

# BNY PERSHING'S APPROACH TO REMUNERATION

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Information Classification: Public

Pershing Limited ("Pershing") is committed to maintaining remuneration arrangements in accordance with regulatory requirements.

BNY Pershing's Remuneration Policy is determined by the firm's Remuneration Committee and provides a framework to attract, retain and reward employees and achieve the strategic and business objectives of the firm, within the firm's risk appetite and risk management framework.

A copy of BNY Pershing's Remuneration Policy can be obtained on request.

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