

## **EVP CEO message**

**Speakers: Sandeep Uppal, HSBC President and CEO**

**[Text on screen]**

Sandeep Uppal  
HSBC President and CEO

**[Sandeep]**

Hello! I'm Sandeep Uppal, CEO HSBC Philippines.  
You would have heard from several colleagues about various aspects of our Employee Value Proposition. Which is, Internationalism, Flexibility, Diversity and Inclusion, Well-being and a Robust Performance Management Culture that genuinely supports employees' success.

**[Text on screen]**

Internationalism  
HSBC Employee Value Proposition

Flexibility  
HSBC Employee Value Proposition

Diversity and Inclusion  
HSBC Employee Value Proposition

Well-being  
HSBC Employee Value Proposition

Robust Performance Management Culture  
HSBC Employee Value Proposition

**[Sandeep]**

These are not new but seeing them thrive in a day-to-day working space does drive up our motivation and inspires a meaningful partnership between the Bank and the employees.

**[Text on screen]**

Meaningful Partnership  
HSBC Employee Value Proposition

**[Sandeep]**

HSBC, through its unique international network provides an opportunity to develop an international career, which is incomparable to any other bank.

**[Text on screen]**

Unique International Network  
HSBC Employee Value Proposition

**[Sandeep]**

We all joined the organisation with our own set of skills and the Bank provides a platform to take these beyond physical borders. Working for HSBC gives you access to over 50 other markets within which to pursue your career.

Given that HSBC Philippines has always been an exporter of talent, we have established a network of over 100 Filipinos working across the HSBC markets, which we aptly call, ampliPHI.

**[Text on screen]**

ampliPHI

**[Sandeep]**

This fully amplifies the Filipino capability and serves as a resource for HSBC Philippines' staff who aspire to work internationally.

Our approach to flexible working allows us to be At Our Best.

**[Text on screen]**

Flexible Working

HSBC Employee Value Proposition

**[Sandeep]**

As we work towards the optimum working arrangements for our customers, our teams and ourselves, we're assured that the Bank has in place a framework to take on board our individual needs and support us to balance our personal priorities with our professional goals.

**[Text on screen]**

Diversity and Inclusion

HSBC Employee Value Proposition

**[Sandeep]**

It was also great to hear about how our Diversity and Inclusion initiatives are viewed by our employees as we work through embedding these principles into our workspace.

**[Text on screen]**

Balance

Employee Resource Groups (ERG)

Balance

Employee Resource Groups (ERG)

Generations

Employee Resource Groups (ERG)

Pride

Employee Resource Groups (ERG)

Ability

Employee Resource Groups (ERG)

Nurture

Employee Resource Groups (ERG)

**[Sandeep]**

Our ERGs, Balance, Generations, Pride, Ability and Nurture all demonstrate how we embrace different perspectives and give everyone a fair and equal opportunity to be heard and to succeed.

**[Text on screen]**

Embrace different perspectives

Fair and equal opportunity to be heard

**[Sandeep]**

We have four pillars to well-being, physical, mental, financial and work-life balance, and for each of these resources in place to support employees.

**[Text on screen]**

Physical, Mental, Financial

Well-being pillars

Work-life balance

Well-being pillars

Resources in Place

**[Sandeep]**

Be it in the form of webinars or high-energy, face-to-face activities, we simply need to sign up for these events and take charge of our personal well-being.

The value that one derives from a meaningful partnership is not just what we get out of it but equally what we give back.

**[Text on screen]**

Doing interesting work

**[Sandeep]**

Doing interesting work and knowing that we contribute to shaping a sustainable future and help improve the lives of others is itself rewarding.

**[Text on screen]**

Contributing to a sustainable future

**[Sandeep]**

Our performance management processes aids that success.

**[Text on screen]**

Performance Management aids success  
HSBC Employee Value Proposition

**[Sandeep]**

Beginning with the clear articulation of goals aligned with the strategy ensures a clear line of sight to how an individual contributes to the organisation's success.

**[Text on screen]**

Clear goals  
HSBC Employee Value Proposition

**[Sandeep]**

Managers then support their team through ongoing feedback by letting an employee know whether they are on the right track or need to make adjustments to achieve success, and therefore, the team's success.

**[Text on screen]**

Feedback  
HSBC Employee Value Proposition

**[Sandeep]**

Looking back at my own career with the Bank, these very propositions have shaped my values, and ensured a successful career over 30 years and across multiple countries.

The same opportunity is offered to all when they join HSBC.

Come, grab the opportunity!

Thank you.

**[Text on screen]**

HSBC