Gender Pay Gap Report 2026
HSBC Ireland



November 2026

HSBC

2026 Results for HSBC Ireland

The Gender Pay Gap Information Act 2021 Reporting*

Mean hourly remuneration gap	17%
Median hourly remuneration gap	6%
Mean bonus remuneration gap	35%
Median bonus remuneration gap	28%
Mean hourly remuneration gap of part-time employees	Comparison not available as no male part-time employees
Median hourly remuneration gap of part-time employees	Comparison not available as no male part-time employees
Mean hourly remuneration gap of temporary contract employees	Not applicable since this employee population is not paid by HSBC
Median hourly remuneration gap of temporary contract employees	Not applicable since this employee population is not paid by HSBC
Percentage of male employees who were paid bonus remuneration Percentage of female employees who were paid bonus remuneration	Male: 96% Female: 97%
Percentage of male employees who received benefits in kind Percentage of female employees who received benefits in kind	Male: 93% Female: 91%
Percentage of males and females when divided into four quartiles ordered from lowest to highest pay :	
a) Lower remuneration quartile pay band	Male 48% Female 52%
b) Lower middle remuneration quartile pay band	Male 49% Female 51%
c) Upper middle remuneration quartile pay band	Male 48% Female 52%
d) Upper remuneration quartile pay band	Male 69% Female 31%

*The Gender Pay Gap Information Act 2021 requires organizations to report on their hourly gender pay gap across a range of metrics. A gender pay gap (mean or median) is the difference between the hourly rate of pay of male and female employees. Organizations are required to select a 'snapshot' date in the month of June. For HSBC Ireland this was 30 June 2026.
This report covers HSBC Securities Services (Ireland) DAC, HSBC Continental Europe and HSBC Investment Funds (Luxembourg) S.A., Ireland Branch entities.

Additional information

What is causing the gender pay gap and how are we addressing it?

What is causing our gender pay gap?

Our 2026 data indicates that a key contributor to our gender pay gap is the representation of women in our highest-paid roles. Representation is broadly balanced across the lower, lower-middle and upper-middle remuneration quartiles. However, women represent 31% of employees in the upper remuneration quartile. This difference in representation at the highest remuneration levels is an important factor in understanding our overall gender pay gap.

What are we doing to address the gap?

We are committed to increasing our gender representation in senior leadership. Alongside our broader diversity and inclusion initiatives, we will continue to use our existing talent, succession and pay processes to support greater gender representation in senior leadership.

a) Our commitment to diversity and inclusion

As part of HSBC Continental Europe, we are committed to creating the conditions for our people to contribute, develop and thrive. By fostering an inclusive culture where different perspectives are valued, we aim to support our colleagues, strengthen our organisation and deliver better outcomes for our customers and stakeholders.

Building upon HSBC Group's values of valuing difference and succeeding together, HSBC Group and HSBC Continental Europe work to create a culture that supports equal opportunities for all employees, helping to reduce discrimination and harassment and promote a greater feeling of inclusion.

In our 2026 all-employee annual survey, 78% of employees in Ireland reported that they feel included.

We work with a range of organizations that share our commitment to diversity and inclusion.

- We were one of the first signatories to the Women in Finance Charter, which commits us to track and report on our gender diversity every year. HSBC Ireland holds the Investors in Diversity Silver Accreditation by the Irish Centre for Diversity, which is the key external agency focused on Inclusion in Ireland.
- We are a founder signatory of the Business in the Community Elevate Pledge, committing to improve the diversity profile of our workforce.
- We have also been supporting 'See Change' campaigns aimed towards making diverse colleagues feel included and respected irrespective of their mental health challenges.

b) Fair and inclusive recruitment

We are focused on ensuring our hiring processes continue to be fair, transparent and inclusive for all.

- Hiring managers receive mandatory training on how to counteract potential biases before starting recruitment.
- We review job descriptions for inclusive language and aim for balanced and diverse interviewing panels especially for senior management roles.
- We encourage balanced and diverse candidate pools and, where possible, make job requirements broad enough to attract diverse candidates.
- We also ask our external sourcing partners to provide balanced and diverse candidate profiles.

Additional information continued…

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c) Valuing difference in our workplace through Inclusive policies

Our inclusive policies support employees through different life stages and promote better work-life balance.

- We have embedded hybrid working and continue to support flexibility in terms of hours and part-time working as part of colleagues' work pattern.
- We provide 24/7 access to a free, confidential Employee Assistance Programme to support with a wide range of issues ranging from legal, personal, relationship, mental health or financial issues.
- Majority of our people managers have attended training to support colleagues who might be facing mental health challenges.
- We provide attractive maternity/adoption/paternity policies.
- Our 9-week Parents Leave is fully paid by HSBC and is a unique benefit offering across industry peers.
- Our Compassionate Leave policy is in place to support our colleagues through the difficult time in case of a miscarriage.
- Our Caregivers Policy provides five days paid leave to those caring for their family and friends.

d) Addressing barriers to opportunity

We continue to support career development and progression through a range of learning, mentoring and development opportunities. These include HSBC University, our global mentoring platform, diversity mentoring and reciprocal mentoring, helping colleagues build connections, develop their capabilities and gain exposure to senior leaders.

By providing access to development, exposure and connections across the organisation, we aim to create the conditions for colleagues from different backgrounds to succeed and progress.

Our existing programmes:

- HSBC's How We Lead framework brings together shared Leadership Principles, practical tools and proven techniques. It helps leaders build a culture that combines high performance with care, while supporting progress towards greater gender balance in senior leadership by helping them to:
  - promote consistent, inclusive leadership behaviours
  - strengthen accountability for developing and progressing diverse talent
  - support fairer conversations about performance, potential, career opportunities and succession
  - encourage leaders to recognise and address barriers that may affect women's progression and
  - build a culture where different perspectives are valued and people can succeed.
- We will continue to support discussions on the career progression of female talent in middle and senior management roles, with a particular focus on opportunities to strengthen representation in senior leadership.
- We will continue to consider gender diversity as part of our annual review of succession plans for senior and executive roles, supporting our ambition to strengthen female representation in senior leadership.

e) Carrying out equity checks

We carry out pay equity checks and audits across all levels of seniority every year. This control is performed to ensure that pay decisions are fair and free from bias across diverse groups of employees and that diversity is considered as a critical factor in achieving fair and equitable pay based on available diversity data.

Additional information continued…

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As part of our existing pay review processes, we will continue to consider pay and reward outcomes to support fair and equitable pay decisions.

f) Employee Resource Groups

Our Employee Resource Groups (ERGs) help foster an inclusive culture and contribute significantly to the experience of our employees. These ERGs are led by employees with a range of shared values, identities, interests, and goals. All ERGs are anchored to a global chapter, yet each regional group is self-governed establishing their own needs, initiatives, meeting cadence and governance rhythms. Each of our ERGs is sponsored by a member of senior leadership team, ensuring there is a direct link between senior leadership and our colleagues.

Our five key ERGs in Ireland are part of global voluntary networks focused on wellness including ability, ethnicity, gender diversity, parenting & caring responsibility and LGBTQ+ inclusion.

g) Improving inclusion know-how

We continue to provide colleagues with learning and educational opportunities that build awareness and understanding of inclusion and help translate HSBC's values into everyday behaviours and ways of working.

