

**HSBC Investments and Insurance Brokerage, Philippines Inc.
(Formerly HSBC Insurance Brokers Philippines, Inc.)
Corporate Governance Supplementary Report 2023**

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Corporate Governance Report 2023

Introduction

Our holding company, HSBC Holdings plc, is a public limited company incorporated in England and Wales. Headquartered in London, HSBC is listed on the London, Hong Kong, New York and Bermuda stock exchanges. The entities that form the HSBC Group provide a comprehensive range of financial services.

HSBC has a matrixed management structure, by which we mean that the group is organized firstly by its global businesses and global support functions as well as by a regional and country oversight model. It uses a global subsidiary model, with locally incorporated subsidiaries complemented by branches in certain territories. The HSBC structure is also influenced by the regulatory framework which applies to it, with many of the group entities being locally regulated.

This global structure helps HSBC to address international, systemic challenges – such as financial crime risk – in a consistent and more effective way. It also helps ensure that each business and function adhere to the culture, the required conduct outcomes and values, with the tone and direction set by the Board through the leadership of the Group Chief Executive.

HSBC Insurance Brokers (Philippines) Inc. was incorporated in The Philippines on 06 June 2002 and is a wholly owned subsidiary of the Hongkong and Shanghai Banking Corporation Limited (“HBAP” or the “Parent Company”), with HSBC Holdings plc (“HSBC PLC”) as the ultimate parent. The Company is licensed by the Insurance Commission Philippines (“IC”) as an insurance broker to engage insurance business in the Philippines.

On August 10, 2022, the Securities and Exchange Commission (“SEC”) approved the change in the corporate name of HSBC Insurance Brokers (Philippines), Inc. to HSBC Investment and Insurance Brokerage, Philippines Inc. (“HIIB” or the “Company”). Subsequently, the Board of Directors (BOD) approved for the Company to do business under the name of HSBC Wealth as its trade name, which was approved by the SEC on October 31, 2023.

On July 21, 2023, the SEC issued a Certificate of Registration to the Company to effect the registration and authorization of the Company to operate as a broker in securities subject on full compliance with the terms and conditions set by the Commission pursuant to the provisions of the Securities Regulation Code and their implementing rules and regulations, as well as other pertinent laws, rules and regulations applicable.

The Company is guided in its practices by all applicable corporate governance regulations and guidelines that authorities may issue from time to time, as well as internal best practices to the fullest extent possible.

How We are Organised

As mentioned in the introduction, HSBC is organized by its global businesses and global support functions as well as by a regional and country oversight model.

The global businesses are Commercial Banking, Global Banking and Markets and Wealth and Personal Banking. *HIIB forms part of the Wealth and Personal Banking Business (WPB).* WPB provides a full range of retail banking and wealth services from personal banking to ultra-high net worth individuals and their families. It offers locally tailored products and services across multiple channels for customers’ everyday banking needs, as well as insurance, investments, and Private Wealth Solutions for those with more sophisticated requirements.

As an investment and insurance broker in the Philippines, the Company distributes insurance products exclusively to WPB customers. HIIB has exclusive insurance partnership with AZ PNB Life, ATRAM and BPI Asset Management and Trust Corporation to distribute their accredited products.

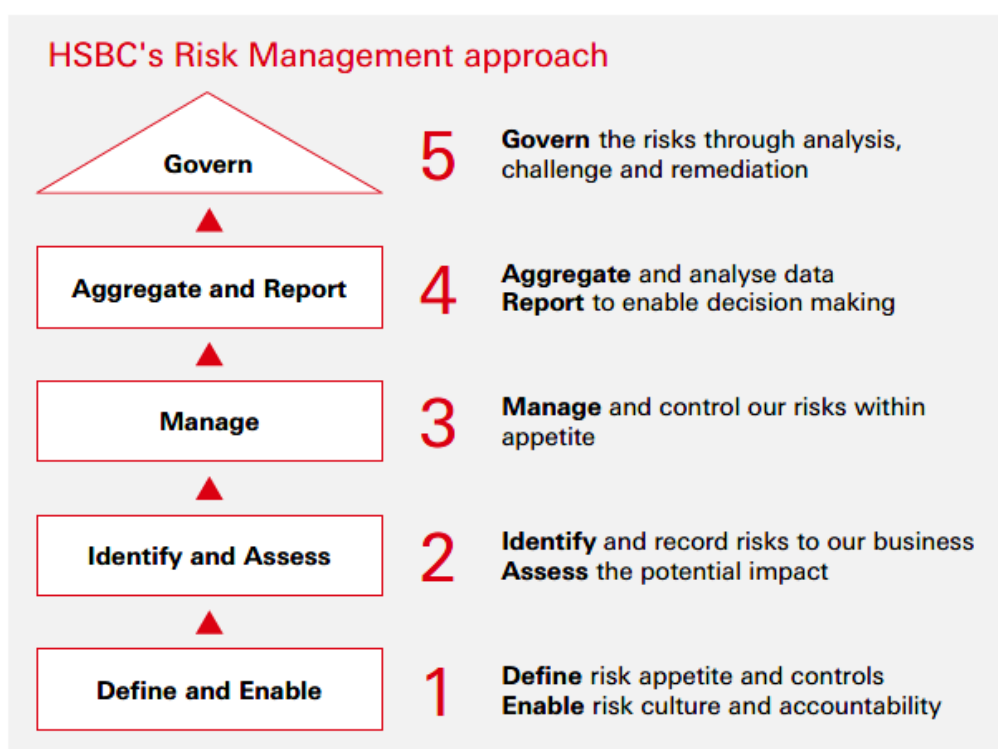
The Company is supported by several corporate functions. The functions include Corporate Governance and Secretariat, Communications, Public Affairs, Finance, Compliance, Human Resources, Internal Audit, Legal, Marketing, Risk, Strategy and Planning, Sustainability and Digital Business Services (DBS). DBS provides real estate, procurement, technology and operational services to the business.

Approach to risk

As part of the HSBC Group, the Company recognizes the importance of a strong culture, which refers to our shared attitudes, values and standards that shape behaviours related to risk awareness, risk taking and risk management. All our people are responsible for the management of risk, with the ultimate accountability residing with the Board. We seek to build our business for the long term by balancing social, environmental, and economic considerations in the decisions we make. Our strategic priorities are underpinned by our endeavour to operate in a sustainable way. This helps us to carry out our social responsibility and manage the risk profile of the business. We are committed to managing and mitigating climate related risks, both physical and transition, and continue to incorporate consideration of these into how we manage and oversee risks internally and with our customers.

The focus of our Risk Management Framework is to:

- Manage risk consistently across the HSBC Group
- Have a strong risk culture: managing risk is simply part of how we work.
- Be aware of risks, identify our material risks and take better decisions as a result.
- Have controls in place to ensure we only take the right type and amount of risk to grow our business safely and within our appetite.
- Deliver fair outcomes for customers and help protect market integrity.



Enterprise-wide application

Our risk appetite encapsulates the consideration of financial and non-financial risks. We define financial risk as the risk of a financial loss because of business activities. We actively take these types of risks to maximize shareholder value and profits. Non-financial risk is the risk to achieving our strategy or objectives as the result of failed internal processes, people and systems, or from external events.

The Company formally articulates risk appetite through Risk Appetite Statement (RAS). Setting out our risk appetite ensures that we agree a suitable level of risk for our strategy. The RAS consists of qualitative statements and quantitative metrics, covering financial and non-financial risks. It is applied to the development of the Company's strategic and business planning. The Company's performance against the

RAS is reported to the Executive Committee, Audit and Risk Committee alongside key risk indicators to support targeted insight and discussion on breaches of risk appetite and associated mitigating actions and escalated to the Board as and when necessary. This reporting allows risks to be promptly identified and mitigated, to drive a strong risk culture.

Risk management

We recognize that the primary role of risk management is to protect our customers, business, colleagues, shareholders, and the communities that we serve, while ensuring we are able to support our strategy and provide sustainable growth. This is supported through our three lines of defense model described on the following pages. We also perform periodic risk assessments as and when necessary and use a comprehensive risk management framework across the organization and across all risk types, underpinned by our culture and values. This outlines the key principles, policies, and practices that we employ in managing material risks, both financial and nonfinancial. The framework fosters continual monitoring, promotes risk awareness, and encourages sound operational and strategic decision making. It also ensures a consistent approach to identifying, assessing, managing, and reporting the risks we accept and incur in our activities.

Our risk management framework. The following diagram and descriptions summarize key aspects of the risk management framework, including governance and structure, our risk management tools and our culture, which together help align employee behavior with our risk appetite.

Key components of our risk management framework.

HSBC Values and risk culture		
Risk governance	Non-executive risk governance	The Board approves the Group's risk appetite, plans and performance targets. It sets the 'tone from the top' and is advised by the Audit and Risk Committee
	Executive risk governance	Our executive risk governance structure is responsible for the enterprise-wide management of all risks, including key policies and frameworks for the management of risk within the Company.
Roles and Responsibilities	Three lines of defence model	Our 'three lines of defense' model defines roles and responsibilities for risk management. An independent Local Risk function helps ensure the necessary balance in risk/return decisions.
Processes and tools	Risk Appetite Enterprise-wide risk management tools Active risk management: identification/assessment, monitoring. Management and reporting	The Company has processes in place to identify/assess, monitor, manage and report risks to help ensure we remain within our risk appetite
Internal Controls	Policies and procedures	Policies and procedures define the minimum requirements for the controls required to manage our risks.
	Control activities	Operational and resilience risk management defines minimum standards and processes for managing operational risks and internal controls.
	Systems and infrastructure	The Company has systems and/or processes that support the

		identification, capture and exchange of information to support risk management activities.
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Our responsibilities

All our people are responsible for identifying and managing risk within the scope of their roles as part of the three lines of defense model.

Three lines of defense

To create a robust control environment to manage risks, we use an activity-based three lines of defense model. This model delineates management accountabilities and responsibilities for risk management and the control environment.

The model underpins our approach to risk management by clarifying responsibility and encouraging collaboration, as well as enabling efficient coordination of risk and control activities. The three lines of defense are summarized below:

- The first line of defense owns the risks and is responsible for identifying, recording, reporting and managing them in line with risk appetite, and ensuring that the right controls and assessments are in place to mitigate them.
- The second line of defense challenges the first line of defense on effective risk management and provides advice and guidance in relation to the risk.
- The third line of defense is our Global Internal Audit function, which provides independent assurance that our risk management approach and processes are designed and operating effectively.

The Board

The Board is responsible for fostering the long-term success of the company, and to sustain its competitiveness and profitability in a manner consistent with its corporate objective and the long-term best interests of its shareholders and other stakeholders.

As a wholly owned subsidiary of HBAP, majority of the directors are from the Bank. This is to ensure full alignment of corporate objectives and strategies as this structure ensures that the guidelines, controls and policies established at the HSBC Group level are properly implemented. Independent non-executive independent directors are also part of the Board to add professional skills, provide an external perspective, oversight of managerial performance, including prevention of possible conflict of interests and balancing of competing demands of the corporation.

Relationship between the Board and the senior executive team

The roles of Chairman of the Board and President are separate, with a clear division of responsibilities between the running of the Board by the Chairman and executive responsibility for running the business, which is undertaken by the President.

The Board delegates day-to-day management of the business and implementation of strategy to the President. To assist the President in her day-to-day management of the Company, she is supported by recommendations and advice from the Executive Committee, an executive forum comprising of senior HSBC management.

Biographical Details of Directors and Management

Chairman and executive Directors

Sandeep Uppal

Chairman and Non-Executive Director
British
Appointed to the Board: June 2022

Peter George Faulhaber

Vice-Chairman and Non-Executive Director, EXCO
Chair, Nomination Committee Member
American
Appointed to the Board: April 2019

Skills and experience: Sandeep has over 31 years of banking experience with 29 years is with HSBC across 5 markets, predominantly in Asia.

Career: Sandeep held various senior management roles across HSBC since joining in 1993. He was most recently Global Co-Head & Regional Head of International Subsidiary Banking in Hong Kong and Head of CMB in India. He joined HSBC Philippines in 2022 as the Country CEO and is the Chairman of the locally incorporated HSBC Savings Bank (Philippines),

External Appointments: None

- President & CEO, HSBC Philippines since April 2022
- Chairman & Non-Executive Director, HSBC Savings Bank since 2022.
- Global Co-Head & Regional Head of International Subsidiary Banking in Hong Kong until March 2022.
- Head of CMB, India until April 2017.
- Chief Executive Officer, Mauritius until Jan 2011.
- Regional Commercial Manager, Corporate Banking in UK until October 2006.
- Head of Intra Group Sales, Group Private Banking in London until October 2005.
- Senior Commercial Banking Manager in London until August 2004.
- Branch Manager, London in UK until Jan 2003.
- Deputy Manager, General Manager Greater China's Office in Hong Kong until Jan 2001.
- Vice President Branches, Manila until Oct 1999.
- Education: BA Economics, Delhi University
- MBA XLRI, India (Marketing and Finance)

Claudia Isabel Santander

President and CEO, Executive Director, EXCO Member, Nomination Committee Chair Filipino

Appointed to the Board: March 2023

Skills and experience: Claudia has almost twenty years of experience in the banking industry, concentrated on wealth management.

Career: She comes from HSBC's Channel Islands & Isle of Man and Expat businesses where she heads Products, Platforms and Services for IWS (Investment and Wealth Solutions). She was previously Head of Brokerage, Structured products, and FX in Mexico, covering Wealth Retail & Private

Skills and experience: Peter has over 11 years of experience in the banking and financial services industry in Asia, Jersey Islands and Middle East.

Career: Peter held various management roles across HSBC since joining in 2010. He is currently the head of Wealth and Personal Banking, Philippines and Vice-Chairman and non-Executive Director of the HSBC Savings Bank.

External Appointments: TransUnion (Philippines), Board Member

- Head, Wealth & Personal Banking, Philippines since February 2019
- Vice Chairman & Non-Executive Director, HSBC Savings Bank since 2019
- Head – Retail Distribution Branch Network, Jersey Channel Islands until December 2018
- Regional Head – Retail Banking & Wealth Management Internal Audit, Asia Pacific, Hong Kong until August 2015
- Regional Head – Business Risk & Control Management, RBWM Middle East, Dubai, UAE until August 2013
- Premier Centre Manager, Premier Direct, RBWM Middle East, Dubai, UAE until November 2011
- Premier Team Leader, RBWM Middle East, Dubai, UAE until May 2010
- Associate, MarketBridge, Washington D.C., USA until June 2008
- Education: BA Middle East History, Georgetown University
- MBA – International Business, INSEAD

Margarita Patricia Foronda

Executive Director and Treasurer, EXCO Member Filipino

Appointed to the Board: January 2019

Skills and experience: Margot is a Certified Public Accountant. She started her career with HBAP Finance in 2001 as Assistant Manager of Regulatory Reports. Her professional experience spans for 20 years in the field of management information, financial reporting and advisory.

Career: She is currently the Vice President of Financial Control of HBAP Finance and the Treasurer and Director of HSBC Investment and Insurance Brokerage, Philippines Inc.

Bank. She has also worked in the Global Wealth team, based in London, as Senior Manager of Structured Products and Brokerage; leading global implementations focused on training, global standards, and commercialization activities.

External Appointments: None

- President, HSBC Investment and Insurance Brokerage, Philippines Inc. since March 2034 to present.
- Head of Wealth Strategy Products and Services, HSBC Jersey, 2020 to 2023
- Head of FX, Brokerage and Structured Products, HSBC Mexico, 2017 to 2020
- Global Senior Manager, Structured Products and Brokerage, HSBC UK, 2015 to 2017
- Premier Relationship Manager, HSBC Mexico, 2012-2015
- Premier Project Leader, HSBC Mexico, 2009 to 2012
- Regional Latin America Analyst, HSBC Mexico, 2007 to 2009
- Education: Bachelor in Business Administration, Instituto Tecnológico de Monterrey, Campus Ciudad de Mexico, MBA (Master in Business Administration) EGADE Business School

External Appointments: None

- Treasurer and Director, HSBC Insurance Brokers (Philippines) Inc. since Nov 2021
- Vice President, Financial Control since Mar 2020
- Vice President, Financial Reporting and Advisory since Mar 2016
- Vice President, Financial Reporting since Dec 2011
- Manager, ASP MI Policies and Special Projects since May 2011
- Vice President, Financial Reporting since May 2010
- Manager, Financial Reporting since Dec 2008
- Manager, Management Information since Nov 2006
- Education: Bachelor of Science in Business Administration major in Accounting, Miriam College
- Certified Public Accountant

Colin Andrew Drummond

Non-Executive Director, Audit and Risk Committee Member

Appointed to the Board: November 2017

Skills and experience: Colin has 29 years of banking and financial services experience in Hong Kong, Singapore and in the UK and have worked in Retail, Commercial, Global Banking Markets and Private Banking and have had roles in all 3 lines of defense.

Career: Prior to joining HSBC, Colin spent 2 years in Singapore working for Standard Chartered. Before that, he worked for Royal Bank of Scotland for 22 years both in Hong Kong and the UK across a broad range of roles. Colin set up the Business Risk Control Management in HSBC Asia-Pacific before moving on to become the Head of Sales Quality. He then returned to the Asia Pacific team as Head of Business Oversight, before being appointed as Chief Control Officer. Currently, he is a non-Executive Director of the HSBC Savings Bank.

Atty. Florina Tan

Corporate Secretary

Appointed to the Board: April 2013

Skills and Experience: Florina has significant governance experience in the financial and property industry.

Career: Florina spent twelve years at the Perez Gumar Tan Javier and Velasco (formerly Balgos and Perez Law Offices) from associate before ascending to becoming the firm's partner in 2015. She was appointed as the Company's Corporate Secretary in 2013.

External Appointments: None

- Chief Control Officer, Retail Banking & Wealth Management Asia Pacific, HSBC Hong Kong since May 2017
- Non-Executive Director, HSBC Savings Bank since 2017
- Head of Business Oversight, Retail Banking & Wealth Management Asia Pacific, HSBC Hong Kong until April 2017
- Head of Private Banking, Standard Chartered Bank, Singapore until May 2012
- Head of Operational Risk, The Royal Bank of Scotland Group plc, Hong Kong until September 2010
- Acting Head of Wealth Management Operational Risk, The Royal Bank of Scotland Group plc, Hong Kong until November 2008
- Head of Operational Risk, Coutts UK, The Royal Bank of Scotland Group plc, Hong Kong until April 2008
- Manager, Wealth Management Operational Risk Review, The Royal Bank of Scotland Group plc until January 2006
- Education: Higher Level Education, Beath High School

Independent non-executive Directors

Margarita Batino

Independent non-executive Director,
Audit and Risk Committee Member
Filipino

Appointed to the Board: November 2023

Skills and experience: Marge is the former Senior Vice President & Head of HSBC Securities Services, Global Banking and Markets and the former Associate Director & Head, Financial Institutions & Government Sector, Global Banking before leaving HSBC in 2012.

Career: She has more than 20 years of working experience in banking industry, including HSBC and JP Morgan. She was one of the HSBC's Talent Pool, consisting of top-ranked executives being groomed for more senior leadership positions.

External Appointments: None

- Senior Vice President & Head - HSBC Securities Services, Global Banking & Markets and Associate Director & Head - Financial Institutions & Government Sector, Global Banking, 2010 to 2012

Homer Figueroa

Independent non-executive Director,
Audit and Risk Committee Chair, Nomination Committee Member
Filipino

Appointed to the Board: August 2020

Skills and experience: Homer is a Certified Public Accountant with more than 18 years of working experience in both corporate finance and internal audit. He also has an extensive knowledge of financial crime compliance.

Career: He served as Senior Vice-President of Management of Internal Control of HSBC Philippines and head of internal audit of HSBC Savings Bank Philippines between 2006 to 2013. After his career in HSBC, he joined a local bank, Bank of Commerce Philippines as the senior vice president of internal audit until 2014. Between 2016 to 2017, he provided financial crime compliance assurance services to HSBC.

External Appointments: MIPOLCO (Minalin Poultry Cooperative), Executive Director

- Senior Vice President & Head – Multinationals, Financial Institutions & Government Sector, 2009 to 2010
- Senior Vice President & Head - Multinationals, Global Banking, 2006 to 2009
- Vice President & Senior Relationship Manager - Multinationals, Corporate Banking, 2005 to 2006
- Assistant Vice President & Relationship Manager - Multinationals, Corporate Banking, 2002 to 2005
- Education:
 - Ateneo de Manila University, Philippines, Bachelor of Science in Management Engineering
- Finance Crime Compliance Specialized Assurance Lead - HSBC Philippines from May 2016 until Aug 2017
- Senior Vice President of Internal Audit – Bank of Commerce Philippines until Jun 2014
- Senior Vice President of Management of Internal Control – HSBC Philippines
- Head of Internal Audit – HSBC Savings Bank Philippines until Mar 2013
- Vice President of Management of Internal Control – HSBC Philippines until Aug 2006
- Vice President of Makati Branch – HSBC Philippines until May 2004
- Asst. Vice President Makati Branch – HSBC Philippines until December 2003
- Asst. Vice President Ortigas Branch – HSBC Philippines until Jul 2003
- Asst. Vice President Financial Accounting – HSBC Philippines until Aug 2001
- Manager, Financial Control, Personal Banking until Jul 1998
- Bank Examiner, Central Bank of the Philippines until 1990
- Branch Staff, Philippine National Bank until 1987
- Education:
 - Master of Business Administration, De La Salle University
 - Bachelor of Science in Business Administration in Accounting, University of the East
 - Bachelor of Science in Business Administration major in Banking and Finance, University of the East
- Certified Public Accountant

Management

The management comprises officers who support the President in the day-to-day management of the business and the implementation of strategy.

The management of regulatory compliance risk and financial crime risk resides with the Compliance Officer and Anti-Money Laundering Compliance Officer.

Day-to-day responsibility for risk management is delegated to senior managers with individual accountability for decision making. All our people have a role to play in risk management. These roles are defined using the three lines of defense model, which considers our business and functional structures.

The Chief Risk Officer holds executive accountability for the ongoing monitoring, assessment and management of the risk environment and the effectiveness of the risk management framework. The Chief Risk Officer is also responsible for the oversight of reputational risk, with the support of the Group Reputational Risk Committee.

<p>Michael Angelo Bituin Chief Risk Officer</p> <p>Mike was appointed as the Chief Risk Officer of the Company on 20 October 2022. He joined HSBC Philippines as the Head of Operational and Resilience Risk. He previously worked for FWD Life Insurance Corporation as Director, Technology and Transformation Governance and Senior Manager, Risk Management. He was also Risk Audit Manager at Ernst and Young and SGV.</p>	<p>Paolo John Purganan Compliance Officer</p> <p>PJ was appointed as Compliance Officer on 11 July 2022. He is currently the Head of Regulatory Compliance in HSBC Philippines. He is a lawyer by profession and brings with him over 11 years of experience in legal, compliance, risk management, regulatory advisory and research.</p>	<p>Marie Marthe Keyser AML Compliance Officer</p> <p>Marthe was appointed as AML Compliance Officer on 26 Sept 2022. She is currently the Head of Investigations Philippines in HSBC Philippines. She started her career with HSBC Philippines Collections in 2006. Her professional experience spans for 15 years in the field of collections and AML investigations.</p>
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How we are governed

As a member of the HSBC Group, the Company is required to operate at the highest possible standard, whether this standard is applied as a global approach by the HSBC Group or as a result of local regulatory expectation. Acknowledging that the HSBC Group's Company Secretary's Global Function maintains a fully developed Functional Instruction Manual which sets out a globally consistent approach to the application of corporate governance policy, processes. Procedure and practice, this applies only in so far if there is no conflict with any local legislative or regulatory requirements.

Operation of the Board

The Board is ordinarily scheduled to meet at least four times a year. The annual stockholders meeting is scheduled every June. The Board regularly reviews reports on performance against financial and other strategic objectives, key business challenges, risk, and business developments.

Board induction and training

On appointment, new Board members are provided with tailored, comprehensive induction programs to fit with their individual experiences and needs. An early focus on induction supports good information flows within the Board and its committees and between senior management and non-executive Directors, providing a better understanding of our culture and way of operating.

Typical induction and training topics include those that focus on HSBC values, culture and leadership, governance arrangements and directors' duties.

Each non-executive independent director carries out mandatory training modules that mirror the training undertaken by all HSBC employees. Training is delivered through a specially designed mobile application so directors could access it easily. Modules included the following topics:

- the management of risk under the enterprise risk management framework, with a focus on operational risk;
- the importance of health, safety and well-being.
- data privacy and the protection of data of our customers and colleagues;
- combating financial crime, which involves understanding how we deal with money laundering, sanctions, and bribery and corruption risks; and
- the importance of our values and conduct.

Requirements for director appointments

Appointments to the Board are made on merit and candidates are considered against objective criteria, having regard to the benefits of a diverse board. A rigorous selection process is followed for the appointment of directors and senior employees. Directors are nominated for annual re-election via the Annual Stockholders Meeting held every June.

Role of the Board committees

Committees are smaller groups delegated by the full Board to provide advice on and oversight of the Company's different activities. Only independent non-executive directors can be members of Board committees.

Group Audit and Risk Committee reviews matters relating to financial reporting and the effectiveness of internal financial control systems. It also safeguards the independence of the Group's internal audit function and oversees its performance as well as monitoring the effectiveness of the external auditor. It is also responsible for overseeing the Group's Whistleblowing Policy. It also undertakes oversight of enterprise risk management, risk governance and internal control systems (other than internal financial control systems). It also has responsibility for oversight of matters related to financial crime and system abuse, in particular Anti-Money laundering, sanctions, terrorist financing and proliferation financing and anti-bribery and corruption.

Nomination Committee leads the process for Board appointments and approves appointments to the boards of directors.

Succession planning

The Company uses "Everyday Succession Management (ESM)". This is the practice of identifying critical positions within the bank, identifying the capabilities and experience required to be successful in those positions and then identifying and developing potential successors.

Critical positions are those that:

- Compared to other positions at the same level, are strategically important and/or high risk. This could include positions which are expected to grow in scope and importance in the future; or
- Are required by the regulator; or
- Require a critical capability or skill for which there is a limited market supply internally or externally.

To ensure the robustness and validity of succession plans, leaders are asked to apply the following principles in the creation of succession plans:

- Potential successors are identified and categorized based on their readiness in assuming the target role:
 - a. Emergency Cover – temporarily hold the role while the process to identify and appoint a more permanent role holder is ongoing.
 - b. Ready Now – may take on the role once it becomes vacant.
 - c. Develop in Role – a few key development areas need to be addressed while in their current role.
 - d. 1 to 2 Roles Away – would benefit from broader or deeper experience gained through taking on other roles in preparation for the target role.
- Diversity – Potential successors should be drawn from the widest pool of talent in order to meet HSBC's diversity and inclusion aspirations.
- Transparency – Open conversations with all successors and their line managers should be held throughout the process.
- Future-focused – The way in which the role is likely to change in the future should be taken into account in identifying relevant successors.
- Enterprise view – Plan owners should engage in cross-business/function/region dialogue to ensure they nominate successors with an enterprise view in mind. They should also agree on any amendments made to previously agreed plans.
- Development plans – identified successors should be supported to create robust individual development plans.

Managing Related Party Transactions

The Board is responsible for reviewing the Company's transactions with its related parties to ensure these have been conducted in a sound and prudent manner, with integrity and in compliance with applicable laws and regulations. To this end, the Board has set out procedures for the effective oversight of related party transactions.

The Company refers to the HSBC Group Guidelines on Related Party Transactions. All employees are expected to assist in the identification of related party transactions, and in the prevention or management thereof, and to act with integrity and exercise good judgment with the requisite degree of independence and objectivity. They should raise any related party transactions or conflicts of interest in a prompt and appropriate manner, using available escalation channels. Loans entered into with a director, stockholder, officer, related interests or related parties, as well as exceptional transactions (other than loans) as defined in the guidelines, need to be reviewed and approved by the Board of Directors to ensure that these transactions are conducted on an arms' length basis and that the terms and conditions thereof remain fair and equitable to the Company.

In the ordinary course of business, the Company has various transactions with its related parties which includes normal transactions and an agreement to provide services and use of equipment.

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