HSBC Bank Malta p.l.c.

Board Diversity and Inclusion Policy

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a. Objective
   i. The objective of HSBC's Board Diversity and Inclusion Policy is to ensure diversity and inclusion is taken into consideration in the succession planning, selection, nomination, operation, and evaluation of the Board.

   ii. Building a more diverse and inclusive workforce is a critical component to developing a sustainable and successful business for HSBC, informed by the Group's deep roots in many geographical regions and our international approach. We are focused on:
      o improving the diversity of our workforce
      o fostering open, inclusive and, where appropriate, challenging discussion
      o leveraging diversity of thought

b. Company's Commitment
   i. Consideration should be given to a wide range of backgrounds including the gender, ethnicity, age, geographical, and educational and professional backgrounds of candidates.

   ii. The Company remains committed to an inclusive culture in the Boardroom where Directors believe that their views are heard, their concerns are attended to and they serve in an environment where bias, discrimination and harassment on any matter are not tolerated.

   iii. The responsibilities in the implementation of this policy are outlined in the RemNom's Terms of Reference.

c. Aspirational Targets
   i. HSBC aspires to meet diversity targets recommended by the Hampton-Alexander Review and Parker Review:
      o 33% female share of Board Directors

   ii. Since the Company has achieved the above target, the HBMT Board aspires to achieve gender parity on the Board.

   iii. If at any time, the diversity target is not met, the Company should document the reasons why, the measures to be taken and the timeframe for measures to be taken, to ensure that the diversity objectives and targets will be met.

   iv. In addition to the above HSBC Bank Malta p.l.c. adopts a full Diversity & Inclusion Policy across the bank for all employees and Key Function Holders.

HSBC