



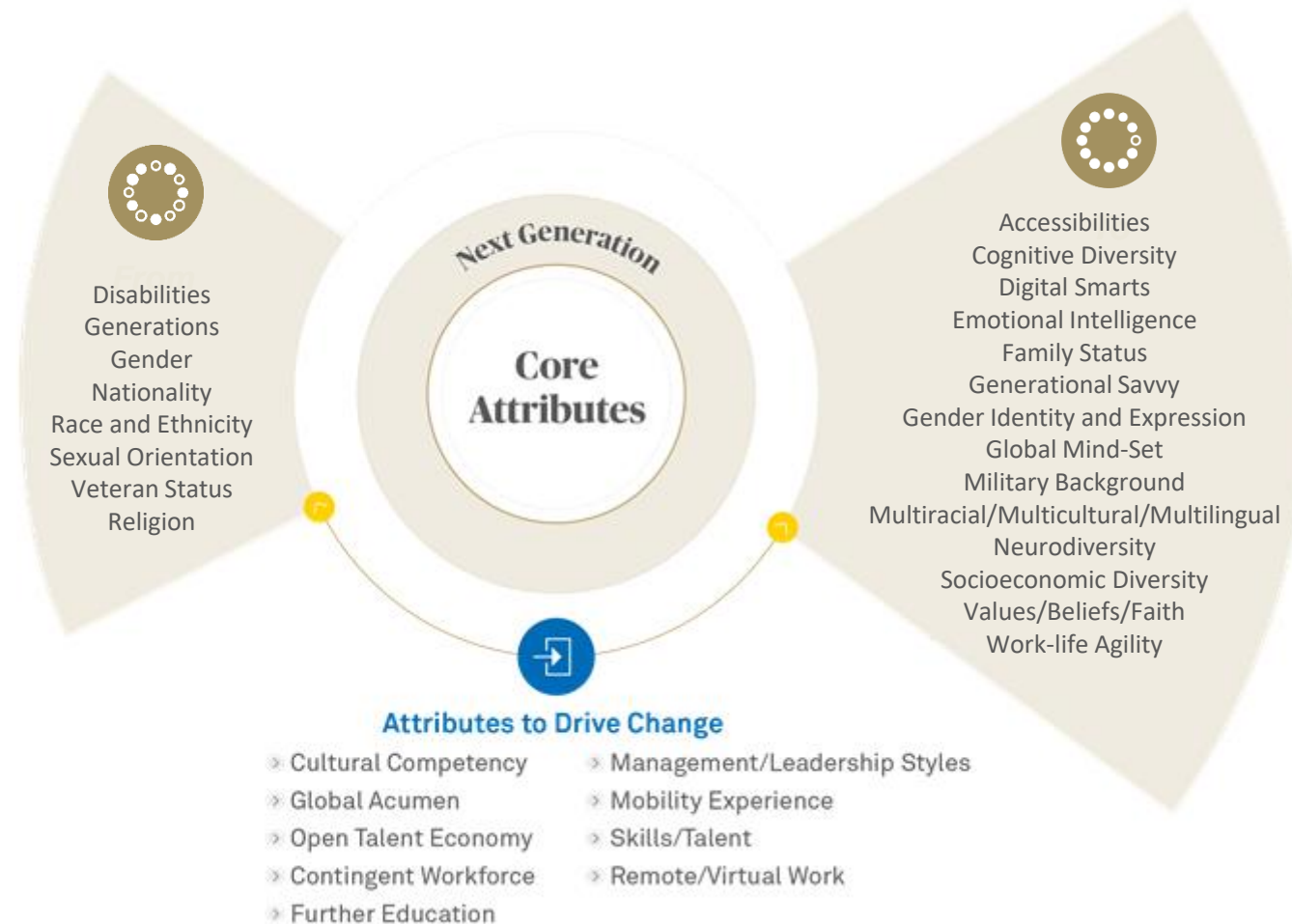
# Belonging & Inclusion

Powering Sustained Engagement, Performance, Innovation and Growth



# All Our Differences Shape our Thinking and Make Us Who We Are

How we view issues and solve problems is shaped by traits we're born with, and skills and experiences acquired throughout our lives. This diversity of thought, unique to each of us, drives individual and organizational competitive differentiation and high performance



• Adapted from work by the Coqual

# Our Mission & Strategy | Refresh

**Mission** | Power our culture by making BNYM an inclusive destination for diverse talent and elevate employee experiences and cultivate a sense of belonging

*Belonging & Inclusion and Talent Acquisition are critical components that we will focus on holistically across our strategies*



# Culture and Engagement | Employee and Business Resource Groups (E/BRGs)

Maturing and evolving...creating value for our people and the enterprise.



## FROM ERG

- Company-sponsored
- Voluntary, grassroots
- Internal talent focus (primarily)
- Shared common interests
- Opportunities to network and support members
- Liaise with senior executives, upon request



## TO BRG

- Company-aligned
- Executive engagement and ownership
- Cross-group teaming, enterprise scale
- Measurable business impact, client engagement
- Formalized governance
- Comprehensive strategy that drives business priorities and goals

# Employee and Business Resource Groups | Employee-Led Inclusion

Building relationships, increasing visibility, and growing professionally.

The grid consists of six panels, each featuring a photograph of a diverse employee and a corresponding ERG logo with the BNY Mellon logo:

- GENEDGE** (Multigenerational Network): A woman with glasses speaking at a meeting.
- HEART** (The Diverse Abilities Resource Group): A group of people collaborating around a table.
- IMPACT** (Multicultural Ethnic and Racial Diversity Network): A smiling man with a beard and glasses.
- PRISM** (LGBTQ+ Network): A woman in a white shirt looking directly at the camera.
- VETNET** (Veterans Network): A woman in a military helmet.
- WIN** (Women's Initiative Network): A woman in a brown jacket speaking.

**1 in 4**  
BNY MELLON employees is a member of our E/BRGs

# Women Representation (BNY Mellon Global)

Data based on employee voluntary disclosures, as of 31 December 2023

**39.7%**

Global Workforce

**37.3%**

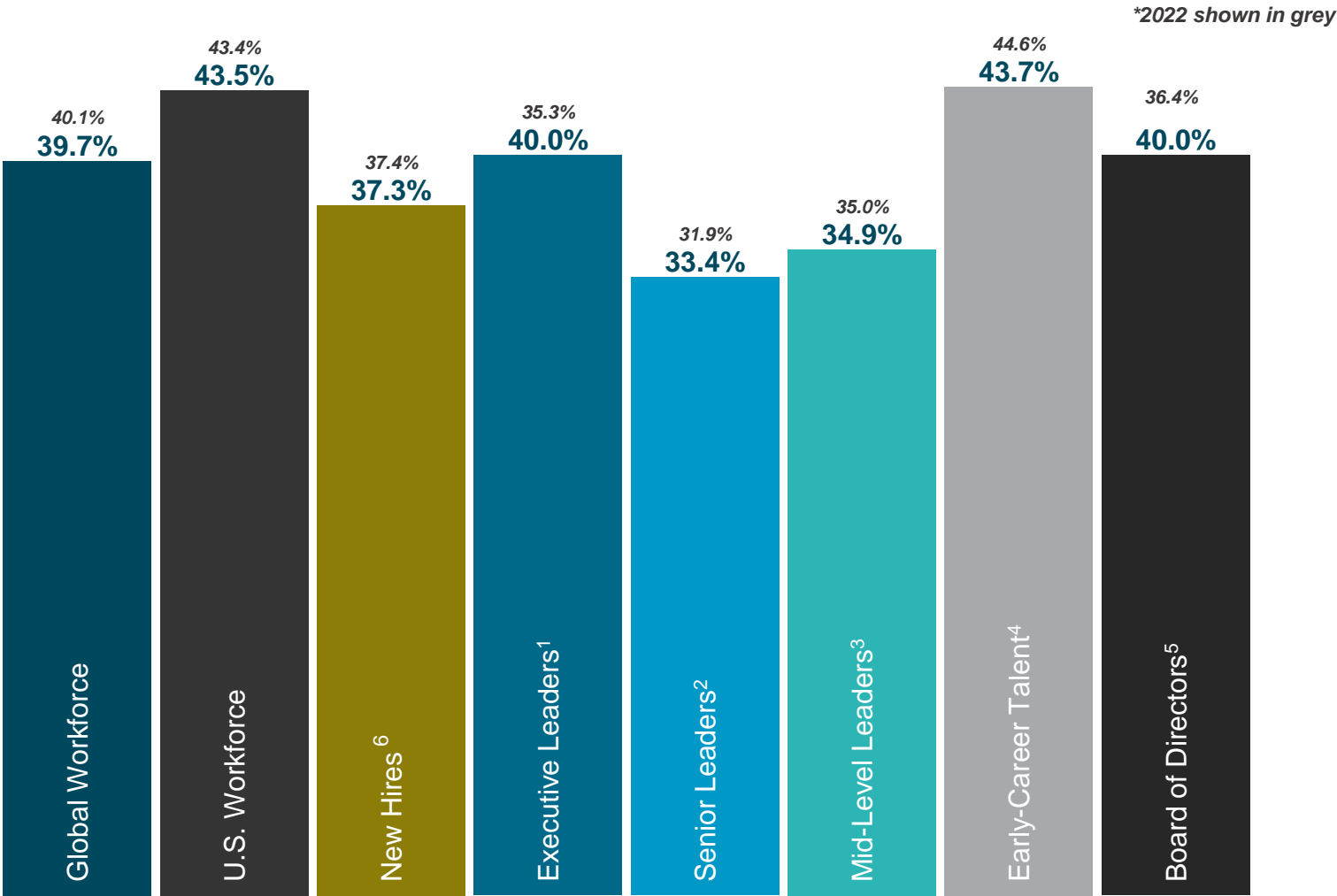
New Hires

**40.0%**

Board of Directors

**33.4%**

Senior Leaders



<sup>1</sup> "Executive Leaders" equates to the [Executive Committee](#) | <sup>2</sup> "Senior Leaders" include Managing Directors and Directors (inclusive of managers and independent contributors)

<sup>3</sup> "Mid-Level Leaders" include Vice Presidents (inclusive of managers and independent contributors) | <sup>4</sup> "Early-Career Talent" includes employees with little professional experience, such as college and recent graduates, as well as upskilling employees | <sup>5</sup> [Board](#) has a total of 10 Directors, of whom 4 are women | <sup>6</sup> New Hires include those Hired in 2023 that were employed as of 12/31/2023; updated figures for 2022 based on data reported previous year

# Underrepresented Ethnic/Racial Backgrounds (BNY Mellon U.S.)

Data based on employee voluntary disclosures, as of 31 December 2023

\*2022 shown in grey

**38.6%**

US Workforce

**48.6%**

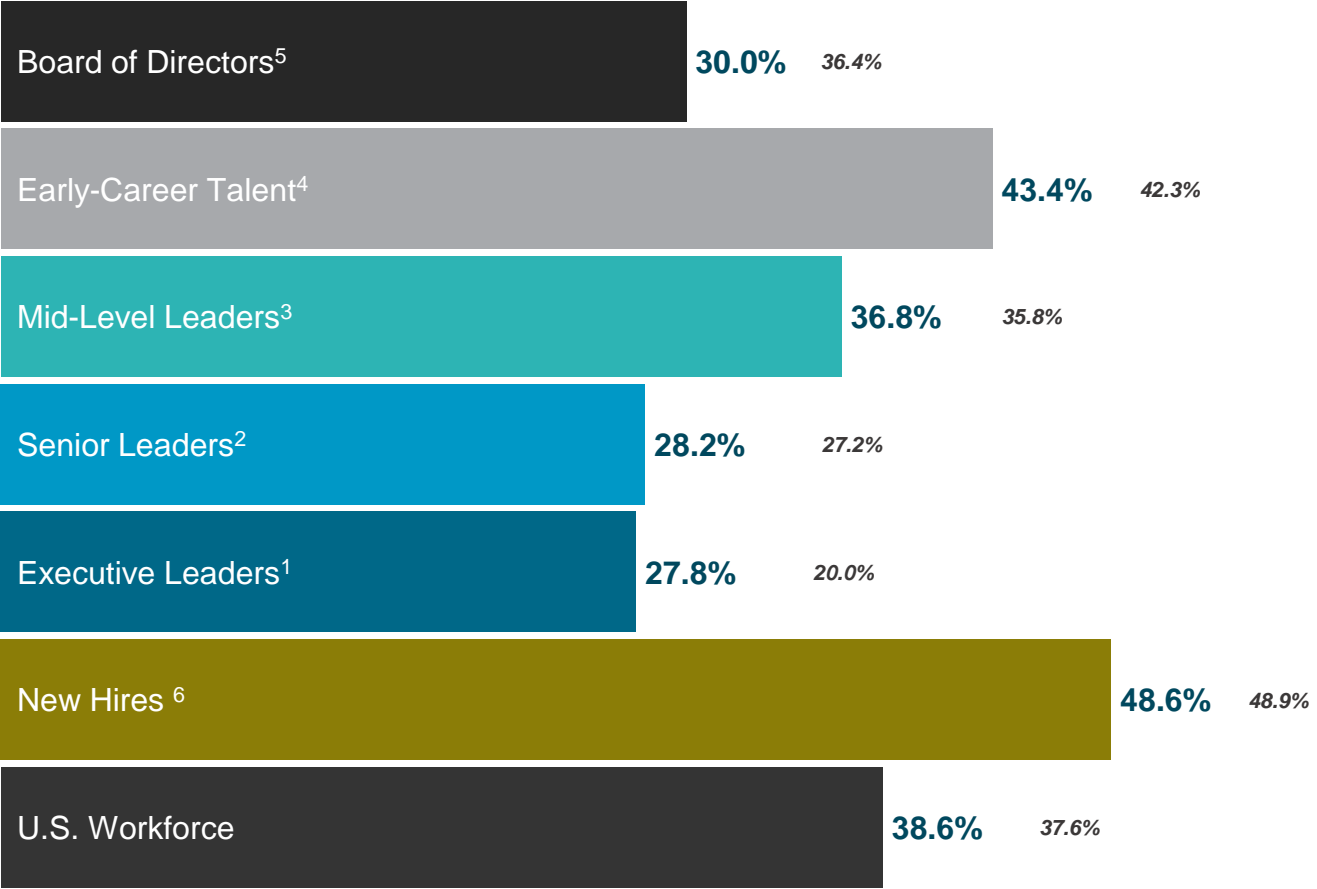
New Hires

**30.0%**

Board of Directors

**28.2%**

Senior Leaders



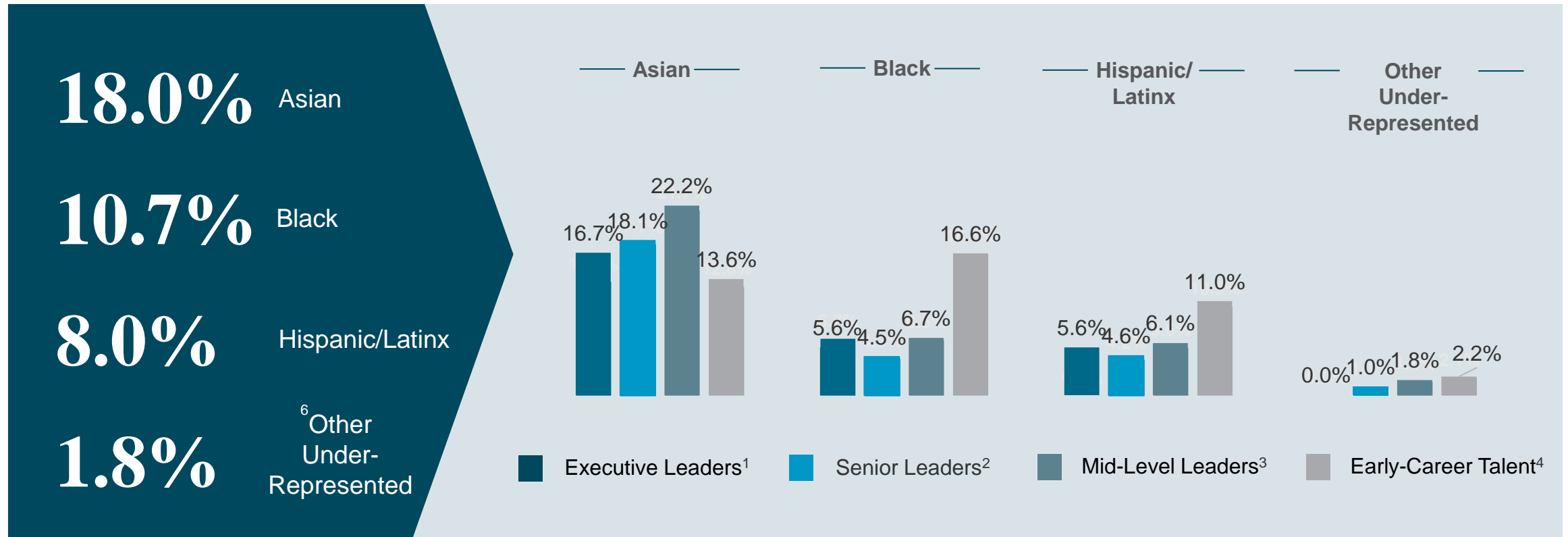
<sup>1</sup> "Executive Leaders" equates to the [Executive Committee](#) | <sup>2</sup> "Senior Leaders" include Managing Directors and Directors (inclusive of managers and independent contributors)

<sup>3</sup> "Mid-Level Leaders" include Vice Presidents (inclusive of managers and independent contributors) | <sup>4</sup> "Early-Career Talent" includes employees with little professional experience, such as college and recent graduates, as well as upskilling employees | <sup>5</sup> Board has a total of 10 Directors, of whom 1 is Black, 1 is Hispanic/Latinx, and 1 is Asian | <sup>6</sup> New Hires include those Hired in 2023 that were employed as of 12/31/2023; updated figures for 2022 based data reported previous year | **Notes:** US Underrepresented Ethnic/Racial Backgrounds include Black, Hispanic/LatinX, Asian, & Other Under-Represented; "Other Under-Represented" Ethnic/Racial Backgrounds include American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, & Two or more races

# Underrepresented Ethnic/Racial Backgrounds | Breakouts, by Leader Levels

Data based on employee voluntary disclosures, as of 31 December 2023

**BNY Mellon in the U.S.**

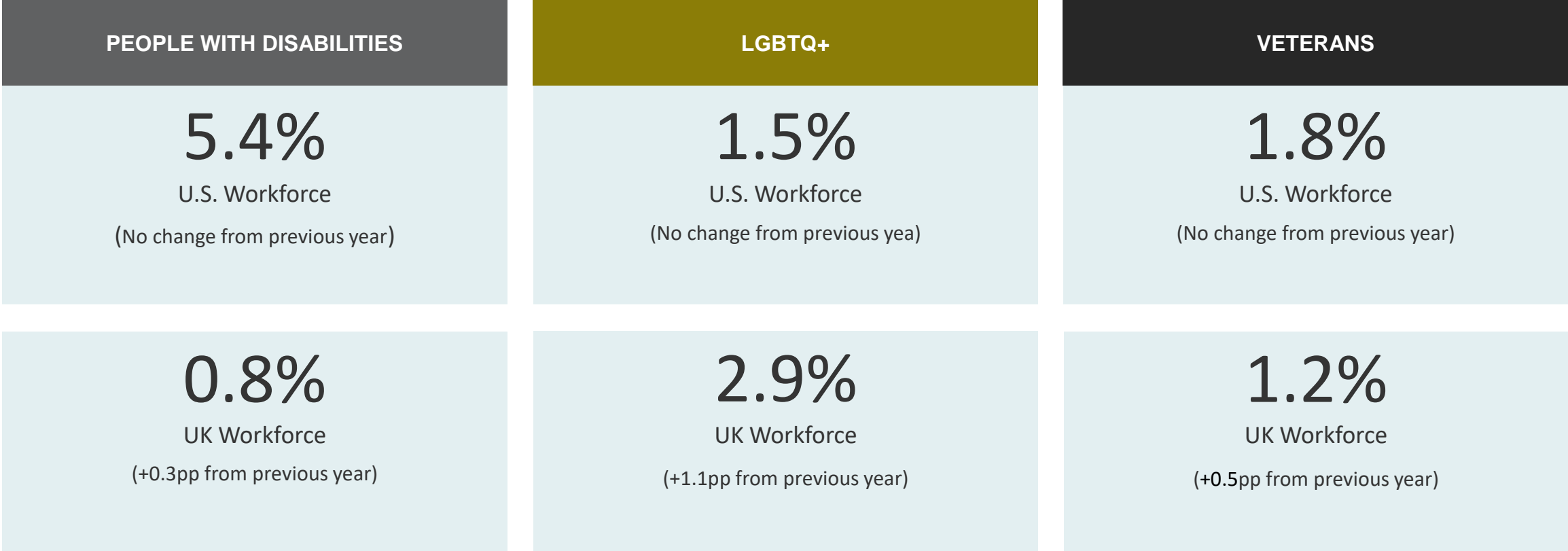


• <sup>1</sup> "Executive Leaders" equates to the [Executive Committee](#) | <sup>2</sup> "Senior Leaders" include Managing Directors and Directors (inclusive of managers and independent contributors) | <sup>3</sup> "Mid-Level Leaders" include Vice Presidents (inclusive of managers and independent contributors) | <sup>4</sup> "Early-Career Talent" includes employees with little professional experience, such as college and recent graduates, as well as upskilling employees | <sup>5</sup> US Underrepresented Ethnic/Racial Backgrounds include Black, Hispanic/LatinX, Asian, & Other Under-Represented | <sup>6</sup> "Other Under-Represented" Ethnic/Racial Backgrounds include Two or more races, Alaska Native, Native Hawaiian or other Pacific Islander & American Indian



# Additional Dimensions of Representation (BNY Mellon in the US and UK)

Data based on employee voluntary disclosures, as of 31 December 2023



- Disability, Veteran, and LGBTQ data sourced from Oracle
- LGBTQ+ data include employees identifying as Lesbian, Gay, Bisexual, Pansexual, Asexual and Queer

# Marketplace Recognition | Belonging & Inclusion and People Team Leadership

Brand Reputation | Strategic awards and accolades help increase brand visibility, position BNY Mellon as an employer of choice and build pride among our people. Visit our [Awards page](#) for more areas we are having an impact.



Established in 1784, BNY Mellon is America's oldest bank and the first company listed on the New York Stock Exchange (NYSE: BK). Today, BNY Mellon powers capital markets around the world through comprehensive solutions that help clients manage and service their financial assets throughout the investment life cycle. BNY Mellon had \$47.8 trillion in assets under custody and/or administration and \$2.0 trillion in assets under management as of December 31, 2023.

Additional information is available on [www.bnymellon.com](http://www.bnymellon.com). Follow us on Twitter @BNYMellon or visit our newsroom at [www.bnymellon.com/newsroom](http://www.bnymellon.com/newsroom) for the latest company news.

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