

➤ **BNY** | PERSHING

2025 GENDER PAY GAP REPORT

BNY | PERSHING LIMITED



GENDER PAY GAP REPORT

BNY has published our 2025 Gender Pay Gap report for its subsidiary Pershing Limited, in accordance with the UK 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

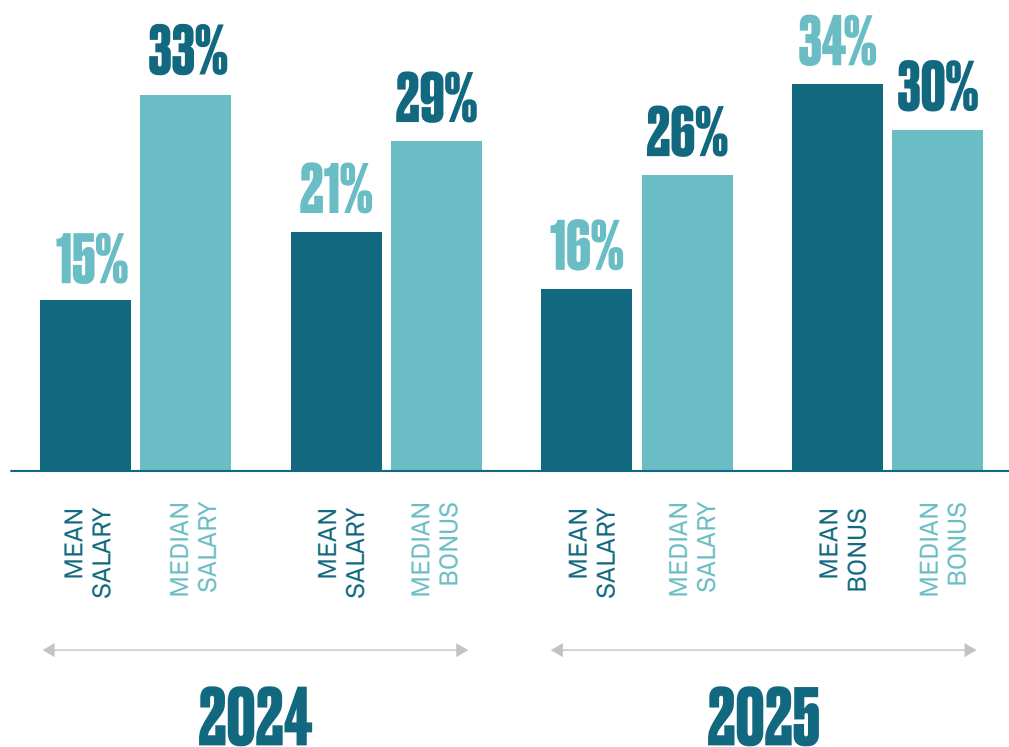
Measuring a gender pay gap is not the same as measuring equal pay. The Gender Pay Gap is a measure and comparison of the difference between the average earnings of all men and women employed by a company.

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

PERSHING LIMITED PAY AND BONUS GAP

For this period, there was a one-percentage point increase in the mean hourly pay gap and a seven-percentage point decrease in the median hourly pay gap vs. 2024.

The shift in mean and median pay gaps was primarily driven by workforce composition: during the period the percentage of men hired to senior¹ levels increased vs the prior year.



The mean bonus gap saw an increase, and the median bonus gap rose by one percentage point compared to 2024. Given that the in-scope population is relatively small, these metrics are notably affected by changes involving a limited number of senior employees.

The bonus pay gap also continues to be impacted by deferred awards from prior years that have vested in the reporting period.

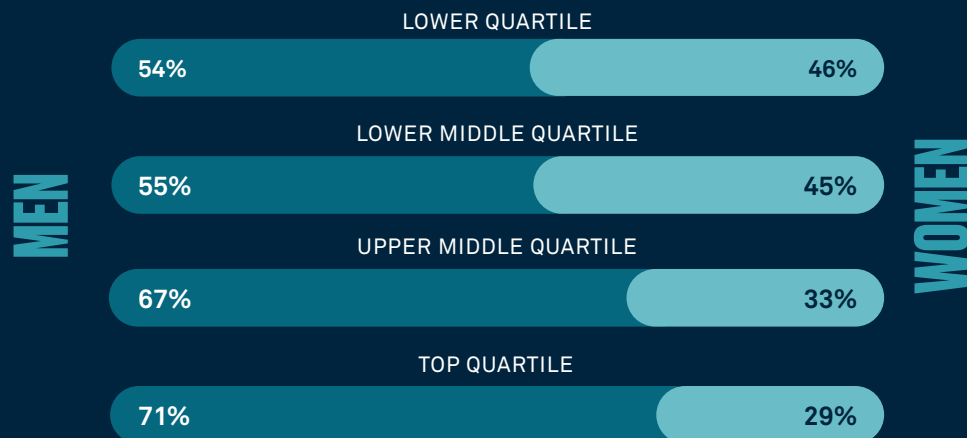
¹ Senior level - Director & above

PROPORTION OF PERSHING LIMITED 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.

PERSHING LIMITED GENDER DISTRIBUTION BY PAY QUARTILE – 2025

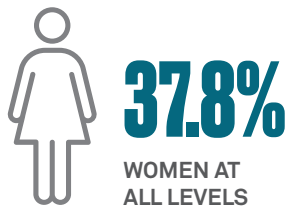
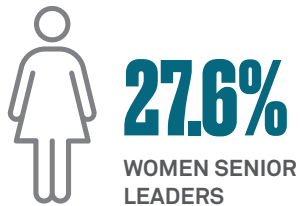


The quartiles split our employees into four equal groups ranked from the lowest to the highest rate of pay and show the relative percentage of each gender in those groups.

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 **27.6%** of senior leaders, **28.7%** of mid-level leaders and **37.8%** of women at all levels of BNY Pershing Limited.



* Pershing legal entity 0383 as of 31st January 2026

Mid level – Vice President & Senior Vice President and Senior level- Director & Above



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.

ACTION CONTINUED...

ADDRESSING THE PAY GAP *Cont.*



Thrive Together

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



Dennis Wallestad
Head of BNY Pershing EMEA

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