

# **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 are given serious consideration in the succession planning, selection, nomination, operation, and evaluation of the Board.

### *b. Company's Commitment*

- i. The HSBC Board remains committed to an inclusive culture in the Boardroom where Directors are confident that their views are heard, their concerns are attended to and they serve in an environment where bias, discrimination, bullying and harassment on any matter are not tolerated.
- ii. In line with the Bank's Purpose and Values, we value difference and believe that a diverse and inclusive Board, reflective of the communities we serve, is a critical component of effective decision-making and of developing a sustainable and successful business for HSBC.
- iii. We ensure that the search for Board candidates, Board appointments, nominations and succession plans are based on merit and objective criteria which promote and consider various aspects of diversity, such as gender, ethnicity, age, sexual orientation, disability and social, educational and professional backgrounds.
- iv. This approach ensures that the Board is equipped to discharge its responsibilities effectively and to fulfil HSBC's purposes of opening up a world of opportunity. This aligns with the Group's deep roots in many geographical regions and our global approach.
- v. The responsibilities in the implementation of this policy are outlined in the RemNom's Terms of Reference.

### *c. Aspirational Targets*

- i. HBMT is expected to comply with local laws, regulations and market practice, including in relation to diversity targets.
- ii. Recent data by the European Institute for Gender Equality shows that in 2023, the share of women on boards of the largest listed companies in Malta was still among the lowest across the EU with 17.5%, compared to the average of 33.8% across the EU. By mid-2026 it is expected that every listed company within the European Union (to the exclusion of SMEs) needs to have at least 40 per cent female non-executive directors or have a female representation of executive and

non-executive of at least 33 per cent in compliance with the European Commission's European Women on Boards Directive.

This requirement has been transposed in the Capital Markets Rules, Chapter 13.

HBMT aspires to meet and maintain the above-mentioned targets of:

- 40% female non-executive directors on its board or
  - 33% female representation of executive and non-executive directors on its 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. The Board will report on the application of this Policy in the Annual Report and Accounts.