% of the energy consumed in the UK - Residual Mix for the remaining UK consumption due to landlord service charge
Scope 2 Group Total (before uplift and scale up)	**192,574**	**308,251**	
Group total Scope 2 after uplift and scale up[4]	**224,000**	**347,000**	

Scope 2 Electricity Dual Reporting[1]

	2021		
	Market-Based Total (tonnes CO_2e)	Location-Based Total (tonnes CO_2e)	Instrument types[3]
Argentina	4,958	4,958	No market information available hence IEA factors used
Bahrain	1,052	1,131	Onsite renewable covers 7.5% of Bahrain electricity consumption
France	228	1,299	REGOs cover 83.5% of French consumption - Residual Mix from AIB for the rest
Germany	42	3,002	Supplier emission rate for 99% of the German consumption - Residual Mix from AIB for the rest
Hong Kong	127,524	129,876	RECs covering 1.8% of the electricity consumption in Hong Kong - IEA factor for the rest
India	23,134	30,239	PPAs covering 23% of the electricity consumed in India - National Factor from the Government of India Ministry of Power for the rest
Malta	1,462	1,390	Residual Mix from AIB
Mexico	17,858	43,941	PPAs covering 60% of the energy consumed in Mexico - National Factor from the Government of Mexico for the rest
Middle East and Türkiye (excluding Bahrain)	15,808	15,808	No market information available hence IEA factors used
North America	22,070	22,070	eGrid for US - IEA factors for the rest
Rest Asia Pacific	49,271	49,271	No market information available hence IEA factors used
Switzerland	1	83	Supplier emission rate
United Kingdom	1,947	39,034	Wind and Solar PPAs covering 79% of the energy consumed in the UK - REGOs to cover 17% of the energy consumed in the UK - Residual Mix for the remaining UK consumption due to landlord service charge
Scope 2 Group Total (before uplift and scale up)	265,357	342,103	
Group total Scope 2 after uplift and scale up[4]	**307,000**	**386,000**	

Scope 1& 2 Electricity Dual Reporting

	2020		
	Market-Based Total (tonnes CO_2e)	Location-Based Total (tonnes CO_2e)	Instrument types[3]
France	414	2,007	REGOs cover 67% of French consumption - Residual mix from AIB for the rest
Germany	104	3,661	Supplier emission rate for 98% of the German consumption - Residual Mix from AIB for the rest
Hong Kong	127,764	128,003	RECs certificates and IEA factor
India	32,355	45,309	PPAs covering 29% of the energy consumed in India - National Factor from the Government of India Ministry of Power for the rest
LATAM	7,211	7,211	No market information available hence IEA factors used
Malta	1,435	1,634	Residual mix from AIB
Mexico	20,923	47,038	PPAs covering 56% of the energy consumed in Mexico - National Factor from the Government of Mexico for the rest
Middle East and Türkiye	20,159	20,159	No market information available hence IEA factors used
North America	26,711	26,711	eGrid for US - IEA factors for the rest
Rest Asia Pacific	60,289	60,288	No market information available hence IEA factors used
Switzerland	88	140	Supplier emission rate
United Kingdom	—	47,566	Wind and Solar PPAs covering 86% of the energy consumed in the UK - REGOs to cover the remaining 14%
Scope 2 Group total	297,453	389,727	
Scope 1 Group total	25,228	25,228	
Group total emissions from Energy (before uplift and scale up)	322,681	414,955	
Group total emissions from Energy after uplift and scale up[4]	**363,000**	**466,000**	

HSBC

HSBC Holdings plc

CO2e: Carbon dioxide equivalent

- Our environmental data for our own operations is based on a 12-month period to 30 September. The environmental reporting year is not fully aligned to the financial reporting year covered by the Annual Report and Accounts. Please refer to our reporting guidance, methodology and assurance report at https://www.hsbc.com/who-we-are/esg-and-responsible-business/esg-reporting-centre.
1 Due to enhancement of data collection and methodology, we disclose the dual reporting for the electricity with scope 2 data only from 2021.
2 Percentage of operations actually reported in 2022 under the market basis: 48.3% of HSBC's Energy consumption in KWh before uplift and scale up.
3 Instruments types have been checked against Scope 2 Greenhouse Gas Protocol quality criteria.
4 Data is subject to limited assurance by PwC provided in accordance with the International Standard on Assurance Engagement 3410 'Assurance Engagements on greenhouse gas statements'. Please see GHG Reporting Guideline 2022, CO2 Emissions Reporting Guidance and PwC Assurance Report (available at https://www.hsbc.com/who-we-are/esg-and-responsible-business/esg-reporting-centre).

Glossary

AIB	Association of Issuing Bodies
IEA	International Energy Agency
PPA	Power Purchase Agreement
REGO	Renewable Guarantee of Origin
REC	Renewable Energy Certificate

Sources

GHG Scope 2 Guidance	https://ghgprotocol.org/scope_2_guidance
Residual Mix	https://www.aib-net.org/sites/default/files/assets/facts/residual-mix/2021/AIB_2021_Residual_Mix_Results_1_1.pdf
eGrid	https://www.epa.gov/egrid/download-data
Government of India Ministry	2021 source: https://cea.nic.in/wp-content/uploads/baseline/2021/06/User_Guide_ver_16_2021-1.pdf
	2020 source: https://cea.nic.in/wp-content/uploads/baseline/2020/07/user_guide_ver15.pdf
Government of Mexico	2021 source: https://www.gob.mx/semarnat/acciones-y-programas/registro-nacional-de-emisiones-rene
	2020 source: https://www.gob.mx/cms/uploads/attachment/file/538473/Factor_emision_electrico_2019.pdf

HSBC
HSBC Holdings plc

	Units	Year[2]					
Land use and ecological sensitivity[1,7]		**2022**	**% of Total portfolio**[3]	2021	% of Total portfolio[3]	2020	% of Total portfolio[3]
Number of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA)		**51**	**1.6**	64	1.7	65	1.6
Area of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA)	square mts [4]	**21,543**	**0.7**	55,569	1.6	55,968	1.5

		Year[6]										
Water consumption in water - stressed areas[5]		**2022**							2021			
		Branch	**Data centre**	**Office**	**Total portfolio**	**% of Total portfolio**		Branch	Data centre	Office	Total portfolio	% of Total portfolio
Number of sites located in or near water stressed areas[8]	number of properties	**1647**	**22**	**156**	**3122**	**58.5**		933	11	105	3,750	28 %
Fresh water consumed (withdrawals minus discharges of equal quality) in water-stressed areas for own operations	mega ltr	**340**	**42**	**575**	**2408**	**39.7**		237	34	311	1,594	37 %

1 Protected areas and key biodiversity areas (KBA) information was extracted from the World Database on Protected Areas, managed by the United Nations' Environment Programme World Conservation Monitoring Centre.

2 The data was captured in December of each reporting year.

3 % of Total portfolio refers to the percentage of HSBC's properties that are located within the outline of each protected area within the market.

4 Property areas are measured in square metres or square feet whereas land areas are measured in hectares. In this case the metric is the area of the properties within the protected areas (not including adjacent areas) with square meters being the measure.

5 Water stress data is extracted from the World Resource Institute Aqueduct water risk atlas tool, which was modelled at the intervals of 2020, 2030 and 2040. Data set is filtered to only markets where we have an active or mothball property. The data includes water use in own premises (owned or leased) where sub-metering is available and/or we pay the utility bill. We do not capture data throughout the supply chain or service type office locations where utilities are rentalised.

6 Data modelling of water stress areas has started since 2021. Hence data in 2020 is not available. The reporting year of 2022 data is from 1 Oct 2021 to 30 Sep 2022. The reporting year is not fully aligned to the financial reporting year covered by the Annual Report and Accounts. Please refer to our reporting guidance, methodology and assurance report at at https://www.hsbc.com/our-approach/esg-information/esg-reporting-and-policies.

7. The reduction in area of properties within protected areas reflects the Bank's real estate portfolio reduction in 2022.

8. The increase in branches located within water stressed areas reflects the increase in the number of High and Very High water stressed areas identified by World Resource Institute Aqueduct water risk atlas tool in 2022.

HSBC

HSBC Holdings plc

Employee profile data

	Year		
	2022	2021	2020
1) Number of employees by region			
Asia (excluding Hong Kong)	**101,226**	98,115	97,499
Hong Kong	**27,248**	28,720	29,749
Europe (excluding UK RFB)	**33,725**	34,564	39,977
UK RFB	**20,164**	20,983	21,211
Middle East and North Africa	**9,512**	9,035	9,290
North America	**11,422**	13,062	14,181
Latin America	**20,473**	20,258	19,133
Total[1]	**223,770**	224,737	231,040
2) % of employees by gender[2]			
All employees			
Male	**48.2%**	48.2%	48.2%
Female	**51.8%**	51.8%	51.8%
All senior leaders[3]			
Male	**66.7%**	68.3%	69.7%
Female	**33.3%**	31.7%	30.3%
Women in management[4]			
Group executive	**19.0%**	19.0%	19.0%
General manager	**31.3%** N/A	N/A	
Managing director	**27.7%** N/A	N/A	
All management positions	**45.6%**	45.4%	45.3%
Middle management positions	**37.3%**	37.3%	37.6%
Junior management positions	**49.1%**	48.9%	48.8%
Women promoted[5]			
Promotions to senior management	**38.1%**	42.4%	38.1%
Promotions to middle management	**39.2%**	39.5%	39.4%
Promotions to junior management	**55.9%**	52.1%	51.2%
% of employees by gender by region			
Asia (excluding Hong Kong)			
Male	**48.4%**	48.5%	48.7%
Female	**51.6%**	51.5%	51.3%
Hong Kong			
Male	**46.2%**	46.3%	46.3%
Female	**53.8%**	53.7%	53.7%
Europe (excluding UK RFB)			
Male	**52.9%**	53.0%	52.2%
Female	**47.1%**	47.0%	47.8%
UK RFB			
Male	**38.5%**	38.9%	38.1%
Female	**61.5%**	61.1%	61.9%
Middle East and North Africa			
Male	**49.1%**	49.6%	50.8%
Female	**50.9%**	50.4%	49.2%
North America			
Male	**51.1%**	49.4%	49.8%
Female	**48.9%**	50.6%	50.2%
Latin America			
Male	**49.9%**	49.4%	49.2%
Female	**50.1%**	50.6%	50.8%

HSBC
HSBC Holdings plc

	Year					
	2022		2021		2020	
3) % Senior leaders by Global Business	**Male**	**Female**	Male	Female	Male	Female
Group						
Global Banking & Markets	74.5%	25.5%	75.8%	24.2%	77.7%	22.3%
Commercial Banking	68.2%	31.8%	68.6%	31.4%	70.0%	30.0%
Wealth and Personal Banking	63.5%	36.5%	64.3%	35.7%	65.7%	34.3%
Digital Business Services	67.5%	32.5%	70.1%	29.9%	71.9%	28.1%
Global Functions	60.2%	39.8%	61.7%	38.3%	62.6%	37.4%
Other [6]	65.7%	34.3%	68.9%	31.1%	70.1%	29.9%
UK						
Global Banking & Markets	76.3%	23.7%	77.1%	22.9%	77.9%	22.1%
Commercial Banking	70.3%	29.7%	69.1%	30.9%	68.0%	32.0%
Wealth and Personal Banking	67.5%	32.5%	70.0%	30.0%	72.2%	27.8%
Digital Business Services	70.3%	29.7%	72.6%	27.4%	73.4%	26.6%
Global Functions	60.8%	39.2%	62.4%	37.6%	63.3%	36.7%
Other	67.0%	33.0%	69.1%	30.9%	72.4%	27.6%
US						
Global Banking & Markets	78.8%	21.2%	80.6%	19.4%	82.5%	17.5%
Commercial Banking	69.0%	31.0%	65.5%	34.5%	72.1%	27.9%
Wealth and Personal Banking	63.5%	36.5%	62.9%	37.1%	64.8%	35.2%
Digital Business Services	67.3%	32.7%	65.0%	35.0%	73.2%	26.8%
Global Functions	65.6%	34.4%	67.8%	32.2%	66.4%	33.6%
Other	56.8%	43.2%	67.9%	32.1%	69.2%	30.8%
Hong Kong						
Global Banking & Markets	69.5%	30.5%	69.6%	30.4%	71.8%	28.2%
Commercial Banking	61.4%	38.6%	64.1%	35.9%	61.9%	38.1%
Wealth and Personal Banking	52.9%	47.1%	53.0%	47.0%	52.9%	47.1%
Digital Business Services	65.3%	34.7%	70.1%	29.9%	72.7%	27.3%
Global Functions	58.4%	41.6%	59.2%	40.8%	58.3%	41.7%
Other	58.6%	41.4%	57.1%	42.9%	57.8%	42.2%
Mainland China						
Global Banking & Markets	55.0%	45.0%	58.3%	41.7%	61.4%	38.6%
Commercial Banking	57.4%	42.6%	58.9%	41.1%	63.2%	36.8%
Wealth and Personal Banking	46.9%	53.1%	45.5%	54.5%	51.6%	48.4%
Digital Business Services	63.3%	36.7%	65.9%	34.1%	66.7%	33.3%
Global Functions	29.7%	70.3%	35.2%	64.8%	36.2%	63.8%
Other	46.9%	53.1%	50.0%	50.0%	45.8%	54.2%
Mexico						
Global Banking & Markets	70.6%	29.4%	73.7%	26.3%	70.8%	29.2%
Commercial Banking	81.5%	18.5%	78.4%	21.6%	82.9%	17.1%
Wealth and Personal Banking	71.7%	28.3%	72.1%	27.9%	75.0%	25.0%
Digital Business Services	42.9%	57.1%	51.9%	48.1%	60.0%	40.0%
Global Functions	66.2%	33.8%	66.3%	33.8%	66.7%	33.3%
Other	75.0%	25.0%	100.0%	0.0%	100.0%	0.0%
India						
Global Banking & Markets	84.6%	15.4%	89.4%	10.6%	94.4%	5.6%
Commercial Banking	81.5%	18.5%	77.8%	22.2%	85.7%	14.3%
Wealth and Personal Banking	81.8%	18.2%	84.0%	16.0%	72.4%	27.6%
Digital Business Services	69.1%	30.9%	72.2%	27.8%	75.6%	24.4%
Global Functions	65.6%	34.4%	66.3%	33.7%	68.7%	31.3%
Other	86.7%	13.3%	87.0%	13.0%	100.0%	0.0%

HSBC
HSBC Holdings plc

4) % of employee by Ethnicity	Year		
	2022	2021	2020
Group - all employees [7]			
Arab	**0.3%**	0.1%	0.0%
Asian	**35.5%**	30.4%	18.2%
Black	**0.9%**	0.8%	0.8%
Indigenous Group	**0.4%**	0.0%	0.0%
Hispanic	**3.1%**	3.2%	0.4%
White	**12.9%**	12.2%	13.0%
Two or more races/ ethnicities	**0.4%**	0.3%	0.3%
Other	**1.5%**	0.7%	0.5%
Prefer not to say	**1.4%**	1.1%	1.2%
Not responded	**43.6%**	51.2%	65.5%
UK - all employees			
White	**59.0 %**	59.5%	60.5%
Asian	**13.9%**	13.0%	12.6%
Black	**2.8%**	2.6%	2.5%
Mixed race	**1.5%**	1.4%	1.4%
Other [8]	**1.6%**	1.6%	1.6%
Prefer not to say	**5.8%**	6.3%	6.9%
Not responded	**15.4%**	15.6%	14.4%
US - all employees			
White	**54.6%**	52.9%	53.1%
Asian	**21.9%**	22.9%	23.3%
Black	**6.5%**	7.2%	7.2%
Hispanic	**9.3%**	10.0%	9.7%
Other [9]	**2.1%**	2.2%	2.0%
Prefer not to say	**0.4%**	0.0%	0.0%
Not responded	**5.2%**	4.8%	4.6%
Group - senior leaders [7]			
Arab	**0.3%**	0.1%	0.0%
Asian	**20.8%**	15.7%	10.4%
Black	**1.0%**	0.8%	0.7%
Indigenous Group	**0.0%**	0.0%	0.0%
Hispanic	**2.2%**	2.0%	0.7%
White	**34.0%**	31.2%	31.4%
Two or more races/ ethnicities	**1.3%**	1.1%	0.8%
Other	**1.5%**	1.3%	1.3%
Prefer not to say	**3.5%**	3.3%	3.9%
Not responded	**35.4%**	44.5%	50.8%
UK - senior leaders			
White	**57.4%**	58.2%	60.0%
Asian	**12.2%**	11.3%	10.5%
Black	**1.4%**	1.0%	0.9%
Mixed Race	**2.1%**	1.9%	1.6%
Other [8]	**1.6%**	1.5%	1.6%
Prefer not to say	**7.5%**	8.3%	9.9%
Not responded	**17.8%**	17.8%	15.6%
US - senior leaders			
White	**63.2%**	64.4%	65.8%
Asian	**15.9%**	15.0%	14.9%
Black	**2.6%**	2.7%	2.5%
Hispanic	**6.4%**	6.2%	6.0%
Other [10]	**2.1%**	2.6%	2.1%
Prefer not to say	**0.2%**	0.0%	0.3%
Not responded	**9.6%**	9.1%	8.4%

HSBC

HSBC Holdings plc

		Year		
5) Representation and pay gap [11]		**2022**	**2021**	2020
a) By gender				
UK				
Female headcount by GCB				
	3 and above	**29.5 %**	28.7 %	26.8 %
	4-5	**38.2 %**	37.8 %	37.5 %
	6-8	**66.4 %**	66.2 %	66.0 %
Pay gap[12]	-	**45.2 %**	44.9 %	48.3 %
Median		**48.8 %**	46.7 %	48.0%
Bonus gap[12]	-	**64.0 %**	62.2 %	67.1%
Median		**57.4 %**	56.9 %	57.9%
US				
Female headcount by GCB				
	3 and above	**29.7 %**	28.7 %	26.6 %
	4-5	**42.8 %**	43.9 %	42.8 %
	6-8	**66.8 %**	69.0 %	68.5 %
Fixed Pay gap[14]	-	**26.6 %**	31.0 %	31.3 %
Median		**25.6 %**	32.0 %	32.3%
Total compensation gap[14]	-	**34.4 %**	39.3 %	37.9%
Median		**29.4 %**	34.2 %	34.0%
HK				
Female headcount by GCB				
	3 and above	**39.2 %**	38.0 %	37.6 %
	4-5	**48.3 %**	47.6 %	47.6 %
	6-8	**61.3 %**	61.3 %	60.6 %
Fixed Pay gap[14]	-	**21.2 %**	21.9 % N/A	
Median		**20.8 %**	22.0 %	N/A
Total compensation gap[14]	- Mean	**24.4 %**	25.8 %	N/A
Median		**22.0 %**	22.8 %	N/A
Mainland China				
Female headcount by GCB				
	3 and above	**49.9 %**	46.7 %	43.9 %
	4-5	**48.4 %**	47.8 %	49.2 %
	6-8	**71.2 %**	71.1 %	71.4 %
Fixed Pay gap[14]	-	**31.6 %**	33.0 %	N/A
Median		**47.2 %**	47.3 %	N/A
Total compensation gap[14]	-	**31.2 %**	32.8 %	N/A
Median		**46.2 %**	46.4 %	N/A

HSBC
HSBC Holdings plc

Mexico
Female headcount by GCB

	3 and above	**32.4 %**	30.4 %	28.4 %
	4-5	**44.1 %**	44.1 %	45.1 %
	6-8	**52.9 %**	53.6 %	53.8 %
Fixed Pay gap[14]	-	**23.1 %**	24.9 %	N/A
Median		**20.7 %**	17.2 %	N/A
Total compensation gap[14]	-	**25.1 %**	27.3 %	N/A
Median		**17.5 %**	17.6 %	N/A

India
Female headcount by GCB

	3 and above	**25.4 %**	23.8 %	20.8 %
	4-5	**24.4 %**	23.3 %	22.2 %
	6-8	**42.1 %**	42.1 %	40.2 %
Fixed Pay gap[14]	-	**32.5 %**	34.7 %	N/A
Median		**38.2 %**	39.9 %	N/A
Total compensation gap[14]	-	**34.0 %**	36.5 %	N/A
Median		**38.5 %**	40.2 %	N/A

Singapore
Female headcount by GCB

	3 and above	**33.8 %**	N/A	N/A
	4-5	**56.7 %**	N/A	N/A
	6-8	**63.8 %**	N/A	N/A
Fixed Pay gap[14]	-	**28.1 %**	N/A	N/A
- Median		**21.7 %**	N/A	N/A
Total compensation gap[14]	- Mean	**32.8 %**	N/A	N/A
- Median		**23.6 %**	N/A	N/A

UAE
Female headcount by GCB

	3 and above	**34.9 %**	N/A	N/A
	4-5	**39.3 %**	N/A	N/A
	6-8	**51.1 %**	N/A	N/A
Fixed Pay gap [14]	-	**15.3 %**	N/A	N/A
- Median		**14.2 %**	N/A	N/A
Total compensation gap [14]	-	**21.4 %**	N/A	N/A
- Median		**16.8 %**	N/A	N/A

b) Ethnicity pay gap (all ethnic minority groups) [11]

UK

Pay gap[13]	-	**0.4%**	-0.8%	2.2%
Median		**-4.6%**	-6.0%	-5.6%
Bonus gap[13]	-	**7.9%**	7.5%	10.3%
Median		**-4.3%**	-0.7%	0.8%

US

Fixed Pay gap[14]	-	**8.2 %**	16.2 %	N/A
Median		**2.9 %**	11.9 %	N/A
Total compensation[14]	-	**14.2 %**	21.7 %	N/A
Median		**2.7 %**	12.2 %	N/A

HSBC
HSBC Holdings plc

	Year					
Average standard entry level vs. minimum wage by gender [15]	**2022**			2021		
Market	**Male**	**Female**	**All**	Male	Female	All
UK	**125.%**	**126.%**	**126.%**	115.%	114.%	114.%
Mexico	**232.%**	**214.%**	**223.%**	259.%	250.%	254.%
Hong Kong	**196.%**	**202.%**	**199.%**	N/A	N/A	N/A

6) Employees - top 5 nationalities (%)

	2022	2021	2020
All employees			
Chinese	**22.8%**	23.3%	22.9%
Indian	**18.3%**	17.6%	17.7%
British	**14.2%**	14.9%	16.4%
Mexican	**7.5%**	7.3%	6.5%
French	**3.3%**	3.5%	3.7%
Senior leaders			
British	**35.5%**	36.0%	36.4%
Chinese	**11.2%**	10.9%	10.3%
Indian	**7.0%**	6.6%	6.2%
French	**5.7%**	5.9%	6.4%
German [16]	**2.9%**	N/A	N/A
Australian	**N/A**	2.5%	2.6%
American	**N/A**	N/A	2.6%

7) Tenure

	%	%	%
All employees			
0-5 years	**49.5%**	48.8%	49.5%
6-10 years	**19.3%**	20.2%	20.4%
11-20 years	**22.3%**	22.0%	21.1%
21-30 years	**6.1%**	6.0%	5.9%
>=31 years	**2.8%**	3.0%	3.1%
Senior leaders			
0-5 years	**35.0%**	35.2%	40.0%
6-10 years	**25.3%**	26.8%	24.7%
11-20 years	**29.5%**	27.8%	25.0%
21-30 years	**7.5%**	7.1%	7.1%
>=31 years	**2.7%**	3.1%	3.2%
Avg. years employed by gender			
Men	**8.0**	8.1	8.2
Women	**9.2**	9.3	9.4

8) By age bracket

	%	%	%
All employees			
<=29	**21.3%**	21.5%	22.4%
30-39	**40.5%**	41.0%	40.9%
40-49	**25.2%**	23.8%	22.8%
50-59	**10.9%**	10.5%	10.6%
>=60	**2.1%**	3.2%	3.3%

HSBC
HSBC Holdings plc

Employees by age bracket by region

Asia (excluding Hong Kong)

<=29	**26.1%**	27.3%	29.3%
30-39	**47.9%**	49.3%	49.1%
40-49	**21.7%**	19.5%	17.9%
50-59	**4.1%**	3.7%	3.5%
>=60	**0.2%**	0.2%	0.2%

Hong Kong

<=29	**19.0%**	20.0%	20.7%
30-39	**35.4%**	35.5%	35.0%
40-49	**27.1%**	26.9%	26.7%
50-59	**15.7%**	15.1%	15.3%
>=60	**2.8%**	2.5%	2.3%

Europe (excluding UK RFB)

<=29	**12.1%**	10.9%	12.3%
30-39	**31.7%**	30.3%	31.2%
40-49	**32.7%**	30.1%	28.9%
50-59	**20.1%**	17.9%	17.3%
>=60	**3.4%**	10.8%	10.4%

UK RFB

<=29	**17.1%**	17.8%	20.2%
30-39	**32.3%**	33.2%	32.3%
40-49	**24.1%**	23.5%	21.9%
50-59	**20.6%**	20.1%	20.2%
>=60	**5.9%**	5.4%	5.4%

Middle East and North Africa

<=29	**24.2%**	20.8%	20.3%
30-39	**40.1%**	44.1%	46.8%
40-49	**29.8%**	29.3%	27.6%
50-59	**5.6%**	5.4%	5.1%
>=60	**0.3%**	0.4%	0.3%

North America

<=29	**11.5%**	11.0%	11.3%
30-39	**25.9%**	27.2%	29.2%
40-49	**29.5%**	29.2%	28.5%
50-59	**23.9%**	24.1%	23.4%
>=60	**9.2%**	8.5%	7.7%

Latin America

<=29	**23.7%**	24.3%	23.1%
30-39	**42.0%**	43.1%	44.3%
40-49	**24.4%**	23.5%	23.7%
50-59	**8.9%**	8.1%	7.7%
>=60	**1.0%**	1.0%	1.1%

9) Employment type

	%	%	%
Full time	**95.1%**	94.8%	94.7%
Part time	**4.9%**	5.2%	5.3%

HSBC
HSBC Holdings plc

	Year					
	2022		2021		2020	
10) Employee turnover	**Number**	**%**	Number	%	Number	%
Total voluntary employee turnover	**30,466**	**14.1%**	27,779	12.7%	17,482	7.7%
By gender						
Male	**15,642**	**14.9%**	13,928	13.2%	8,509	7.8%
Female	**14,824**	**13.3%**	13,804	12.2%	8,955	7.7%
By age group						
<=29	**11,269**	**25.5%**	11,559	24.9%	7,863	14.5%
30-39	**12,532**	**14.1%**	10,538	11.6%	5,959	6.4%
40-49	**4,200**	**7.6%**	3,198	6.1%	1,834	3.7%
50-59	**1,286**	**5.3%**	1,226	5.2%	780	3.5%
>=60	**1,179**	**24.2%**	1,258	17.2%	1,046	13.9%
By region						
Asia (excluding Hong Kong)	**15,850**	**16.6%**	13,784	14.8%	8,708	9.2%
Hong Kong	**4,592**	**16.4%**	4,588	15.7%	2,807	9.1%
Europe (excluding UK RFB)	**3,238**	**9.6%**	2,999	8.3%	2,096	5.7%
UK RFB	**2,011**	**10.3%**	2,033	9.6%	1,314	6.2%
Middle East and North Africa	**858**	**9.4%**	695	7.7%	422	4.6%
North America	**1,781**	**15.3%**	1,937	15.1%	1,070	7.5%
Latin America	**2,136**	**11.5%**	1,743	9.5%	1,059	5.6%
Total involuntary employee turnover	**7,049**	**3.3%**	8,293	3.8%	8,110	3.6%
Total employee turnover	**37,515**	**17.4%**	36,072	16.5%	25,592	11.3%

	Year					
	2022		2021		2020	
11) New hires	**Number**	**%**	Number	%	Number	%
Total new hires	**39,575**	**100.0 %**	31,806	100.0 %	16,680	100.0%
By gender						
All employees						
Male	**21,320**	**53.9%**	16,479	51.8%	8,637	50.9%
Female	**18,255**	**46.1%**	15,327	48.2%	8,043	49.1%
By age group						
<=29	**22,136**	**55.9%**	18,036	56.8%	10,056	60.3%
30-39	**12,710**	**32.1%**	10,410	32.7%	4,590	27.5%
40-49	**3,587**	**9.1%**	2,549	8.0%	1,440	8.6%
50-59	**835**	**2.1%**	617	1.9%	393	2.4%
>=60	**307**	**0.8%**	194	0.6%	201	1.2%
By region						
Asia (excluding Hong Kong)	**22,625**	**57.2%**	17,814	56.0%	8,602	51.6%
Hong Kong	**3,882**	**9.8%**	4,057	12.8%	1,369	8.2%
Europe (excluding UK RFB)	**3,922**	**9.9%**	2,821	8.9%	2,833	17.0%
UK RFB	**2,099**	**5.3%**	644	2.0%	884	5.3%
Middle East and North Africa	**1,691**	**4.3%**	832	2.6%	542	3.2%
North America	**1,469**	**3.7%**	1,465	4.6%	814	4.9%
Latin America	**3,887**	**9.8%**	4,173	13.1%	1,636	9.8%
Senior leaders						
Male	**289**	**65.1%**	254	62.4%	219	68.3%
Female	**155**	**34.9%**	153	37.6%	101	31.7%

HSBC
HSBC Holdings plc

12) Representation (snapshot self ID rates)	Year		
	2022	2021	2020
	%	%	%
% of respondents answering snapshot demographic questions which identify as [17]			
a) colleague with disability [18][18.1]	**8.2 %**	4.9%	4.2%
b) LGB+ [19]	**8.5 %**	7.5%	7.7%
c) transgender or gender non-binary [20]	**0.8 %**	0.8%	0.8%
d) belonging to an ethnic minority [21]	**13.3 %**	12.4%	13.7%

13) Employee training data [22]	Year		
	2022	2021	2020
Total training hours (in millions)	**6.3**	5.9	5.2
Training hours per FTE	**28.8**	26.7	23
Average training and development expenditure per FTE ($)	**488**	568	539

	Year					
	2022		2021		2020	
	Average training hrs per FTE	**% of Employees Trained**	Average training hrs per FTE	% of Employees Trained	Average training hrs per FTE	% of Employees Trained
Employees by gender						
Male	**26.7**	**99.0 %**	25.8	98.8 %	23.5	NA
Female	**30.7**	**98.0 %**	27.6	99.5 %	22.6	NA
Total	**28.8**	**99.0 %**	26.7	99.1 %	23.0	NA
Employees by employee category						
Senior employees (3 and above)	**21.8**	**99.0 %**	23.1	99.6 %	21.6	NA
Non senior employees (4-8)	**29.1**	**99.0 %**	N/A	N/A	N/A	N/A
Contractors/contingent/consultants/service providers	**6.7**	**82.0 %**	8	89.5 %	9.5	NA

Training received on anti-corruption policies and procedures [23] by:	Year		
	2022	2021	2020
	% of Employees Trained	% of Employees Trained	% of Employees Trained
a) All employees [24]	**99 %**	99 %	99 %
Asia (excluding Hong Kong)	**99%**	99 %	99 %
Hong Kong	**99%**	99 %	99 %
Europe (excluding UK RFB)	**99%**	99 %	99 %
UK RFB	**98%**	99 %	99 %
Middle East and North Africa	**99%**	99 %	99 %
North America	**99%**	99 %	99 %
Latin America	**99%**	98 %	98 %
b) Contractors/contingent/consultants/service providers	**84 %**	88 %	89 %
Asia (excluding Hong Kong)	**81%**	91 %	94 %
Hong Kong	**90%**	93 %	91 %
Europe (excluding UK RFB)	**81%**	86 %	84 %
UK RFB	**68%**	73 %	81 %
Middle East and North Africa	**94%**	94 %	96 %
North America	**94%**	92 %	89 %
Latin America	**94%**	94 %	93 %

HSBC

HSBC Holdings plc

1 Based on headcount as at 31 December 2022. Data excludes all contingency workers (Contractors / Consultants / Service Providers/Interns). Data excludes Saudi Arabia due to the local data restrictions. Data includes Hang Seng (HASE). Full time equivalent ('FTE') employees were approximately 219,000 as at 31 December 2022.

2 0.2% of employees with an 'Unknown' gender have been incorporated into the 'Male' gender category.

3 Senior leaders are considered GCB 3 and above in our 'Global Career Band' structure (GE, GM, MD and GCB3).

4 .As part of group simplification programmes senior grades were redefined during 2021 with no linear mapping to the new grading structure, resulting in no prior year data. 'All Management' positions are considered GCB GE - GCB 6. 'Middle Management' positions are considered GCB 4. 'Junior Management' positions are considered GCB 5 and GCB 6.

5 Promotions to 'Senior Management' are GCB 4 to GCB 3, Promotions to 'Middle Management' are GCB 5 to GCB 4, Promotions to Junior Management are GCB 7 to GCB 6. Promotions data is based on amalgamated month end figures and does not consider retrospective changes.

6 'Other' contains; Central Management Services and Office, Total Mortgage Run Off, Markets Treasury Total, Other Corporate Centre GBM and Wholesale. NB - Wholesale was manually mapped and reported under GBM and CMB for 2021 and 2020 numbers, now included under 'Other' for 2022 reporting.

7 'Group' are based on all HSBC employees as at 31 December 2022. 'Group' senior leaders are based on the same methodology, but only applies to senior leaders (GCB 3 and above in our global career band structure). Calculations are based on the total number of each self-identified ethnicity divided by the total employee headcount across all countries. Only 'In-Scope' countries are reported for ethnicity.

8 'UK Employees' - 'Other' includes 'Arab' and 'Other Ethnicities'.

9 'U.S All Employees' - 'Other' includes 'Two or more races / ethnicities' and 'Indigenous Group'.

10 'U.S Senior' employees - 'Other' includes 'Two or more races / ethnicities'.

11 More information on pay gaps can be found at: https://www.hsbc.com/who-we-are/our-people-and-communities/inclusion/our-commitments-and-actions.

12 UK data calculated in line with the UK gender pay gap regulations, based on data as at 5 April 2022.

13 Metrics have been calculated in line with UK gender pay gap methodology (based on data as at 5 April 2022) and for employees who have disclosed their ethnicity.

14 Metrics have been calculated based on full time equivalent (annualised) Fixed Pay as at 31 December 2022 and 2022 Total Compensation for employees eligible for the 2022 pay review. Gender pay gaps include employees who have disclosed their gender. Ethnicity pay gaps include employees who have disclosed their ethnicity.

15 To calculate the above, we have used an average of annualised fixed pay to allow for a like-for-like comparison to include colleagues who work part-time. For colleagues based in the UK, we have compared the entry level wage against the UK national minimum wage. In Mexico, we have used the minimum wage, which is regulated by the National Minimum Wage Commission. In HK, our comparison was against the respective annual rates for HASE and non HASE entities. US has been removed as a market given the lower threshold of available data points for 2022.

16 German in 'Top 5' senior nationality in 2022, hence no previous data for 2020 and 2021. Previously both 'American' and 'Australian' equal fifth during 2020 and 2021 (historical numbers included).

17 All percentages are calculated based on respondents who answered the question in our 2022 employee Snapshot survey. Responses of "prefer not to say" are excluded.

18 The survey was completed by 80% of employees in the 41 markets where this question could be asked. The question was answered by 95.5% of employees who saw it, with the remainder choosing not to answer.

18.1 This question changed in 2022. Previously employees were asked a yes/no question: "Do you have a disability – a long-term physical, mental, intellectual and/or sensory impairment/condition?". In 2022, we asked "Do you have a disability, neurodiversity, long term condition or a mental health condition? (select all that apply)". It is likely that the change in question wording prompted more people to self-identify as having a disability or condition, accounting for the large increase in the figure quoted.

19 The survey was completed by 80% of employees in the 27 markets where the question could be asked. The question was answered by 89.8% of employees who saw it, with the remainder choosing not to answer.

20 The survey was completed by 80% of employees in the 27 markets where the question could be asked. The question was answered by 93.6% of employees who saw it, with the remainder choosing not to answer.

21 The survey was completed by 79% of employees in the 38 markets where the question could be asked. The question was answered by 95.1% of employees who saw it, with the remainder choosing not to answer.

22 Reported for permanent employees only unless indicated otherwise.

23 Global mandatory training received, which forms part of the "Global Mandatory Training, Trimester 2 – Take Another Look" training module.

24 Less than 1% of employees will not yet have completed their training, due to new joiners to the bank being given 45 days to complete their mandatory training.

HSBC
HSBC Holdings plc

Employee survey data (Snapshot)

	Year[1]				
	2022	2021	2020	2022 vs 2021	HSBC vs benchmark[2]
1) Employee engagement index	**73**	72	72	+1	+3
I am proud to say I work for this company	**78**	76	77	+2	+6
I feel valued at this company	**70**	69	69	+1	-5
I would recommend this company as a great place to work	**72**	70	71	+2	+8
2) Employee focus index	**72**	71	72	+1	+2
I generally look forward to my work day	**66**	64	68	+2	+4
My work gives me a feeling of personal accomplishment	**73**	73	72	0	+5
My work is challenging and interesting	**77**	77	77	0	-2
3) Strategy index	**75**	72	68	+3	+4
I have a clear understanding of this company's strategic objectives	**79**	76	73	+3	+8
I am seeing the positive impact of our strategy	**70**	66	62	+4	-1
I feel confident about this company's future	**77**	74	70	+3	+7
4) Change leadership index	**76**	74	74	+2	+2
Leaders in my area set a positive example	**74**	71	71	+3	+5
My line manager does a good job of communicating reasons behind important changes that are made	**81**	78	78	+3	-4
Senior leaders in my area communicate openly and honestly about changes to the business	**73**	71	72	+2	+6
5) Speak-up index	**76**	75	75	+1	+8
My company is genuine in its commitment to encourage colleagues to speak up [3]	**78**	77	79	+1	+25
I feel able to speak up when I see behaviour which I consider to be wrong	**79**	79	78	0	-1
Where I work, people can state their opinion without the fear of negative consequences	**72**	69	68	+3	+1
6) Trust index	**77**	76	75	+1	+3
I trust my direct manager	**84**	83	82	+1	+7
I trust senior leadership in my area	**73**	71	71	+2	0
Where I work, people are treated fairly	**74**	73	72	+1	+3
7) Career index	**68**	67	65	+1	+4
My line manager actively supports my career development	**76**	75	74	+1	+3
I feel able to achieve my career objectives at this company	**68**	67	66	+1	+8
I believe that we have fair processes and procedures for moving / promoting people into new roles	**59**	57	56	+2	+1

HSBC
HSBC Holdings plc

8) Inclusion index

8) Inclusion index	**76**	75		+1	+4
I trust my direct manager	**84**	83	82	+1	+7
I feel able to achieve my career objectives at this company	**68**	67	66	+1	+8
Where I work, people are treated fairly	**74**	73	72	+1	+3
I feel a genuine sense of belonging to my team	**79**	78	NA	+1	+6
I feel able to be myself at work	**80**	80	79	0	-2
Where I work, people can state their opinion without the fear of negative consequences	**72**	69	68	+3	+1

9) Other items

Employee well-being data[4]

(% of respondents agreeing positively to the statement or question)

	Year		
	2022	2021	2022 vs 2021
	%	**%**	
In general, how would you rate your mental health? [5]	84	82	+2
I am confident talking to my line manager about my mental health	73	72	1
I know how to get support at this company about my mental health	76	77	-1
I feel able to take time off work when I experience a mental health concern	65	65	0
Physical health: Nutrition [5]	82	85	-3
Physical health: Activity [5]	70	74	-4
Physical health: Sleep [5]	61	65	-4
Phyical health: Average of nutrition, activity and sleep	71	75	-4
I am able to integrate my work and personal life in a way that works for me	75	76	-1
I am confident talking to my line manager about my work-life balance/flexibility	80	77	3
How well do you feel you manage financially? [6]	60	64	-4
I am confident talking to financial advisors / experts about my financial capability	70		NEW
I know how to get support at this company about my financial capability	62	58	4
Overall, how satisfied are you with your life nowadays [7]	69	68	1

1 Each index comprises three or six constituent questions, with the average of these questions forming the index score.

2 We benchmark Snapshot results against a peer group of global financial services institutions, provided by our research partner, Karian and Box.

3 We note the potential selection bias inherent within this particular benchmark comparison. The benchmark is influenced by a higher proportion of organisations continuing to ask this question to support a development need.

4 Unless stated otherwise, scores for each question are calculated as the percentage of employees who agree to each statement. A total of 113,690 colleagues responded to the 2022 global well-being survey, compared with 128,370 colleagues in 2021.

5 Scores for these questions are the percentage of employees who rated this as 'very good' or 'excellent'.

6 Scores for this question are the percentage of employees who said 'doing alright' or 'living comfortably'.

7 Scores for this question are those selecting 7-10 on a 10 point scale, where 10 is 'very satisfied'.

HSBC
HSBC Holdings plc

Charitable Giving and Volunteering

Cash charitable giving

	Year [1]		
	2022	2021	2020
	$m	$m	$m
Europe[2]	**39.5**	36.6	48.2
- United Kingdom[3]	**36.9**	34.5	45.0
- France	**0.5**	0.4	1.1
Asia Pacific[2]	**61.5**	55.6	48.0
- Hong Kong	**24.2**	17.8	15.8
- Mainland China	**8.0**	8.4	8.0
- Singapore	**1.2**	1.3	1.5
- Malaysia	**0.8**	0.8	0.7
- Indonesia	**0.7**	0.8	0.8
- Australia	**0.7**	0.7	0.7
- India	**20.2**	22.8	17.8
Middle East[2]	**4.7**	5.2	4.0
- United Arab Emirates	**3.0**	3.6	3.4
North America[2]	**9.9**	10.9	9.6
- Canada	**3.2**	3.4	3.1
- United States	**6.7**	7.5	6.5
Latin America[2]	**1.2**	1.3	1.5
- Mexico	**0.9**	1.0	1.1
Total[4]	**116.8**	109.7	111.2

Employee volunteering

Volunteering during work	**Hours**	Hours	Hours
Europe	**28,575**	21,911	20,644
Asia Pacific	**29,442**	47,338	48,412
Middle East	**476**	1,772	1,856
North America	**8,279**	7,164	9,597
Latin America	**492**	1,313	1,826
Total volunteering during work[4]	**67,265**	79,498	82,335
Total volunteering during own time	**222,518**	183,727	194,540

Value of community contributions

	$m	$m	$m
Cash charitable giving	**116.8**	109.7	111.2
Value of employee volunteering in work time	**2.7**	2.9	2.9
Management costs associated with charitable giving	**20.2**	17.0	11.2
Total	**139.7**	129.6	125.3

1 For comparison purposes, all $ values have been restated to reflect the position had foreign currency rates remained constant.

2 Within each region, charitable giving may also take place in other markets not listed individually above.

3 Includes charitable giving by HSBC Holdings plc, towards programmes across all regions, as well as HSBC UK Bank plc.

4 Regional numbers may not add to Total due to rounding.

HSBC
HSBC Holdings plc

Complaints[1]

WPB Customer complaint volumes[2, 3]

Complaints per 1,000 customers per month	Year		
	2022	2021	2020
UK [5]	**1.4**	1.4	1.6
France	**4.7**	4.7	6.8
Hong Kong	**1.0**	0.7	0.6
Mainland China	**0.4**	0.5	0.6
US	**2.5**	2.4	2.8
Canada	**4.4**	4.7	3.8
Mexico	**5.1**	5.5	4.9
UAE	**6.2**	4.9	4.5

CMB Customer complaint volumes[2]

Annual complaint volumes ('000s)	Year		
	2022	2021	2020
UK	**49.2**	67.1	81.9
France	**1.0**	1.6	1.3
Hong Kong	**8.1**	8.2	16.3
Mainland China	**0.2**	0.1	0.1
US	**0.8**	0.9	0.9
Canada	**0.3**	0.6	0.5
Mexico	**0.2**	0.5	1.0
UAE	**0.4**	0.5	0.7

GBM Customer complaint volumes[2]

Annual complaint volumes	Year		
	2022	2021	2020
Global Banking [4]	**2,127**	2,310	2,244
Global Markets and Securities Services	**292**	309 [6]	363
Total	**2,419**	**2,619**	**2,607**

1 For WPB: A complaint is any expression of dissatisfaction about WPB's activities, products or services where a response or resolution is explicitly or implicitly expected. Complaints contain re-opened cases.

2 Volume of complaints for all markets are based on complaints received. GBM reported figures for 2022 are based on the date the complaint was received by HSBC, whereas 2021 figures were based on the date the complaint was logged.

3 Asset management (AM) complaints and Non AM complaints (complaints received by distributor and transfer agents) have not been included in WPB complaints volumes due to materiality, and can be quantified as follows: 311 (2022); 229 (2021); 243 (2020).

4 Global Banking also includes Global Payments Solutions (previously Global Liquidity and Cash Management) and complaints relating to payment operations,which is part of Digital Business Services.

5 Data for 2020 and 2021 have been adjusted, due to the inclusion of Marks & Spencer Bank and John Lewis complaints data.

6 An additional 12 complaints were received by MSS in 2021 but not logged until 2022. These were not included in the 2021 or 2022 totals.

HSBC
HSBC Holdings plc

Number of suppliers by geographical region

	Year	
	2022	
	Number of normalised suppliers per region[1,2]	**% per region**
Asia-Pacific (excluding Mainland China and Hong Kong)	**5,230**	**23 %**
Mainland China	**1,849**	**8 %**
Hong Kong	**1,529**	**7 %**
Europe (excluding UK)	**5,067**	**22 %**
UK	**3,144**	**14 %**
Latin America	**3,363**	**15 %**
North America	**1,323**	**6 %**
MENA	**1,539**	**7 %**
Total	**23,044**	**100 %**

1.Last year the number reported was contracted suppliers per region. This year this was expanded to all suppliers per region paid during the year, including those engaged through purchase orders and one-time agreements, giving a more complete view of the supply chain. In 2022, we have changed the methodology to capture the supplier data. The process is being embedded and we are working on further strengthening internal controls.
2.Where suppliers have a number of subsidiaries, normalisation is a process performed to arrive at a single, consistent name for the supplier.

HSBC
HSBC Holdings plc

Taxes paid by country	Year		
	2022	2021	2020
	$m	$m	$m
Europe	**2,745**	**3,170**	**3,022**
– UK	**1,947**	2,289	2,406
of which: HSBC Holdings	**152**	475	1,008
– France	**442**	505	489
– Germany	**204**	241	24
– Switzerland	**23**	17	5
– other	**129**	118	98
Asia	**1,894**	**2,077**	**3,911**
– Hong Kong	**636**	748	2,482
– Australia	**149**	144	147
– Mainland China	**204**	281	348
– India	**517**	452	493
– Indonesia	**44**	58	6
– Malaysia	**68**	35	69
– Singapore	**50**	41	56
– Taiwan	**43**	49	44
– other	**183**	269	266
Middle East and North Africa	**259**	**236**	**299**
– UAE	**30**	49	73
– Egypt	**92**	100	108
– Türkiye	**78**	43	33
– other	**59**	44	85
North America	**207**	**469**	**382**
– US	**110**	145	120
– Canada	**97**	324	262
Latin America	**424**	**322**	**444**
– Mexico	**204**	164	202
– Argentina	**185**	122	208
– other	**35**	36	34
of which: Brazil	**20**	20	20
Year ended 31 Dec	**5,529**	**6,274**	**8,058**

Sustainability Accounting Standards Board (SASB) metrics

HSBC continues to review and expand on metrics for reporting environmental, social and governance (ESG) performance and takes the views of our stakeholders into account while doing so. We have identified the SASB disclosure framework as being an important reporting tool that helps address the needs of our investors, in particular in light of the recent consolidation of the SASB Standards into IFRS Foundation. In order to make the standards relevant for HSBC, certain indicators have been adapted. The following disclosures are taken from individual SASB standards and disclosed at a Group level to reflect the business-wide approach. We currently disclose on the most relevant metrics included in the standards for the selected five industries* and in some instances, we have made partial disclosures. We are focused on providing investors with useful, relevant and meaningful sustainability information and we will look to evolve our disclosures over time as methodologies and standards develop.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	Index
Data security	Description of approach to identifying and addressing data security risks	Discussion & Analysis	n/a	FN-CB-230a.2,FN-CF-230a.3	HSBC Holdings plc Annual Report and Accounts 2022 ----> ESG review --->Goverance --->Data Privacy; P. 95
Incorporation of Environmental, Social, and Governance Factors in Credit Analysis	Commercial and industrial credit exposure, by industry	Quantitative	Reporting currency	FN-CB-410a.1	HSBC Holdings plc Annual Report and Accounts 2022 ----> Risk review ---> Top and emerging risks ---> Wholsesale lending ---> Total wholesale lending for loans and advances to banks and customers by stage distribution; P.171 / HSBC Holdings plc Annual Report and Accounts 2022 ---> Risk review ---> Climate risk ---> Wholesale credit risk; P. 223
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in credit analysis	Discussion & Analysis	n/a	FN-CB-410a.2, FN-IB-410a.3, FN-AC-410a.2, FN-MF-450a.3	HSBC Holdings plc Annual Report and Accounts 2022 ---> Risk Review ---> Wholesale credit risk; P.223 / HSBC Holdings plc Annual Report and Accounts 2022 ---> Risk Review ---> Retail credit risk; P.224
	(1) Number and (2) total value of investments and loans incorporating integration of environmental, social, and governance (ESG) factors, by industry	Quantitative	Number, Reporting currency	FN-IB-410a.2	HSBC Holdings plc Annual Report and Accounts 2022---> ESG Review ---> Environmental ---> Supporting customers through transition; P.57 / ESG Datapack 2022 ---> Sustainable fin. ambition
	Description of proxy voting and investee engagement policies and procedures	Discussion and Analysis	n/a	FN-AC-410a.3	Voting guideline (https://www.assetmanagement.hsbc.com/about-us/responsible-investing/-/media/22AC2E22F28A48449287D967922CFAB1.ashx) and / Engagement policy (https://www.assetmanagement.hsbc.com/about-us/responsible-investing/-/media/6C667F223CAD411EA132C0279A15E5A7.ashx)
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Quantitative	Reporting currency	FN-CB-510a.1, FN-IB-510a.1, FN-IB-510b.3, FN-CF-220a.2,FN-CF-270a.5,FN-AC-270a.2,FN-AC-510a.1,FN-MF-270a.3,FN-MF-270b.2	HSBC Holdings plc Annual Report & Accounts 2022 ---> Notes on the financial statements ---> Note 28 and Note 35 ; P. 392,405 / HSBC Holdings plc Annual Report & Accounts 2022 --->ESG Review ---> Governance ---> Acting with integrity; P.93
	Description of whistleblower policies and procedures	Discussion & Analysis	n/a	FN-CB-510a.2,FN-AC-510a.2	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review ---> Governance ---> Whistleblowing; P. 92
Professional Integrity	Description of approach to ensuring professional integrity, including duty of care	Discussion & Analysis	n/a	FN-IB-510b.4	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review ---> Governance ---> Safeguarding the financial system, Whistleblowing; P.92 / HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review ---> Governance ---> Conduct: our product responsibilities; P. 94
Systemic Risk Management	Global Systemically Important Bank (G-SIB) score, by category	Quantitative	Basis points (bps)	FN-CB-550a.1, FN-IB-550a.1	HSBC Holdings plc G-SIB Indicators Disclosure 2021; https://www.hsbc.com/investors/results-and-announcements/all-reporting/group?page=1&take=20
	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	Discussion & Analysis	n/a	FN-CB-550a.2,FN-IB-550a.2	HSBC Holdings plc Annual Report and Accounts 2022 ---> Strategic report ---> Risl overview ---> P.38 / HSBC Holdings plc Annual Report and Accounts 2022 ---> Environmental ---> Insights from scenario analysis ---> P.67 / HSBC Holdings plc Annual Report and Accounts 2022 ---> Risk review ---> Climate Risk ---> Insights from climate scenario analysis ---->P.22t
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	Quantitative	Percentage (%)	FN-IB-330a.1,FN-AC-330a.1	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review ---> Social ---> Employees ---> Promoting diversity and fostering inclusion→ Creating a diverse environment; P.75 / ESG Datapack 2022 → Employee profile
Employee Incentives & Risk Taking	Percentage of total remuneration that is variable for Material Risk Takers (MRTs)	Quantitative	Percentage (%)	FN-IB-550b.1	HSBC Holdings plc Annual Report and Accounts 2022 ---> Report of the Directors ---> Corporate governance report ---> Additional remuneration disclosures; P.298
	Percentage of variable remuneration of Material Risk Takers (MRTs) to which malus or clawback provisions were applied	Quantitative	Percentage (%)	FN-IB-550b.2	HSBCHoldingsplcAnnualReportandAccounts2022 ---> Report of the Directors--->Corporate governance report--->Additional remuneration disclosures; P.294
	Discussion of policies around supervision, control, and validation of traders' pricing of Level 3 assets and liabilities	Discussion & Analysis	n/a	FN-IB-550b.3	HSBC Holdings plc Annual Report and Accounts 2022 ---> Notes on the financial statements ---> Note 12 Fair values of financial instruments carried at fair value; P. 363
Selling Practices	(1) Number of complaints filed with the Consumer Financial Protection Bureau (CFPB)**, (2) percentage with monetary or nonmonetary relief, (3) percentage disputed by consumer, (4) percentage that resulted in investigation by the CFPB	Quantitative	Number	FN-CF-270a.4	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review ---> Social ---> Customers ---> How we listen; P.90-91 / ESG Datapack 2022 ---> Complaints
Transparent Information & Fair Advice for Customers	Description of approach to informing customers about products and services	Discussion and Analysis	n/a	FN-AC-270a.3	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review ---> Governance -→ Conduct:Our product responsibilities; P.94
Financial Inclusion & Capacity Building	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	Quantitative	Number	FN-CB-240a.3	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review---> Social ---> Communities ---> Building customer inclusion and resilience; P.83
	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	Quantitative	Number	FN-CB-240a.4	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review---> Social ---> Communities --->Building customer inclusion and resilience; P.83

Specific Standards:

Commercial Banks

Activity metrics	(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	Quantitative	Number, reporting currency	FN-CB-000.B	HSBC Holdings plc Annual Report and Accounts 2022---> Global businesses and geographical regions ---> Reconciliation of reported and adjusted items – Global businesses; P.109

Sustainability Accounting Standards Board (SASB) metrics

HSBC continues to review and expand on metrics for reporting environmental, social and governance (ESG) performance and takes the views of our stakeholders into account while doing so. We have identified the SASB disclosure framework as being an important reporting tool that helps address the needs of our investors, in particular in light of the recent consolidation of the SASB Standards into IFRS Foundation. In order to make the standards relevant for HSBC, certain indicators have been adapted. The following disclosures are taken from individual SASB standards and disclosed at a Group level to reflect the business-wide approach. We currently disclose on the most relevant metrics included in the standards for the selected five industries* and in some instances, we have made partial disclosures. We are focused on providing investors with useful, relevant and meaningful sustainability information and we will look to evolve our disclosures over time as methodologies and standards develop.

Investment Banking & Brokerage

Activity metrics	(1) Number and (2) value of proprietary investments and loans by sector	Quantitative	Number, reporting currency	FN-IB-000.A	*HSBC Holdings plc Annual Report and Accounts 2022 ---> Credit Risk ---> Wholesale lending; P.171*

Mortgage finance

Lending Practices	(1) Number and (2) value of residential mortgages of the following types: (a) Hybrid or Option Adjustable-rate Mortgages (ARM), (b) Prepayment Penalty, (c) Higher Rate, (d) Total, by FICO scores above or below 660	Quantitative	Number, Reporting currency	FN-MF-270a.1	*HSBC Holdings plc Annual Report and Accounts 2022 ---> Credit Risk ---> Personal lending. P188*
	(1) Number and (2) value of (a) residential mortgage modifications, (b) foreclosures, and (c) short sales or deeds in lieu of foreclosure, by FICO scores above and below 660	Quantitative	Number, Reporting currency	FN-MF-270a.2	*HSBC Holdings plc Annual Report and Accounts 2022 ---> Credit Risk ---> Credit quality; P169*
Activity metrics	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	Quantitative	Number, reporting currency	FN-MF-000.A	*HSBC Holdings plc Annual Report and Accounts 2022 ---> Credit Risk ---> Personal lending; P.188*
Environmental Risk to Mortgaged Properties	(1) Number and (2) value of mortgage loans in 100-year flood zones	Quantitative	Number, Reporting currency	FN-MF-450a.1	*HSBC Holdings plc Annual Report and Accounts 2022 ---> Environment---> Insights from scenario analysis ---> Projected peril risk; P.228*

Asset Management & Custody

Activity metrics	(1) Total registered and (2) total unregistered assets under management (AUM)	Quantitative	Reporting currency	FN-AC-000.A	*HSBC Holdings plc Annual Report and Accounts 2022 ---> Global businesses and geographical regions ---> Asset Management: funds under management; P. 115*
	Total assets under custody and supervision	Quantitative	Reporting currency	FN-AC-000.B	*HSBC Holdings plc Annual Report and Accounts 2022 ---> Global businesses and geographical regions ---> Assets held in custody; P.117*

* Commercial Banks, Investment Banking and Brokerage, Mortgage Finance, Consumer Finance, Asset Management and Custody.

**Adapted for non-US markets as per definitions outlined on P.90-91 of Annual Report and Account 2022.

Forward-Looking Statements

This document contains both historical and forward-looking statements. All statements other than statements of historical fact are, or may be deemed to be, forward-looking statements. Forward-looking statements may be identified by the use of terms such as 'expects', 'targets', 'believes', 'seeks', 'estimates', 'may', 'intends', 'plan', 'will', 'should', 'potential', 'reasonably possible' or 'anticipates', variation of these words, the negative thereof or similar expressions. HSBC has based the forward-looking statements on current plans, information, data, estimates, expectations and projections about future events, and therefore undue reliance should not be placed on them. These forward-looking statements are subject to risks, uncertainties and assumptions about us, as described under 'Cautionary statement regarding forward-looking statements' and 'Additional cautionary statement regarding ESG and climate-related data, metrics and forward-looking statements' contained in the HSBC Holdings plc Annual Report on Form 20-F for the year ended 31 December 2022, expected to be filed with the Securities and Exchange Commission ('SEC') on or around 22 February 2023 (the '2022 Form 20-F') and in other reports on Form 6-K furnished to or filed with the SEC subsequent to the 2022 Form 20-F ('Subsequent Form 6-Ks'). HSBC undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. In light of these risks, uncertainties and assumptions, the forward-looking events discussed herein might not occur. Investors are cautioned not to place undue reliance on any forward-looking statements, which speak only as of their dates. Additional information, including information on factors which may affect the Group's business, is contained in the 2022 Form 20-F and Subsequent Form 6-Ks.

World Economic Forum - Stakeholder Capitalism metrics

HSBC continues to review and expand on metrics for reporting environmental, social and governance (ESG) performance and takes the views of our stakeholders into account while doing so. In 2021, we committed to disclosing against the most relevant and meaningful to our business core metrics within the World Economic Forum 'Stakeholder Capitalism Metrics'. We are focused on providing investors with useful, relevant and meaningful sustainability information and we will look to evolve our disclosures over time. The following disclosures are based on the materiality review conducted internally and taking into account feedback from external stakeholders. Where the metrics were deemed not relevant or material to our business, we provided a brief explanation. For certain metrics, we focused the disclosure on our key markets and will be looking to expand the disclosure taking into account the evolving sustainability standards landscape.

S.N	Pillar	Theme	Sub-themes, Core Metrics and Disclosures	Index
1	Principles of Governance	Governing Purpose	Setting purpose: The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Holdings plc Annual Report and Accounts 2022 ---> Strategic report ---> ESG Overview ---> Engaging with our stakeholders and our material ESG topics; P.15 HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Our approach to ESG; P. 44
2	Principles of Governance	Quality of Governing Body	Governance body composition: Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-epresented social groups; stakeholder representation.	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review ---> Governance ---> How ESG is governed; P.86 HSBC Holdings plc Annual Report and Accounts 2022 ---> Report of the Directors ---> Corporate governance report; P.240 HSBC Holdings plc Annual Report and Accounts 2022 ---> Report of the Directors ---> Corporate governance report - → Board committees and working groups; P.251
3	Principles of Governance	Stakeholder Engagement	Material issues impacting stakeholders: A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Overview ---> Engaging with our stakeholders and our material ESG topics; P.15 Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Our approach to ESG ---> How we decide what to measure; P.45
4	Principles of Governance	Ethical Behaviour	Anti-corruption 1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region. a.Total number and nature of incidents of corruption confirmed during the current year but related to previous years b. Total number and nature of incidents of corruption confirmed during the current year, related to this year 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	1. HSBC Holdings plc. Annual Report and Accounts 2022 ---> ESG review ---> Governance ---> Safeguarding the financial system; P.92 HSBC Holdings plc Annual Report and Accounts 2022 ---> Report of the Directors ---> Corporate governance report ---> Directors' induction and ongoing development in 2022; P.252 ESG Datapack 2022 ---> Employee profile a&b.HSBC Holdings plc. Annual Report and Accounts 2022 ---> ESG review ---> Governance ---> Safeguarding the financial system; P.92 2. HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Overview ---> Responsible business culture ---> Anti corruption and anti-bribery; P.19 HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Governance ---> Safeguarding the financial system ; P.92
5	Principles of Governance	Ethical Behaviour	Protected ethics advice and reporting mechanisms: A description of internal and external mechanisms for - 1. Seeking advice about ethical and lawful behaviour, and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour, and organizational integrity	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review --->Governance ---> Whistleblowing; P.92
6	Principles of Governance	Risk and opportunity oversight	Integrating risk and opportunity into business process: Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Environmental ---> Transition to net zero; P.47 HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Environmental ---> Our approach to climate risk; P.64 HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Environmental ---> Task Force on Climate-related Financial Disclosures ('TCFD'); P.68 HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Governance --->Data Privacy; P.95 HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Governance ---> Cybersecurity; P.96 HSBC Holdings plc Annual Report and Accounts 2022 ---> Risk Review ---> Environmental, social and governance ('ESG') risk; P.139 HSBC Holdings plc Annual Report and Accounts 2022 ---> Risk review ---> Top and emerging risks ---> Data risk; P.141 HSBC Holdings plc Annual Report and Accounts 2022 ---> Risk Review ---> Climate risk; P.221
7	Planet	Climate Change	Greenhouse Gas (GHG) emissions For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	HSBC Holdings plc Annual Report and Accounts 2022 ---> Strategic report ---> ESG Overview ---> How we measure our net zero progress; P.18 Scope 1-3 definitions: HSBC Holdings plc Annual Report and Accounts 2022 --->ESG Review ---> Environmental ---> Transition to net zero; P.49 Net Zero aligned Finance and methodologies: HSBC Holdings plc Annual Report and Accounts 2022 --->ESG Review ---> Environmental ---> Net zero aligned finance ---> Notes on data and methodology; P.50 Scope 1, 2, 3 (upstream): HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Environmental ---> Our approach to our own operations; P.62 Scope 3 (downstream): HSBC Holdings plc Annual Report and Accounts 2022 --->ESG Review ---> Environmental ---> Net zero aligned finance ---> Notes on data and methodology;P.49 GHG emissions data: ESG Datapack 2022 ---> Environmental Key facts; Scope 1&2 Dual Reporting

World Economic Forum - Stakeholder Capitalism metrics

HSBC continues to review and expand on metrics for reporting environmental, social and governance (ESG) performance and takes the views of our stakeholders into account while doing so. In 2021, we committed to disclosing against the most relevant and meaningful to our business core metrics within the World Economic Forum 'Stakeholder Capitalism Metrics'. We are focused on providing investors with useful, relevant and meaningful sustainability information and we will look to evolve our disclosures over time. The following disclosures are based on the materiality review conducted internally and taking into account feedback from external stakeholders. Where the metrics were deemed not relevant or material to our business, we provided a brief explanation. For certain metrics, we focused the disclosure on our key markets and will be looking to expand the disclosure taking into account the evolving sustainability standards landscape.

#	Pillar	Theme	Metric	Reference
8	Planet	Climate Change	TCFD implementation Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	HSBC Holdings plc Annual Report and Accounts 2022 ---> Strategic Report ---> ESG overview ---> Task Force on Climate-related Financial Disclosures ('TCFD'); P.17 HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Environmental ---> Task Force on Climate-related Financial Disclosures ('TCFD') ; P.68 HSBC Holdings plc Annual Report and Accounts 2022 ---> Risk Review ---> Climate risk; P.221 HSBC Holdings plc Annual Report and Accounts 2022 ---> Additional information ---> Approach to ESG reporting; P. 423 ESG Datapack 2022 ---> Sustainable fin. ambition; Climate risk metrics_WCR; Climate risk metrics_RCR; Environmental key facts; Scope 1&2 Dual Reporting
9	Planet	Nature Loss	Land use and ecological sensitivity Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	ESG Datapack 2022 ---> Biodiversity & Water HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Environmental ---> Biodiversity and natural capital strategy; P.61
10	Planet	Freshwater availability	Water consumption and withdrawal in water-stressed areas Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	ESG Datapack 2022 ---> Biodiversity & Water, Environmental Key facts HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Environmental ---> Biodiversity and natural capital strategy; P.61 Our disclosure covers our own operations currently. Full value chain data is not available at this stage.
11	People	Dignity and Equality	Diversity and inclusion (%) Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity)	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Employees ---> Promoting diversity and fostering inclusion ---> Creating a diverse environment; P.75 ESG Datapack 2022 ---> Employee profile
12	People	Dignity and Equality	Pay equality (%) Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Employees ---> Promoting diversity and fostering inclusion ---> Creating a diverse environment; P.75 ESG Datapack 2022 ---> Employee profile Website: www.hsbc.com/diversitycommitments
13	People	Dignity and Equality	Wage level (%) 1. Ratios of standard entry level wage by gender compared to local minimum wage.	ESG datapack 2022 ---> Employee profile HSBC Holdings plc Annual Report and Accounts 2022 ---> Being a great place to work ---> Our approach to fair pay and performance ; P.79
14	People	Dignity and Equality	Wage level (%) 2. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	HSBC Holdings plc Annual Report and Accounts 2022 ---> Report of the Directors ---> Corporate governance report ---> Directors' remuneration report ---> Pay ratio; P.295 We currently disclose the ratio between the total pay of the CEO and the lower quartile, median and upper quartile pay of our UK employees in accordance with the methodology prescribed under the UK regulations. We believe this metric is the most material for our stakeholders.
15	People	Dignity and Equality	Risk for incidents of child, forced or compulsory labour An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG review ---> Governance ---> Our respect for human rights; P.87 Annual Statement under the UK Modern Slavery Act: www.hsbc.com/modernslaveryact
16	People	Health and Well-being	Health and safety (%) 1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.	HSBC Holdings plc Annual Report and Accounts 2022 ---> Report of the Directors ---> Corporate governance report ---> Employees ---> Health and safety- P.308 Our disclosure focuses on the most material items to our business. We do not currently report on the numbers of hours worked.
17	People	Health and Well-being	Health and safety (%) 2. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review ---> Social ---> Employees ---> Well-being; P.80 Holdings plc Annual Report and Accounts 2022 ---> Report of the directors ---> Corporate governance report ---> Health and safety; P.308
18	People	Skills for the future	Training provided (#,$) 1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of trainings provided to employees divided by the number of employees) 2. Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review ---> Social ---> Employees ---> Learning and skill development; P.81 ESG Datapack 2022 ---> Employee profile
19	Prosperity	Employment and wealth generation	Absolute number and rate of employment 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	ESG Datapack 2022 ---> Employee profile

World Economic Forum - Stakeholder Capitalism metrics

HSBC continues to review and expand on metrics for reporting environmental, social and governance (ESG) performance and takes the views of our stakeholders into account while doing so. In 2021, we committed to disclosing against the most relevant and meaningful to our business core metrics within the World Economic Forum 'Stakeholder Capitalism Metrics'. We are focused on providing investors with useful, relevant and meaningful sustainability information and we will look to evolve our disclosures over time. The following disclosures are based on the materiality review conducted internally and taking into account feedback from external stakeholders. Where the metrics were deemed not relevant or material to our business, we provided a brief explanation. For certain metrics, we focused the disclosure on our key markets and will be looking to expand the disclosure taking into account the evolving sustainability standards landscape.

20	Prosperity	Employment and wealth generation	Economic contribution 1. Direct economic value generated and distributed (EVG&D) – on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: revenues, operating costs, employee wages and benefits, payments to providers of capital, payments to government, community investment.	Please refer to following pages of Annual report and accounts 2022: a. Revenue - HSBC Holdings plc Annual Report and Accounts 2022 ---> Strategic report ---> Financial overview ---> Reported results; P.28 b. Operating Costs - HSBC Holdings plc Annual Report and Accounts 2022--> Strategic report ---> Financial overview ---> Reported results; P.28 c. Employee wages and benefits - HSBC Holdings plc Annual Report and Accounts 2022 ---> Notes on the financial statements ---> Note 5. Employee compensation and benefits; P.351 d. Payments to providers of capital - HSBC Holdings plc Annual Report and Accounts 2022 ---> Notes on the financial statements ---> Note 8. Dividends; P.359 e. Payments to government - HSBC Holdings plc Annual Report and Accounts 2022 ---> Financial Summary ---> Consolidated income statement; P.100 f. Community Investment - HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review ---> Social ---> Communities ---> Engaging with our communities P.84
21	Prosperity	Employment and wealth generation	Economic contribution 2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	To the best of our knowledge and belief, neither the HSBC Group nor any of its principal subsidiaries has received material financial assistance from any government during the reporting period.
22	Prosperity	Employment and wealth generation	Financial investment contribution Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.	Total capital expenditure: In 2022, we have $1.09 bn in assets capital investments net of depreciation, primarily related to technology and real estate functions supporting our businesses. This is mainly driven by software assets. Software $918 m – HSBC continues to invest in technology to improve the digital experience for our customers and colleagues, driving improved capabilities, resilience and supporting continued efficiency across the Group cost base. We also continue to simplify our architecture, using more efficient technology to reducing cost and supporting our carbon net zero commitments HSBC Corporate Services capital investments in 2022 were $708.7 m cash / $58.2 m P&L, driven by capital spend on our real estate portfolio including offices, retail branches and data centres. Our investments support the Banks strategic initiatives including investing in our buildings to be more sustainable and supporting our carbon net zero commitments. We also continued to invest in the future of workplace, and further enhance the client and colleague experience while providing a productive, healthy and safe environment. Finally, we also invest in optimising our footprint and continuously aim to reduce waste.
23	Prosperity	Employment and wealth generation	Financial investment contribution Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	HSBC Holdings plc Annual Report and Accounts 2022 ---> Report of the Directors ---> Corporate governance report ---> Share capital and other related disclosures; P.301 Holdings plc Annual Report and Accounts 2022 ---> Notes on the financial statements ---> Note 8.Dividends; P.359
24	Prosperity	Innovation of better products and services	Total R&D expenses ($) Total costs related to research and development.	We do not consider this metric to be material to our business.
25	Prosperity	Community and social vitality	Total tax paid The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	HSBC Holdings plc Annual Report and Accounts 2022 ---> ESG Review ---> Governance ---> A responsible approach to tax; P.93 ESG Datapack 2022 --->Tax by country

Forward Looking statement

Forward-Looking Statements

This document contains both historical and forward-looking statements. All statements other than statements of historical fact are, or may be deemed to be, forward-looking statements. Forward-looking statements may be identified by the use of terms such as 'expects', 'targets', 'believes', 'seeks', 'estimates', 'may', 'intends', 'plan', 'will', 'should', 'potential', 'reasonably possible' or 'anticipates', variation of these words, the negative thereof or similar expressions. HSBC has based the forward-looking statements on current plans, information, data, estimates, expectations and projections about future events, and therefore undue reliance should not be placed on them. These forward-looking statements are subject to risks, uncertainties and assumptions about us, as described under 'Cautionary statement regarding forward-looking statements' and 'Additional cautionary statement regarding ESG and climate-related data, metrics and forward-looking statements' contained in the HSBC Holdings plc Annual Report on Form 20-F for the year ended 31 December 2022, expected to be filed with the Securities and Exchange Commission ('SEC') on or around 22 February 2023 (the '2022 Form 20-F') and in other reports on Form 6-K furnished to or filed with the SEC subsequent to the 2022 Form 20-F ('Subsequent Form 6-Ks'). HSBC undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. In light of these risks, uncertainties and assumptions, the forward-looking events discussed herein might not occur. Investors are cautioned not to place undue reliance on any forward-looking statements, which speak only as of their dates. Additional information, including information on factors which may affect the Group's business, is contained in the 2022 Form 20-F and Subsequent Form 6-Ks.