



2024 GENDER PAY GAP REPORT

BNY FUND SERVICES DAC, IRELAND





As part of our commitment to equality, BNY has published its Third Gender Pay Gap report for BNY Fund Services DAC, Ireland (FSI DAC), in accordance with the Irish government's criteria.

At Bank of New York (BNY), we live our values through a distinctive set of behaviours to achieve our shared purpose: **to help make money work for the world — managing it, moving it and keeping it safe.** We are committed to building a diverse board and workforce that is representative of and helps us be more for our clients and the communities we serve. The FSI DAC has a board diversity policy which recommends 40% gender diversity on the board. The board is currently 43% women.

Our people are our company's most important asset, differentiating us in our industry and enabling us to build an organisation focused on urgency, accountability, excellence and innovation. Our Belonging & Inclusion strategy helps to Power Our Culture where we all feel we belong, are supported, valued and can succeed because of our differences.

*As of the 31st of October 2024

GENDER PAY VERSUS EQUAL PAY

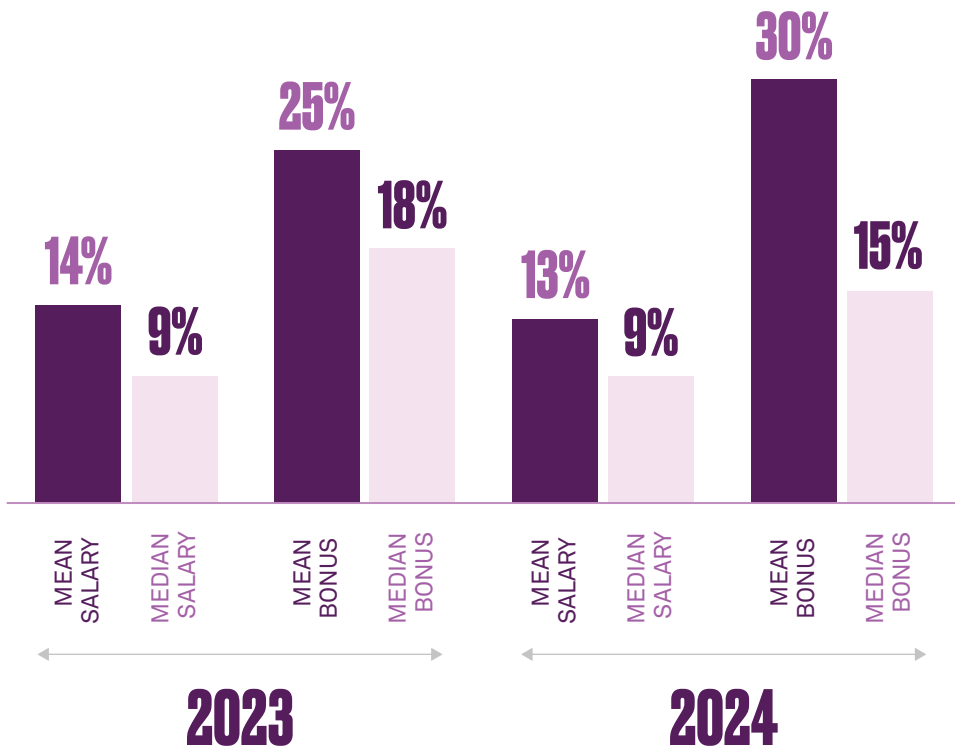
Measuring a Gender Pay Gap is not the same as measuring equal pay. The Gender Pay Gap is a measure and comparison of the difference between the average earnings of all men and women employed by a company. In contrast, equal pay analyses how much men and women are paid for the same/similar work. BNY is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

BNY regularly reviews global pay practices to ensure men and women employees receive equal pay for equal work and voluntarily publish the findings of the global pay equity analysis.

PAY AND BONUS GAP

For this period, we report a 1 percentage point reduction of the mean hourly pay gap to 13% vs. 2023. The median hourly pay gap remains at 9%.

The mean and median pay gaps can be attributed to the shift in the distribution of women across the quartiles with a lower percentage of women in Q1 and Q2, the lowest two pay quartiles and an increase in the percentage of women in Q3, the upper middle pay quartile.

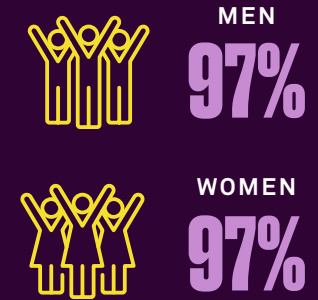


The mean bonus gap increased by 5 percentage points to 30%, while the median bonus gap decreased by 3 percentage points to 15%. These changes were influenced by the population distribution across the quartiles and higher bonuses overall; however, it was notably impacted by men representing 67% of those in Q4, the upper pay quartile.

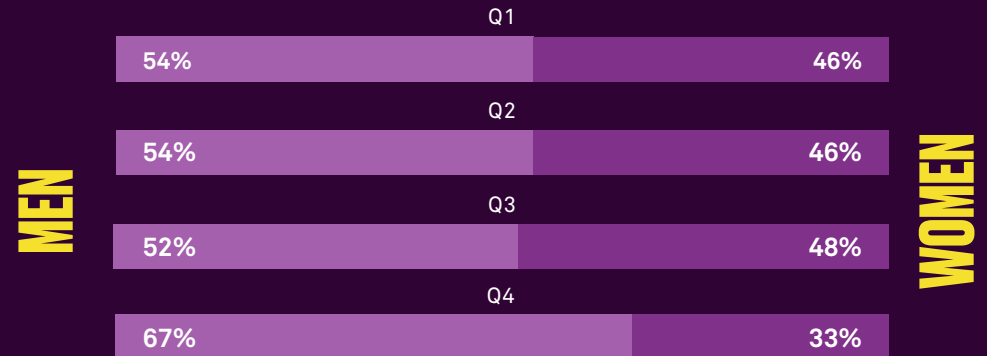
BONUS RECIPIENTS



BENEFIT IN KIND RECIPIENTS



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.

Correction Notice — A review of the previously published 2023 Gender Pay Gap report identified discrepancies in pay mapping elements. These discrepancies impacted the accuracy of the published quartile figures, mean and median bonus, and hourly pay percentages and have been corrected in this report. While the numbers changed slightly, the trends identified were not affected and therefore the narrative remains unchanged.

	Q1		Q2		Q3		Q4	
	Female	Male	Female	Male	Female	Male	Female	Male
Published	47%	53%	49%	51%	44%	56%	35%	65%
Correction	47%	53%	49%	51%	45%	55%	34%	66%

ADDRESSING THE PAY GAP

We hold ourselves accountable to a gender pay gap action plan to strengthen representation and engagement.

Progress isn't always swift or straightforward, and we know there is still much left for us to do. We have maintained focus and execution of a robust action plan which is showing some progress during a time of transformation.

Currently,* women comprise **34.2%** of senior leaders, **42.2%** of mid-level leaders and **43%** at all levels at FSI DAC.

Our actions also include interventions considered most effective in the women in finance charter, Ireland 2024 report including:

- Seeking better gender balance in succession planning
- Women's career development and leadership training
- Development programmes for women in middle and junior management.



* As of the 31st of October 2024



Succession Planning & Recruitment

We aim for gender diversity in our succession benches. When recruiting, we recommend gender-diverse long and short lists, diverse interview panels, as well as requiring gender-neutral language in job descriptions. All recruitment diversity data is reviewed on a quarterly basis.



Women's Leadership Development

BNY women talent participate in several leadership development opportunities, including the 30% Club cross-company mentoring program, Mission Gender Equity and BNY's International Sponsorship program. BNY has a full suite of leadership learning content on our AI-driven Learning Experience Platform, Learn At BNY.



Flexible Working

Most of our workforce has a three-day in-office model with managers expected to be in the office four days per week. Other flexible options include a 2-week 'work from anywhere' policy, where colleagues can choose to work from over 20 jurisdictions.



Future Women Talent: Teen-Turn

BNY Ireland partners with Teen-Turn to provide teenage girls from underserved areas the opportunity to gain hands on Science, Technology, Engineering, and Mathematics (STEM) experience and the support to acquire qualifications and jobs. Teen-Turn is a very important initiative and one that aims to build our pipeline of young women talent.

ADDRESSING THE PAY GAP *Cont.*

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



Life Events

We support employees through significant life events and to minimise potential impacts on incentive eligibility, employees remain eligible during company paid leave periods.



Parents & Carers

Employees can access a range of family-friendly policies, including global caregiver leave with 10 days paid leave per year for planned and unplanned emergency caring needs.

We encourage take-up of Maternity and Adoption leave (26 weeks full pay) and our New Parent Leave policy (16 weeks full pay) for all new parents.

We continue to support working families with child and eldercare support, an online parental leave toolkit and a programme for parents recently returned from parental leave.



Women's Health

We raise awareness and invest in a menopause resource hub, host regular discussion forums with access to experts and provide a virtual menopause service for consultations, prescriptions and diagnostics from specialist-trained GPs to support those impacted by menopause.



Wellbeing

We provide tools, policies and manager guides to support employee wellbeing, mental health and resilience, including training courses, tips and our wellbeing app, MeEquilibrium.

We have an internal team of dedicated, specially trained wellbeing support clinicians who provide global wellbeing and mental health support, management consultations, grief support and crisis response. We also have employee mental health champions who advocate for mental health.

New For 2024

We offer targeted and fast access to confidential mental health services (therapy and coaching) 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.

Employees and loved ones can call the helpline anytime, for additional crisis support.



Employee Experience

We hold listening circles with mid-level and senior women in collaboration with our Women's Initiative Network to build greater empathy and insights into the experiences of our women.

We share feedback and actionable insights through a gender lens from our employee engagement platform to engage and empower our people.

ACTION CONTINUED...

ADDRESSING THE PAY GAP *Cont.*



Belonging

Our six Employee and Business Resource Groups (E/BRGs) support our diverse workforce, provide opportunities for personal and professional development, and help ensure that a wide range of perspectives and rich experience contributes to our performance and ultimately our clients' success.



Market Leadership

BNY has a strong track record of recognition as an industry leader across a range of belonging and inclusion indexes, including six consecutive years on the Bloomberg Gender-Equality Index, sixteen consecutive years receiving a score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index and designated Best Places to Work for LGBTQ+ Equality, as well as achieving a score of 100% on the Disability Equality Index for four consecutive years.



Charters

BNY is a signatory of the Women in Finance Charter, Ireland where we aspire to increase senior women's representation across EMEA to 33% by the end of 2025. As part of that, BNY Mellon Fund Services DAC Ireland has agreed a slightly higher goal to reach 40% women in senior management by the end of 2026.



Carol M Andrews
Managing Director

Balance For Better Business

“As the Co-Chair of the Balance for Better Business Review group, my colleagues at FSI DAC and I fully support achieving balance beyond quotas. It's about creating a workplace where diverse viewpoints foster stronger, inclusive businesses that reflect society.”

We are making progress but acknowledge there is more work to be done. We will maintain our focus on these and other actions to drive change. We are committed to further increasing the representation of women in all areas of our business and at every level of the company. Additionally, we will continue to foster a culture of inclusion and belonging, holding ourselves accountable for our progress

To learn more about Belonging & Inclusion at BNY Fund Services DAC, Ireland, visit <https://www.bny.com/corporate/global/en/about-us/belonging-inclusion.ht>

We continue to review and enhance our reporting process to maintain accuracy, transparency and accountability.



Paul Kilcullen
Ireland Country Head and CEO of
BNY Fund Services DAC, Ireland

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