



BNY MELLON



**CORPORATE
SOCIAL
RESPONSIBILITY**

2009 HIGHLIGHTS IN EUROPE, MIDDLE EAST & AFRICA

BNY Mellon has a proud tradition of social responsibility in its Europe, Middle East and Africa (EMEA) region. Our 7,700 employees are active supporters of nonprofit organizations across the region. Operating through 17 regional Community Partnership committees, volunteer teams logged 7,200 hours helping their local communities. Philanthropic grants and employee contributions and matching funds in the region exceeded \$2 million USD.

Across the region we have an uncompromising commitment to diversity and inclusion. The Bowstring Group — the region’s chapter of the company’s Women’s Initiative Network — continues to expand and engage both female and male employees. Through regional committees in 15 locations, the group manages a diverse program of activities supporting networking, career development and work life balance. Affinity networks have increasingly important representation in the region, and we expect this will grow further in 2010.

Our focus on sustainability continues to reap rewards with support from employees at a grass-roots level, driving initiatives to reduce plastic and paper usage while also raising levels of recycling across EMEA. A Gold London Clean City Award acknowledged our position as one of the 100 greenest companies in the City of London.

We look forward to building on these achievements during 2010.

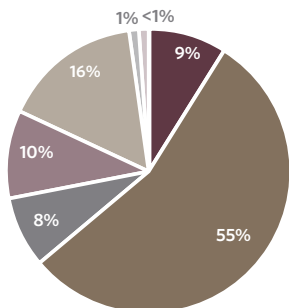
Timothy F. Keane
Chairman
BNY Mellon Europe

EMPLOYEES 2009

ENVIRONMENT 2009

7,737 — FULL-TIME EMPLOYEES Europe, Middle East & Africa

Employment by business:



- Asset Management
- Asset Servicing
- Clearing Services
- Issuer Services
- Shared Services
- Treasury Services
- Wealth Management

Renewable Energy Offsets

- 12 Blenheim Place
- BNY Mellon House
- Cork Airport Business Park
- Edinburgh, Scotland — 100% offset
- Essex, England — 100% offset
- Cork, Ireland — 100% offset

Total square feet at Renewable Energy sites

131,000 sq. ft., or 100% of owned/controlled sq. ft.

Employees at Renewable Energy sites

100% of employees in owned/controlled sites

COMMUNITY 2009

TOTAL REGIONAL CASH GIVING

US\$2.1 MILLION

Grants & other charitable sponsorships	US\$1.2 million
Community Partnership — employee donations and company match	US\$0.9 million
Community Partnership — employee volunteer teams	175
Community Partnership — team volunteer hours	7,200

POWERING POTENTIAL:

Financial Support: The Sandwich People

The Sandwich People, a Salvation Army enterprise run by staff and clients at Swindon’s Booth House centre, provides accommodation and support for homeless men and women. Approximately 40 homeless clients will be trained and will help operate this small business through a grant provided by BNY Mellon, in addition to support provided through weekly employee volunteer time. Employees are not only actively involved in team fundraising activities, they are now directly supporting the business venture by buying sandwiches too.

“It has given me a chance to get my life back together and I take pride in the fact that people really appreciate the sandwiches we make.”

— Service user Kate, age 22

POWERING POTENTIAL:

Community Partnership: The Whitechapel Mission

The Whitechapel Mission is dedicated to providing a lifeline to the poor and homeless people of London who struggle each day against hunger, poverty and exclusion. The organization believes that everyone deserves a chance regardless of background, race or religion.

In 2009, Community Partnership teams volunteered 375 hours at the Whitechapel Mission, earning a company match of £3,500 for the charity. Throughout the year, these volunteers prepare, cook, serve and clear breakfast for the homeless people of East London, where 50 to 250 individuals are served each day. The charity is one of the few places in the City of London where the homeless can get a hot breakfast 365 days a year.

BNY Mellon employees also volunteer for the charity’s life skills center, assisting with form completion, housing referral applications, and CV and interview preparation.



A BNY Mellon team regularly prepares breakfast at the Whitechapel Mission.

Selected other major grants and sponsorships:

- Community Links (England)
- Injaz — Junior Achievement (Middle East and Africa)
- IntoWork (Scotland)
- La Maisonnée (Belgium)
- NFTE Deutschland (Germany)
- The Simon Community (Ireland)

For more information: bnymellon.com/csr

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