



2024

A MESSAGE FROM OUR CHIEF PEOPLE OFFICER

Our success depends on each of you – your talent, dedication and commitment to serving our clients exceptionally well. It's a fact that people perform best in an environment where each individual is treated with fairness, dignity and respect. It's also a fact that organizations that sustain a level playing field and support and include all employees tend to perform better. This fact – and our values – supports our uncompromising commitment to belonging and inclusion.

An important part of this commitment is founded on compliance with the Equal Employment Opportunity and Affirmative Action laws and regulations, which BNY is also required to follow as a federal contractor. Therefore, I reaffirm BNY's commitment to abide by these laws and regulations.

Employees are responsible for promptly reporting concerns or complaints under the Equal Employment Opportunity or Affirmative Action policies to a member of management, People Team or the Ethics Hotline (866-294-4696). BNY prohibits retaliation against an individual who has brought forward any such concerns or complaints.

Please join me in supporting BNY Mellon's commitment to Equal Employment Opportunity and Affirmative Action.

Warm regards,

A handwritten signature in black ink, appearing to read "SH", followed by a long horizontal line extending to the right.

Shannon Hobbs
Chief People Officer