

➤ **BNY**

2025 GENDER PAY GAP REPORT

BNY LONDON BRANCH



GENDER PAY GAP REPORT

BNY has published our 2025 Gender Pay Gap report for Bank of New York Mellon, London Branch (BNY), in accordance with the U.K. Government's criteria.

At BNY we pay based on performance. We conduct 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 global pay equity statement.

Gender Pay versus Equal Pay

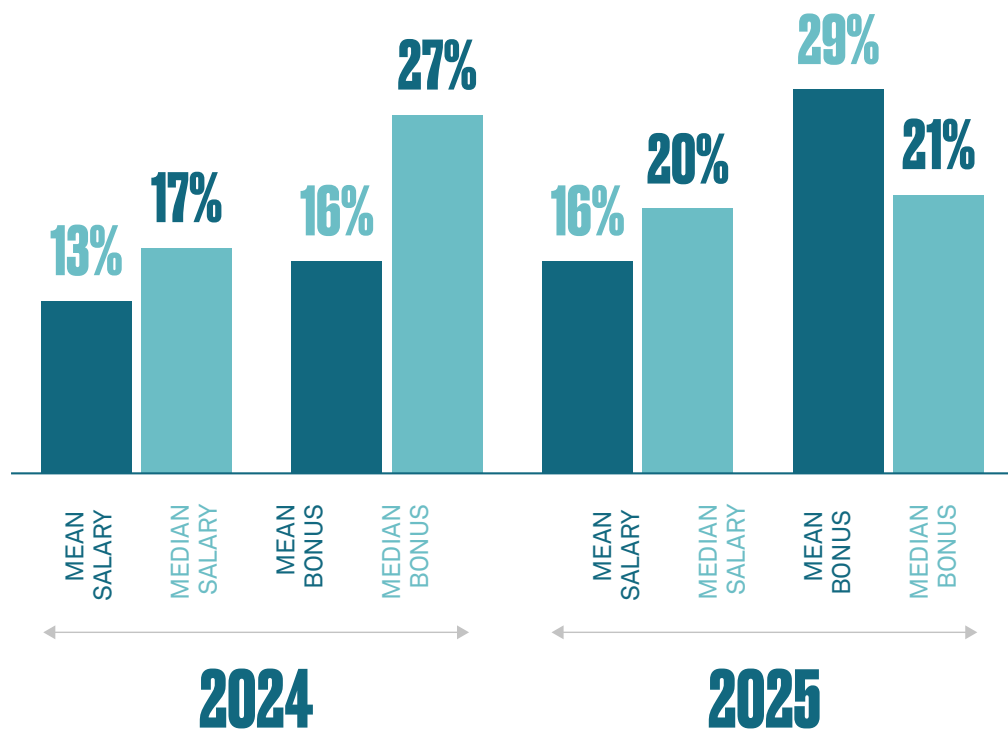
Measuring a gender pay gap is not the same as measuring equal pay. The Gender Pay Gap is a measure and comparison of the difference between the average earnings of all men and women employed by a company.

In contrast, equal pay analyses how much men and women are paid for the same/similar work.

LONDON BRANCH PAY AND BONUS GAP

For this period, there was a 3-percentage point increase in both the mean hourly and median hourly pay gaps vs 2024.

The increase in mean and median pay gaps was primarily driven by workforce composition: during the period the percentage of men hired at mid¹ and senior levels² increased vs the prior year. Additionally, there was a higher proportion of women hired into junior roles³ compared with 2024. This strengthens the talent pipeline in the long term, but increases the gender pay gap in the short term.



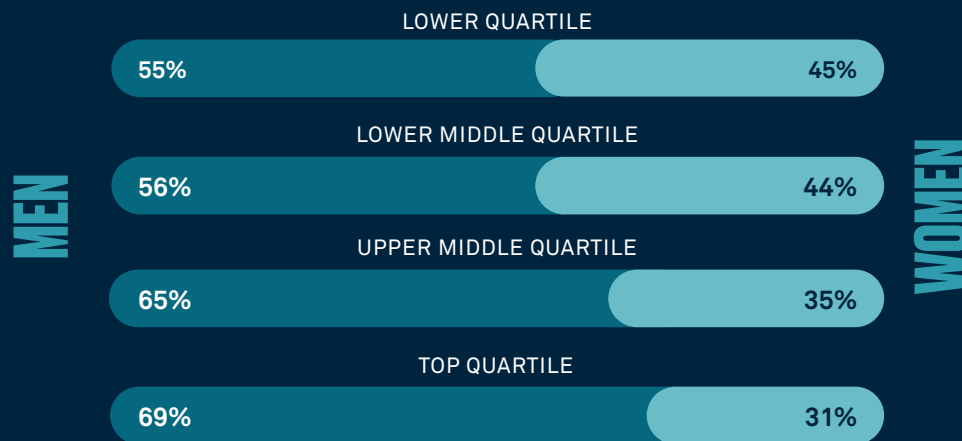
The mean bonus gap increased by 13-percentage points while the median bonus gap decreased by 6-percentage points compared with 2024. These changes reflect greater differentiation in incentive planning guidance for top performers and a higher percentage of senior men in revenue generating roles. The bonus pay gap is also impacted by deferred awards from prior years.

PROPORTION OF LONDON BRANCH EMPLOYEES RECEIVING AN INCENTIVE AWARD



In 2025 we continued with our BK shares initiative. The change in recipient's vs 2024 reflects awarding shares to our new hires from the prior period.

LONDON BRANCH GENDER DISTRIBUTION BY PAY QUARTILE – 2025



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.

¹ Mid level – Vice President & Senior Vice President

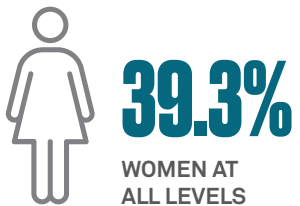
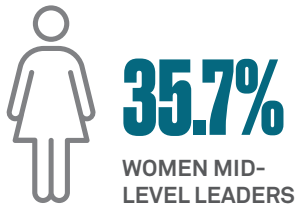
² Senior – Director & above

³ Junior Level – Up to Vice President

ADDRESSING THE PAY GAP

At BNY, everything we do depends on our people and our culture is shaped by our [Pillars and Principles](#). We have maintained focus on actions which show some progress during a time of transformation.

Currently*, women comprise **32.8%** of senior leaders, **35.7%** of mid-level leaders and **39.3%** of women at all levels of BNY London Branch, an increase vs the same period in 2025.



* London Branch workforce, as of 31st of January 2026



Recruitment And Leadership Development

Talent is everywhere and when recruiting, to throw the net wide, we work with organisations to help us access a broad pool of appropriately skilled, qualified talent. BNY colleagues are offered development opportunities, including mentoring, reverse mentoring and sponsorship programs.

BNY also has a full suite of leadership and learning content on our Learning Experience Platform, Learn at BNY, to build capability and skill.



Wellbeing

Our wellbeing and healthcare provision and global, gender-agnostic, family-friendly policies help support our employees in moments that matter. As a benefit we offer targeted access to mental health services through our provider, Spring Health. Our employees and their family household members, aged 8+ can each 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



Thrive Together

Our six Employee and Business Resource Groups (“E/BRGs”) are open to all employees, support our global 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.

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 will continue to review and enhance our reporting process to maintain accuracy, transparency and accountability and report on progress in future years.



A handwritten signature in black ink, appearing to read 'CA'.

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 160 Queen Victoria Street, London EC4V 4LA with numbers FC005522 and BR025038