HSBC USA Representation Data

As of December 31, 2022
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Year on Year Change %  2022  2021

Overall: Headcount
Identified as

- Female: 46% 49% 3%
- White: 55% 53% +2%
- Asian: 23% 23% 0%
- Hispanic: 10% 10% 0%
- Black: 7% 7% 0%

Overall: New Hires
Identified as

- Female: 45% 46% -1%
- White: 41% 39% +2%
- Asian: 31% 28% +3%
- Hispanic: 13% 15% -2%
- Black: 9% 9% 0%

Senior Management
Identified as

- Female: 30% 29% +1%
- White: 63% 64% -1%
- Asian: 18% 15% +3%
- Hispanic: 7% 6% +1%
- Black: 3% 3% 0%

Senior Management: New Hires
Identified as

- Female: 31% 30% +1%
- White: 56% 64% +8%
- Asian: 19% 13% +6%
- Hispanic: 10% 8% +2%
- Black: 10% 3% +7%

Graduate Program
Identified as

- Female: 42% 48% +6%
- White: 48% 55% +7%
- Asian: 18% 31% -13%
- Hispanic: 8% 10% -2%
- Black: 14% 8% +6%

Intern Program
Identified as

- Female: 42% 49% -7%
- White: 45% 44% +1%
- Asian: 31% 31% +9%
- Hispanic: 22% 15% +5%
- Black: 4% 16% -12%

NOTE: Employees without a Global Career Band are included in the headcount when calculating the above metrics.