

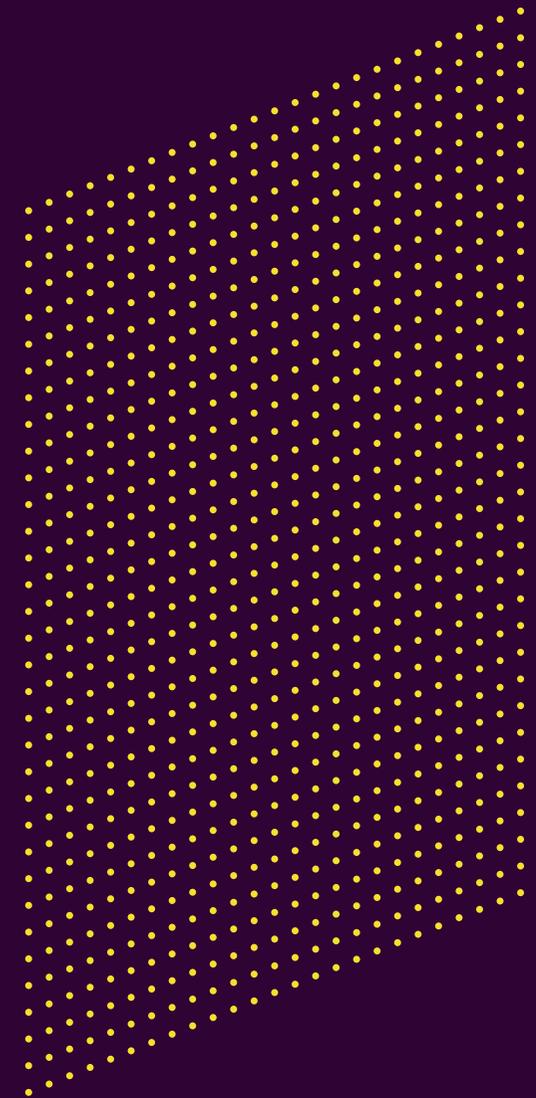
BNY MELLON FUND SERVICES (IRELAND) DAC

2023

GENDER PAY GAP REPORT

At BNY Mellon, our Diversity, Equity & Inclusion strategy supports our collective efforts to create a culture where we all feel we belong and can succeed because of our differences.

As part of our commitment to equality, BNY Mellon has published its second Gender Pay Gap report for BNY Mellon Fund Services (Ireland) DAC, in accordance with the Irish government's criteria.





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. BNY Mellon is committed to fair and equitable compensation practices. BNY Mellon regularly reviews global pay practices to ensure men and women employees receive equal pay for equal work and voluntarily publish the findings of their global pay equity analysis.

HOURLY PAY, BONUS AND BENEFITS IN KIND (“BIK”) STATUS

	Hourly Salary		Hourly Salary (PT)*		Bonus				Benefits In Kind	
	Mean	Median	Mean	Median	Mean	Median	Women Recipients	Male Recipients	Women Recipients	Male Recipients
2022	12%	11%	-	-	16%	12%	83%	80%	98%	96%
2023	13%	10%	-	-	24%	14%	95%	94%	98%	98%

*No data available for part time employees due to the absence of male employees working part-time on the snapshot date

The data indicates we have a shift in the representation of men and women within the quartiles which has impacted our gender pay and bonus gaps. We see a lower percentage of women in the lowest pay quartile, which is positive, but increased women representation in the lower middle quartile and decreased women representation in the upper quartile when compared to the previous year, leading to a decreased median salary gap, but increases in hourly mean salary and mean and median bonus.

The pay gaps in mean hourly salary and bonuses, can be attributed to:

- A higher representation of men in senior roles, accounting for 65 per cent of the workforce compared to 35 per cent of women employees in the upper, higher pay quartile.
- Bonus levels have increased across the whole population.

Small shifts in percentages of external hires, voluntary attrition, and promotion rates at earlier career levels up to senior associate, have also contributed to a one-point increase in the hourly mean and median salary gaps.

The percentage of women receiving bonuses increased from 83 per cent to 95 per cent while the percentage of men receiving bonuses rose from 80 per cent to 94 per cent. The gap in mean and median bonus is related to the gender distribution in the upper, higher pay quartile and increased bonus recipients across all levels.

The bonus pay gap continues to further be impacted by deferred bonus/incentive awards from previous years that have vested within the reporting period.

How are the quartiles calculated?

The headcount “snapshot date” is 30th June 2023. In order to group employees into quartile pay bands, the employer must create a ranking of employees based on their hourly remuneration from lowest to highest. This is then divided into quartiles: lower, lower middle, upper middle and upper. The employer then needs to express the proportion of male and female employees in each quartile as a percentage, e.g. percentage of male employees in the lower quartile and percentage of female employees in the lower quartile (and so on).

Analysis of our gender pay gap shows it is influenced by a greater proportion of men than women in senior, higher-paid roles.

PROPORTION OF EMPLOYEES RECEIVING A BONUS/INCENTIVE AWARD – 2023



MEN
94%

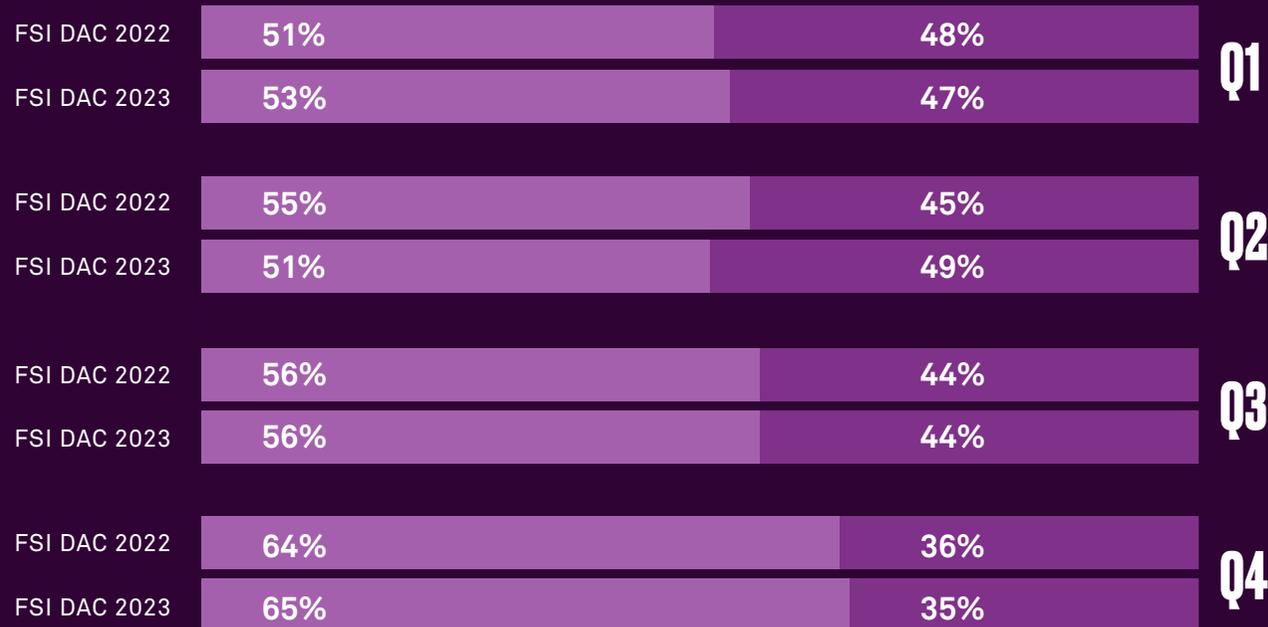
WOMEN
95%



All BNY Mellon Ireland employees have an equal opportunity to participate in our bonus and incentive programmes and we actively monitor, and review decisions made in our annual pay-for-performance cycle.

GENDER DISTRIBUTION BY PAY QUARTILE

MEN



WOMEN

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

ADDRESSING THE PAY GAP

BNY Mellon Fund Services DAC Ireland is committed to improving workforce representation, through external hiring and internal mobility, and by strengthening a culture where our people are recognised for doing meaningful work and everyone feels a sense of belonging. To support our aims, we continue to enhance our systems, people process, policies and practices to enable more effective access to and retention of a broadly diverse workforce.

Women comprise 35 per cent of senior leaders, 42 per cent of mid-level leaders 43 per cent at all levels of BNY Mellon Fund Services DAC Ireland*. Until we have more gender balanced teams at every seniority level of the organisation, a gender pay gap will likely persist.

We continue to focus our efforts on actions to improve gender balance and therefore gender pay gap, both globally and at location level including:

- We set diversity goals that hold our executive leaders and management teams accountable for improving workforce gender diversity. We provide leaders with real-time workforce metrics to help them make informed decisions to improve gender diversity, including establishing hiring protocols, debiasing talent practices, managing attrition and strengthening internal talent pipelines for promotion. In Ireland we specifically track gender diversity across our employee population monthly and our exiting employees are asked to complete a short survey which is reported quarterly to the FSI DAC Executive.
- In our recruitment process, we aim for diverse long and short lists at every stage, recommend the use of diverse interview panels and require gender-neutral language in job descriptions.

- We have invested in a significant diversity, equity and inclusion learning path. These resources include courses on delivering practical strategies to mitigate the impact of bias and build inclusive leadership competencies through our Diversity, Equity & Inclusion Learning Academy.
- We recognise the need to support our employees through significant life events and to moderate the potential impact a period of absence can have on an individual's pay –employees remain eligible for incentives during all company paid leave periods.
- We encourage employees to take advantage of maternity and adoption leave (26 weeks full salary pay) and a global minimum standard of parental leave of 16 weeks paid leave for all new parents to help balance childcare responsibilities and set the standard as a leading employer. We support working parents through family-friendly policies, an online parental leave toolkit, enhanced child and eldercare support and a programme that supports parents currently on, or recently returned from, parental leave.
- Our Global Caregiver Leave policy entitles employees to take up 10 days paid leave per year to help manage planned, or unplanned, family care circumstances.
- Our tools, policies and guides support employee well-being, mental health and resilience and further enhance our hybrid model, including the MeQuilibrium Wellbeing app, manager guides, training courses and tips, as well as 2 Weeks annual Work From Anywhere policy, where colleagues can work from over 20 sovereign jurisdictions each year, subject to certain jurisdictional requirements.

- Our Menopause Support Package recognises and raises the awareness and support for menopause, which includes an initial menopause consultation with a GP or Consultant and 75 per cent of cost of HRT prescriptions. We continue to invest in resources to support employees and managers, including a digital resources hub, regular discussion forums, insights from senior advocates and access to medical experts.
- We support the development of our workforce and the advancement of underrepresented talent, including women, with company-wide initiatives such as mentoring, reverse mentoring and sponsorship programmes and professional development programs.

As signatories of [HM Treasury's Women in Finance Charter](#) since 2016 and the [Women in Finance Charter, Ireland](#) since 2022, we are committed to championing industry-wide gender diversity transformation. We have an EMEA Women in Finance Charter goal to increase the representation of women in senior management in the region. As part of that, BNY Mellon Fund Services DAC Ireland has agreed a slightly higher goal to reach 40 per cent women in senior management. We actively promote diversity across the financial services industry through thought leadership, best practice sharing and peer collaboration forums. We are proud to be included in the [2023 Bloomberg Gender-Equality Index for a sixth consecutive year](#), a leading indicator which tracks the performance of public companies in their efforts to support gender equality through policy development, representation and transparency.

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We actively work to strengthen a culture of equity, inclusion and belonging, inside and outside of BNY Mellon. Our leadership team is outspoken about the need for action, to step up and take ownership of change we can influence, as a company and as individuals. While we have accelerated planned DEI actions, we realise that meaningful results arise from sustained action over time.

To learn more about diversity and inclusion at BNY Mellon, visit [BNYMellon.com/diversity](https://bnymellon.com/diversity).

I confirm the data reported is accurate.



A handwritten signature in black ink, appearing to read 'Paul Kilcullen', written in a cursive style.

Paul Kilcullen
CEO, BNY Mellon Fund Services DAC Ireland