



# 2025 GENDER PAY GAP REPORT

BNY FUND SERVICES DAC, IRELAND





BNY has published our fourth Gender Pay Gap report for BNY Fund Services DAC, Ireland (FSI DAC) 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.

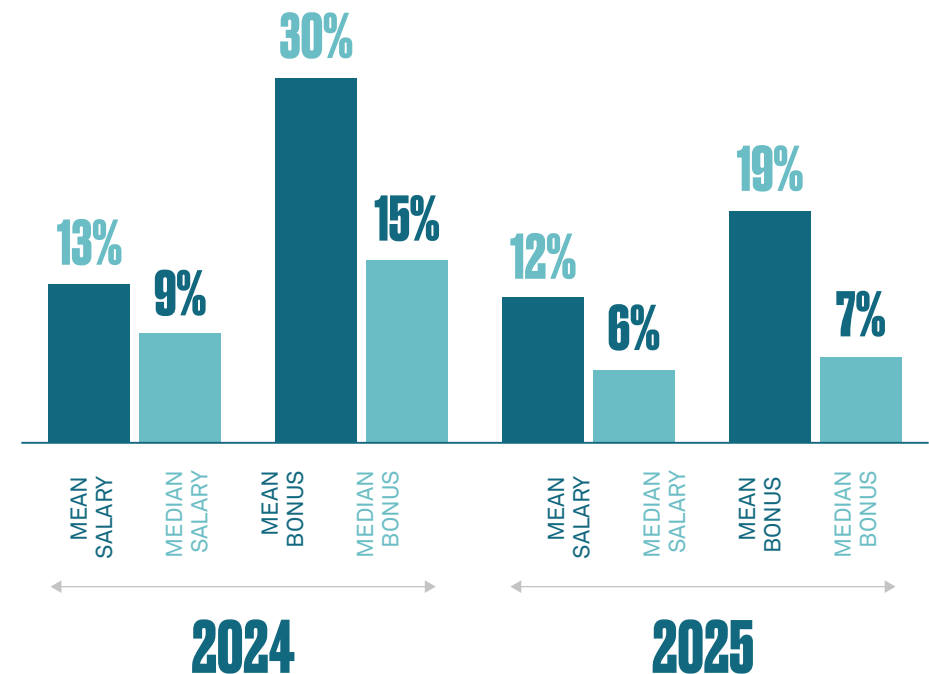
The [Gender Pay Gap](#) is a measure and comparison of the difference between the average earnings of all men and women employed by a company.

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 1-percentage point reduction of the mean hourly pay gap to 12% and a 3-percentage point reduction in the median hourly pay gap to 6% compared with 2024.

The reductions in both mean and median pay gaps are primarily attributed to changes in employee headcount, which have resulted in a lower percentage of women in the lowest two pay quartiles, and a higher percentage of women represented in the upper-middle pay quartile. **As of the reporting date, all FSI DAC part-time employees were of one gender and therefore we were unable to calculate the part-time gender pay gap.**



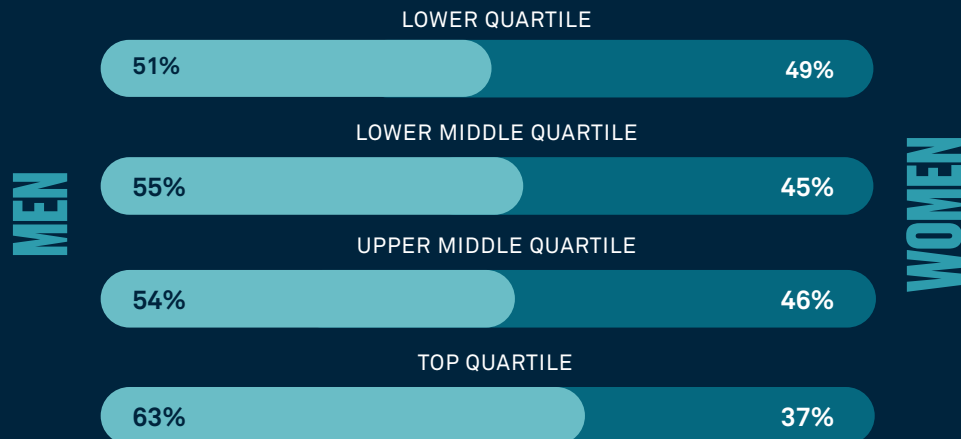
The mean bonus gap decreased by 11-percentage points to 19% and median bonus gap decreased by 8-percentage points to 7% compared with 2024. The reduction in both the mean and median bonus gaps reflects changes in the distribution of roles across senior levels during the reporting period. A number of roles were replaced at different levels of seniority, which contributed to a reduction in the overall bonus gap.

## BONUS RECIPIENTS



In 2025, the proportion of women receiving a bonus decreased by 3-percentage points, while the proportion of men receiving a bonus increased by 1-percentage point compared with the previous year. This movement reflects eligibility factors, including new hires who had not yet completed the qualifying period for bonus payment.

## 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. In 2025, 96% of women and 98% of men received such benefits, representing a 1-percentage point decrease for women and a 1-percentage point increase for men compared with the previous year. This movement primarily reflects eligibility timing for new hires who joined in June 2025.

# 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 21<sup>st</sup> of October 2025, women comprise 33.3% of senior leaders, 42.2% of mid-level leaders and 43.8% at all levels at FSI DAC.



**33.3%**  
WOMEN SENIOR  
LEADERS



**42.2%**  
WOMEN MID-  
LEVEL LEADERS



**43.8%**  
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 Kilcullen**  
Ireland Country Head and CEO of  
BNY Fund Services DAC, Ireland

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