

➤ **BNY** | PERSHING

# 2024 GENDER PAY GAP REPORT

BNY | PERSHING LIMITED



# GENDER PAY GAP REPORT

BNY has published the eighth Gender Pay Gap report for its subsidiary Pershing Limited, in accordance with the UK Government's criteria.

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

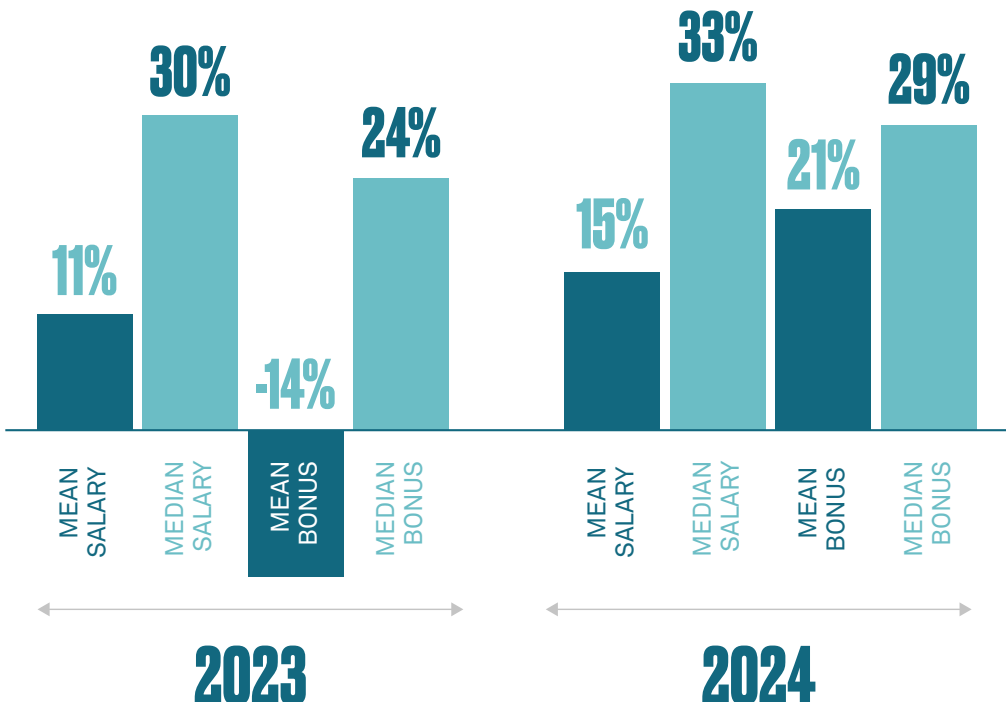
Measuring a gender pay gap is not the same as measuring equal pay. The Gender Pay Gap is a comparison of the difference between the average earnings of all men and women employed by a company. In contrast, equal pay analyses how much men and women are paid for the same/similar work.

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 Pay Equity Statement.

# PAY AND BONUS GAP

For this period, there was a four-percentage point increase in the mean hourly pay gap and a three-percentage point increase in the median hourly pay gap vs. 2023.

The mean and median pay gaps can be attributed to a higher proportion of men in senior roles.



The mean bonus gap saw a significant increase, and the median bonus gap rose by five percentage points compared to 2023. 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.

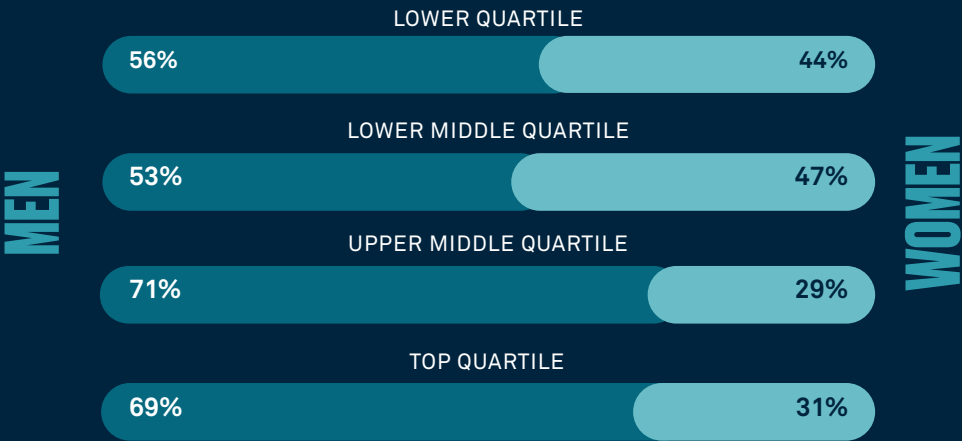
## PROPORTION OF EMPLOYEES RECEIVING AN INCENTIVE AWARD — 2024



All UK employees have an equal opportunity to participate in our bonus and incentive programmes.

In 2024, we continued with our BK shares initiative. The change in recipients to 2023 reflects awarding shares to our new hires from the prior period. This programme is a key component of BNY's total rewards strategy and will continue in 2025.

## GENDER DISTRIBUTION BY PAY QUARTILE — 2024



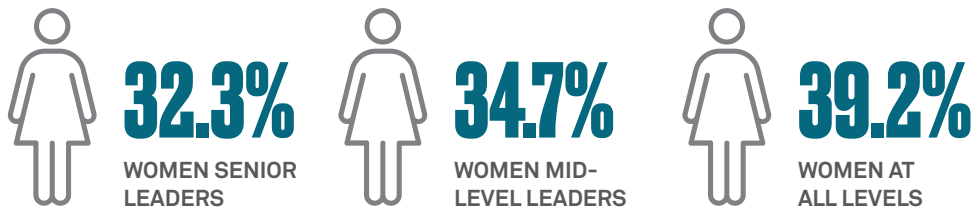
The quartiles split our employees into four equal groups ranked from the lowest to the highest rate of pay and show the relative percentage of each gender in those groups.

# ADDRESSING THE PAY GAP

BNY | Pershing Limited is committed to shaping a responsible, representative and resilient workforce.

We know there is still much left for us to do. We have maintained focus on actions which are showing some progress during a time of transformation.

Currently, \* women comprise **32.3%** of senior leaders, **34.7%** of mid-level leaders and **39.2%** overall.



\* As of 5 February 2025



## Recruitment And Leadership Development

Talent is everywhere and when recruiting, we want to access the broadest group of appropriately skilled, qualified talent.

BNY colleagues are offered development opportunities, including sponsorship, mentoring and reverse mentoring programmes. BNY also has a full suite of leadership learning content on our Learning Experience Platform, Learn at BNY to build capability and skill.

Our market-leading wellbeing and healthcare provision and global, gender-agnostic, family-friendly policies help support our employees in moments that matter.



## Wellbeing

As a new benefit for 2024, we offer targeted access to confidential, mental health services through our provider, Spring Health. Our employees and their family household members, ages 8+ can access up to 12 sessions of individualised care annually at no cost. A care navigator monitors their progress and guides their support journey.

ACTION CONTINUED...

# ADDRESSING THE PAY GAP *Cont.*



## Belonging

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



## Charters

BNY is a signatory of HM Treasury Women in Finance Charter, where we aspire to increase senior women representation across EMEA from 28% in 2020, to 33% by the end of 2025. As of 31 December 2024, 31.6% of EMEA senior management, across BNY businesses, are women.

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 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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