



Biography

Pam Kaur

Group CFO

Appointed to the Board: 1 January 2025

Skills and experience: Pam has extensive global banking experience, gained over an almost 40-year career with a number of global financial institutions. She has performed many senior roles in audit, business, compliance, finance and risk management.

Career: Pam was appointed Group CFO on 1 January 2025. Prior to this, she served as Group Chief Risk Officer from January 2020 and assumed responsibility for Compliance in June 2021. She served as Group Chief Risk and Compliance Officer until December 2024. Prior to joining HSBC in April 2013 as Group Head of Internal Audit, Pam held several senior positions including Global Head of Group Audit for Deutsche Bank; Chief Financial Officer and Chief Operating Officer of the Restructuring and Risk Division for Royal Bank of Scotland Group plc; Group Head of Compliance and Anti-Money Laundering for Lloyds TSB; and Chief Compliance Officer for Citigroup International. Pam previously served as a non-executive Director of Centrica plc and Aberdeen Group plc.

Pam has an MBA in Finance and a BCom (Hons) from Panjab University in India, and is a Fellow of the Institute of Chartered Accountants in England and Wales. She currently serves as a non-executive Director of the Group's subsidiary, The Hongkong and Shanghai Banking Corporation Limited.

External appointments:

- No external appointments