



2024 GENDER PAY GAP REPORT

BNY LONDON BRANCH



GENDER PAY GAP REPORT

BNY has published our eighth Gender Pay Gap report for Bank of New York Mellon, London Branch, in accordance with the U.K. Government's criteria.

At BNY, everything we do depends on our people and our culture is shaped by our Pillars and Principles.

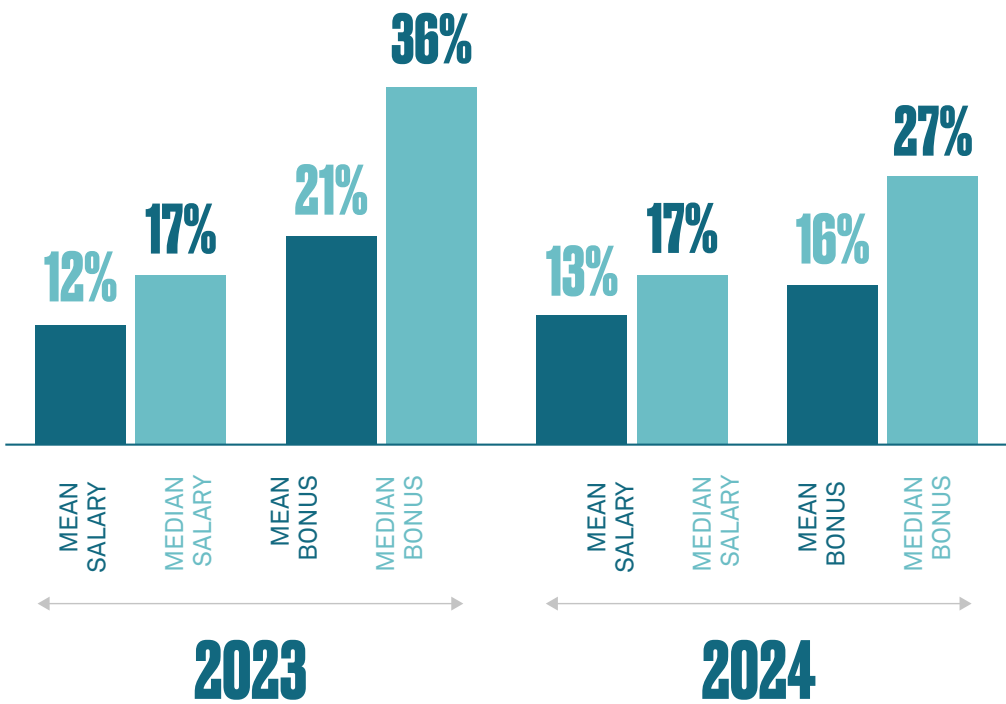
Measuring a gender pay gap is not the same as measuring equal pay. The Gender Pay Gap is a comparison of the difference between the average earnings of all men and women employed by a company. In contrast, equal pay analyses how much men and women are paid for the same/similar work.

At BNY we pay based on performance. We conduct regular reviews of our global pay practices to ensure men and women employees receive equal pay for equal work and voluntarily publish the findings of this in our Pay Equity Statement.

PAY AND BONUS GAP

For this period, there was a 1 percentage point increase in the mean hourly pay gap vs. 2023. The median hourly pay gap remained unchanged.

The mean and median pay gaps can be attributed to a higher proportion of men in senior roles, along with an overall increase in hourly pay rates, particularly at the Managing Director level.



The mean bonus gap decreased by 5 percentage points and the median bonus gap by 9 percentage points compared with 2023.

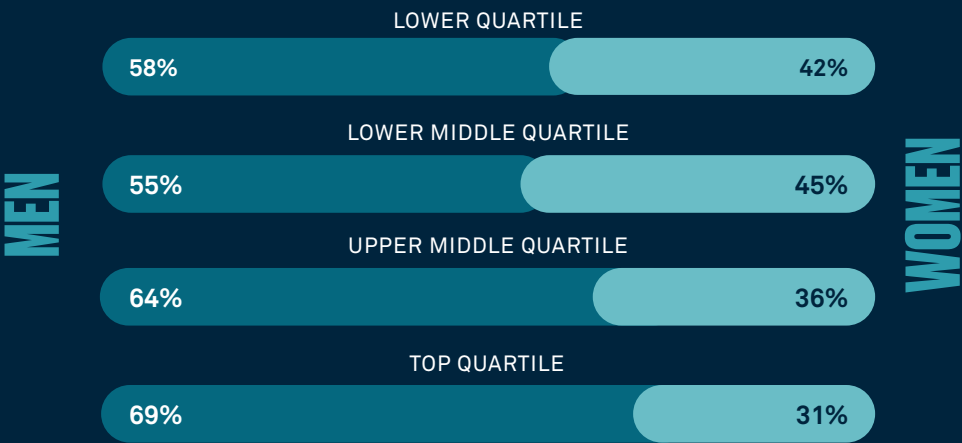
The reduction in the mean and median bonus gaps was impacted by BNY's ongoing transformation in mid and senior headcount. The bonus pay gap is also impacted by deferred awards from prior years that have vested in the reporting period.

PROPORTION OF EMPLOYEES RECEIVING AN INCENTIVE AWARD — 2024



In 2024 we continued with our BK shares initiative. The change in recipients compared with 2023 reflects awarding shares to our new hires from the prior period. This program is a key component of BNY's total rewards strategy and will continue in 2025

GENDER DISTRIBUTION BY PAY QUARTILE — 2024

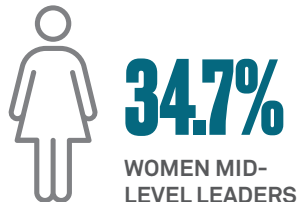


The quartiles split our employees into four equal groups ranked from the lowest to the highest rate of pay and show the relative percentage of each gender in those groups.

ADDRESSING THE PAY GAP

We know there is still much left for us to do. We have maintained focus on actions which show some progress during a time of transformation.

Currently*, women comprise **32.3%** of senior leaders, **34.7%** of mid-level leaders and **39.2%** of women at all levels of BNY London Branch.



* As of 5 February 2025



Recruitment And Leadership Development

Talent is everywhere and when recruiting, we want to access the broadest group of appropriately skilled, qualified talent.

BNY colleagues are offered development opportunities, including sponsorship, mentoring and reverse mentoring programs. BNY also has a full suite of leadership learning content on our Learning Experience Platform, Learn at BNY to build capability and skill.

Our market-leading wellbeing and healthcare provision and global, gender-agnostic, family-friendly policies help support our employees in moments that matter.



Wellbeing

As a new benefit for 2024, we offer targeted access to confidential, mental health services through our provider, Spring Health. Our employees and their family household members, ages 8+ can access up to 12 sessions of individualized care annually at no cost. A care navigator monitors their progress and guides their support journey.

ADDRESSING THE PAY GAP



Belonging

Our six Employee and Business Resource Groups (E/BRGs) are open to all employees and support our workforce, provide opportunities for personal and professional development and help ensure a wide range of perspectives and rich experience contribute to our performance and ultimately our clients' success.



Charters

We are a signatory of HM Treasury Women in Finance Charter, where we aspire to increase senior women representation across EMEA from 28% in 2020, to 33% by the end of 2025. As of Dec 31, 2024, 31.6% of EMEA senior management are women.

We remain committed to promoting a sense of belonging across our organisation and supporting the wellbeing of our people so they can do their best work, build great careers, and lead fulfilling lives.

We continue to review and enhance our reporting process to maintain accuracy, transparency and accountability.



Cécile Nagel

London Branch Manager, The Bank of New York Mellon

The London branch of The Bank of New York Mellon, a company incorporated in the State of New York, USA, registered in England and Wales at One Canada Square, London, E14 5AL and whose branch number is 000818.