



2025 GENDER PAY GAP REPORT

BANK OF NEW YORK SA/NV, DUBLIN BRANCH





BNY has published our fourth Gender Pay Gap report for Bank of New York SA/NV, Dublin Branch, in accordance with the Irish government's criteria.

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 [global pay equity statement](#).

GENDER PAY VERSUS EQUAL PAY

Measuring a gender pay gap is not the same as measuring equal pay.

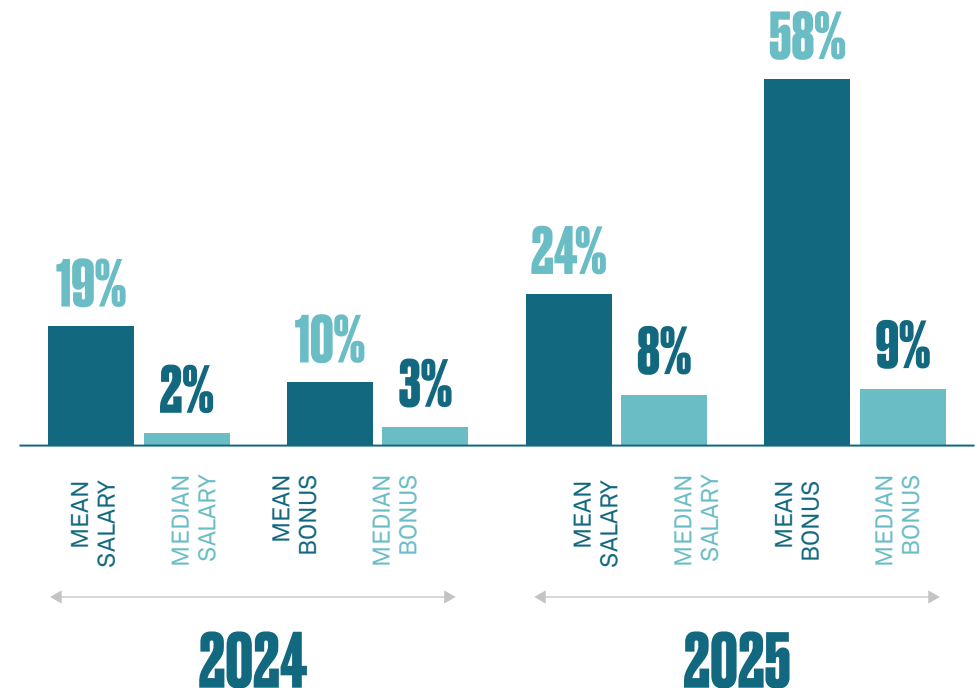
The Gender Pay Gap is a measure and comparison of the difference between the average earnings of all men and women employed by a company.

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

PAY AND BONUS GAP

For this period, we report a 5-percentage point increase in the mean hourly pay gap to 24% and a 6-percentage point increase in the median hourly pay gap to 8% compared with 2024.

The increases in both the mean and median pay gaps reflect the change in workforce distribution across different levels within the organisation. Most notably a change in senior leadership composition and a shift in employees across pay quartiles. This shift in headcount distribution is due to an increase in the number of senior men employees. Small shifts can have a relatively large impact given the size of the population. **For part time employees the negative pay gap has reduced 3-percentage points to 9% in 2025.**



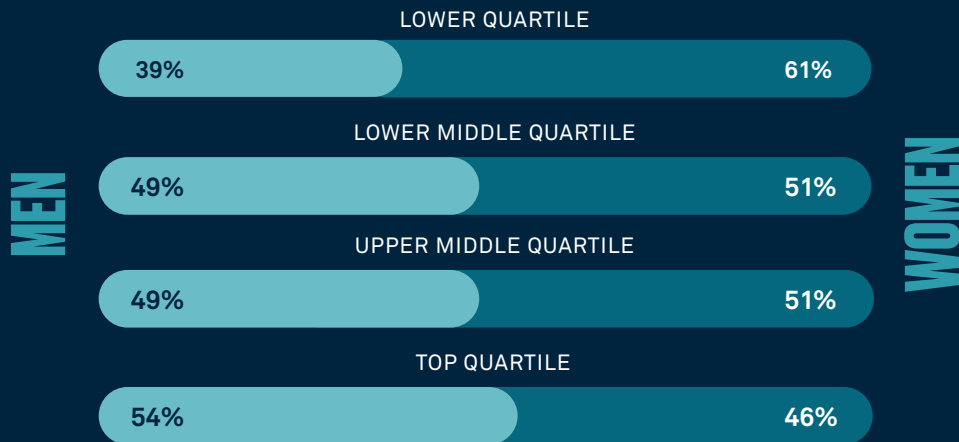
The mean bonus gap increased by 48-percentage points to 58% and the median bonus gap increased by 8-percentage points to 9% compared with 2024. Both the mean and median bonus gaps reflect changes in the distribution of roles across pay quartiles, with an increase of men in the 2 highest pay quartiles

BONUS RECIPIENTS



There was a 3-percentage point decrease in men's bonus recipients to 89% and a 1-percentage point decrease among women bonus recipients to 91%, primarily driven by the timing of eligibility for new hires who joined during the year and are not yet eligible for the scheme

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.

BENEFIT IN KIND RECIPIENTS



Under Irish regulations, we also report the proportion of employees receiving benefits-in-kind 'BIK'. There was a 3-percentage point decrease in men recipients of BIK to 96% and a 2-percentage point decrease in women BIK recipients to 98%. This movement primarily reflects timing for new hires who joined after the eligibility period.

ADDRESSING THE PAY GAP

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

As of 24th October 2025, women comprise 42.9% of senior leaders, 49.1% of mid-level leaders and 51.2% at all levels of Dublin Branch



42.9%
WOMEN SENIOR LEADERS



49.1%
WOMEN MID-LEVEL LEADERS



51.2%
WOMEN AT ALL LEVELS



Recruitment and Talent 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 new benefit we offer targeted access to 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.



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 transparent reporting in line with the Irish Gender Pay Gap Information Regulations and our global pay equity framework. We will continue to analyse our data, review our processes and report on progress in future years.



Paul Murphy

Interim Branch Manager, Bank of
New York Mellon, SA/NV Dublin Branch

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