

Basis for this Report

This report was prepared to demonstrate The Bank of New York Mellon's commitment to CSR globally, to meet the transparency expectations of key stakeholders, to provide a basis for measuring CSR performance and to provide a framework for ongoing CSR communications and engagement.

This is an annual report, covering the calendar year 2008; data contained is accurate as of December 31, 2008. The report includes wholly owned subsidiaries, but excludes suppliers and joint ventures, unless specifically mentioned. All currency amounts are in U.S. dollars, unless otherwise noted.

Report Principles

Reflecting the high level of importance we have attached to continuity and credibility in designing and implementing our CSR program, the preparation of this report was guided by the following principles:

- **Relevance** — include the topics that reflect our most significant governance, social and environmental impacts
- **Completeness** — include all significant information that would influence the decisions of stakeholders
- **Accuracy** — present information accurately and in sufficient detail
- **Clarity** — information is easily understandable and accessible

Equal Employment Opportunity/Affirmative Action

It is the policy of the Company to provide equal employment opportunity to all applicants and employees by establishing employment practices that provide for non-discriminatory treatment in accordance with all applicable laws, regulations and orders. The Company is committed to providing equal employment opportunities to all employees and applicants by establishing employment practices and terms, conditions and privileges of employment regardless of race, religion, color, sex, national origin, age, familial or marital status, ancestry, citizenship, sexual orientation, gender identity, veteran or military status, being a qualified individual with a disability, or any other factor protected by federal, state and/or local laws. This policy has the full support of the Chief Executive Officer and Senior Management of the Company.