

CULTURE OF INNOVATION

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Adetola Abiade: BNY Mellon has a long rich history of driving innovation that spans 230 years, and because of that, we have been able to foster a culture of innovation and collaboration, and our people are really at the heart of that.

Matthew Tierney: At BNY Mellon, we're focused on improving lives through investing. We're always seeking to find new or different ways to solve the problems that our clients face every day. It is not just management or some innovation team's responsibility. Here at BNY Mellon, innovation is everybody's business.

Adetola: From the top down, from our senior leadership to our business groups, innovation is embedded in the culture, and as a result of that, it drives positive change, not only for BNY Mellon, but for our clients and also the industry.

Nilsa Parache: At BNY Mellon, innovation is a team sport. We encourage collaboration, be it with colleagues, clients, or others. In order for our company to be able to move forward and be thought leaders and be very strategic in the work that we do, we have to have people that can collaborate and that can bring different things to the table.

Adetola: BNY Mellon provides multiple channels for our employees to innovate. One is through submitting ideas through our Innovation Portal. We also have an opportunity for folks to get engaged by participating in an innovation competition called A.C.E, which stands for Accelerate, Collaborate, and Execute, and this is a global competition where they pitch ideas to senior leaders throughout the various regions. And we also provide an opportunity for our folks to participate in sprint campaigns, where you take a focused challenge, you put it out to the crowd and they come up with business cases, which then are filtered through the business, so we can also drive results for our organization. And through all of those various channels, we are driving a culture of innovation.



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