



Corporate Social Responsibility

2019 OVERVIEW

Powering a World of Difference



Our Corporate Social Responsibility Commitment

BNY Mellon powers individuals and institutions to succeed across the financial world. We are committed to using our reach, market influence and resources to help address pressing issues in these rapidly changing times.

We consider the impacts of our business on the environment and society and in turn, how climate-related risks and societal needs present opportunities for our company.

We strive to contribute to sustainable economic growth that helps protect healthy markets, enhances our own business resiliency and longevity, and aims to deliver positive impact for key stakeholders such as clients, employees, stockholders and communities.

We help our clients manage their environmental, social and governance (ESG) related risks and opportunities, such as those relating to climate, by continuing to develop and offer ESG products and services.

Through these actions and others, we make a positive financial and social impact.

Powering a World of Difference

Responsible Investing

\$130.4 B

Manage \$130.4 billion in responsible investment assets¹

Gender Pay Equity

99%

Pay women more than 99% of what men are paid, globally

Learning Culture

690,000

Delivered 690,000 learning hours to employees annually to advance professional skills and capabilities

Workplace Equality

100%

Achieved a perfect score on the Human Rights Campaign Foundation Corporate Equality Index

Carbon Neutral

Zero

Maintained zero net carbon emissions for the fifth consecutive year²

Resilient Communities

\$33.4 M

Contributed \$33.4 million³ in annual support to communities around the world

This Overview supplements information published in our full 2019 Corporate Social Responsibility Report available at bnymellon.com/whowere. All data is as of 12/31/19 unless otherwise stated.

¹ This number includes assets classified as responsible investment, which includes exclusionary screening, positive ESG screening, ESG thematic, impact and ESG integrated assets under management (AUM).

² For Scope 1 and Scope 2 greenhouse gas emissions including our data centers, as well as Scope 3 business travel emissions

³ Includes value of pro bono volunteerism, in kind donations, grants and charitable sponsorships made by BNY Mellon and employee donations to charities that qualify for our matching program.

New Challenges, Renewed Commitment

A conversation between our Global Head of HR and Global Head of Philanthropy & CSR.



Daisey Holmes
Global Head,
Philanthropy
& Corporate Social
Responsibility

DH: Jolen, this report marks the first CSR Report since you joined BNY Mellon. What sets BNY Mellon apart from other companies or what impressed you when you began working here?

JA: The people. Since I've joined BNY Mellon, I've been impressed by the many things that BNY Mellon and our employees do in creating an inclusive culture that prioritizes respect, openness and equality within our company and our communities. Real inclusion invites everyone to feel comfortable and confident that they belong and that won't happen unless individuals can proudly display their differences. After all, diverse perspectives are wasted if they are not present, voiced or heard.

DH: While this report is focused on the work done throughout the company in 2019, we must acknowledge how vastly different the landscape is in 2020. What are your thoughts about our company's response to the recent events across America, highlighting social injustice, all while continuing to deal with global repercussions of the COVID-19 pandemic?

JA: I am deeply impacted by the recent events displaying the harsh reality that there is still privilege or penalty attached to the color of one's skin. These events bring sadness, anger and anxiety; however, we must remain steadfast in our work and belief in the importance of diversity and inclusion. BNY Mellon has always been a company that is committed to an inclusive culture and being a strong community partner. In these times, this commitment is paramount.

Our commitment to our key stakeholders remains a top priority – service and support of our clients, employees, communities and society. With that in mind, we made an early decision to direct non-essential staff to work from home. During this transition, we specifically focused on ensuring our people felt valued and engaged, while delivering for our clients. Our Executive Committee established daily video meetings and meet regularly with our board of directors. We keep our employees abreast of developments in a transparent



Jolen Anderson
Global Head of
Human Resources

and timely manner and ensure that they have the resources they need to stay healthy, safe and productive. Also, we announced that there would not be a reduction in staff in the year 2020. The COVID-19 pandemic highlights how we are each responsible as global citizens – and the value of our connection to others. Our ESG work and this current experience are interestingly quite aligned.

DH: I have been pleased to see our colleagues across the company quickly adapt to a new normal and come together to speak out against injustice. What has inspired you the most, or made you proud?

JA: It's hard to choose just one as I was privy to so many examples of our employees rising to the occasion to help our clients and each other. I am so proud that, true to our long legacy of service, BNY Mellon has stood beside our employees in support of our communities during this time of change. As of June 2020, BNY Mellon has committed over \$20 million of aid to nonprofit partners across the globe, to deliver relief from the COVID-19 pandemic and strengthen the wellbeing of underrepresented communities.

Our support strategically focused on bolstering public health infrastructure, providing front-line relief, and social service aid to those most affected by the pandemic. In addition, we made significant commitments to support workforce training and upskilling programs for minority groups and communities impacted by the economic downturn, and to organizations working on issues of justice reform and racial equality.

DH: I share your sentiments – I also am very proud of my team's leadership in the current campaigns and especially, of the employee response. I'd like to conclude by coming back to the report; what initiatives in 2019 would you highlight – what story really sticks out in your mind?

JA: I know that under your guidance, the CSR team spent much of 2019 reimagining our approach given the megatrends existing today compared with five years ago when we issued goals. It's exciting to see the results of that work reflected in this year's report, announcing our new pillars – Culture & Purpose, Responsible Business, and Global Citizenship – and the associated goals and KPIs. This not only reconfirms our commitment to ESG, but strengthens the way we manage it. As for stories, the one that really resonated with me was *Diversity: Engine of Innovation*. Roman Regelman is leading by example, taking a broad view of diversity to spur ideas and embrace change. (see page 13)

Strengthening our Commitment with a New Approach

BNY Mellon has gained a unique perspective providing proven stewardship over the last 236 years. We continue to ask the hard questions, then work to help solve them. And a spirit of open and objective collaboration extends to the ways we illuminate environmental, social and governance challenges.

As times change, so does our approach to corporate social responsibility (CSR). We have been formally reporting on our CSR strategy and performance since 2007. Periodically, we adjust our approach to address global trends, our own business strategies and stakeholder concerns. In 2019, we reassessed our approach through a materiality analysis and developed a renewed strategy, including goals and key performance indicators, to guide our actions for the next five years.

Our 2020-2025 CSR Strategy

We embarked on this process to reflect the full scope of our current approach which now extends throughout our organization and encompasses a wider range of environmental, social and governance issues. Our new strategy also creates more alignment within our organization and with the most relevant external reporting frameworks. The result is a CSR strategy which encompasses our entire organization, with accompanying goals and KPIs. To view our KPIs visit our [2019 CSR Report](#).

Corporate Social Responsibility Pillars

BNY Mellon's CSR strategy is built on three pillars that correspond with what is currently most relevant to the company and our clients, employees, communities and society.

Culture & Purpose	Responsible Business	Global Citizenship
<ul style="list-style-type: none"> Diversity & Inclusion Leadership & Development Employee Engagements & Wellbeing Community Partnership 	<ul style="list-style-type: none"> Risk Management Technology Governance ESG Client Solutions 	<ul style="list-style-type: none"> Environmental Sustainability Supply Chain Public Policy Human Rights

16 wks

Provide 16 weeks paid parental leave for U.S. employees

How We Support the UN Sustainable Development Goals

In 2015, 193 countries agreed to adopt the United Nations Sustainable Development Goals (SDGs), 17 goals forming a global blueprint for nations to end poverty, protect the planet and help enable peace and prosperity by 2030. With our global scope and resources, our institution is uniquely positioned to address these global issues on a global scale.

Throughout this report, we show some of the primary ways that we are helping to achieve relevant UN SDGs. For example, BNY Mellon acts by opening market opportunities, attracting new investments, harnessing skills and resources, and innovating products and services.

CSR Goals 2020-2025

Guided by our new strategy, we intend to resource and support projects and programs that will contribute to the company’s long-term success. These goals will also have a measurable, positive impact on society and the environment.

Culture & Purpose	Goals
Diversity & Inclusion	Drive a culture of inclusion and advance diverse representation
Leadership & Development	Drive a culture of high productivity, engagement and commitment to continuous learning and development to support successful leaders, managers and their teams
Employee Engagement & Wellbeing	Support a culture of wellbeing through a holistic program focused on engaging employees and developing key management behaviors to help decrease health risk
Community Partnership	Leverage the company's resources and employee talent to help increase impact of community support in the regions and countries in which BNY Mellon operates



By enabling people to thrive, we contribute to the following SDGs:

To prepare young people to prosper in the workplace of the future, we fund programs that help teach students next-generation business and technology skills.



We embrace and invest in individuals from all backgrounds and experiences. This contributes to our strength, enables us to better understand and serve our clients, and creates more resilient communities.



BNY Mellon provides resources for employees to develop throughout their careers and provide opportunities for individuals to advance. We invest in technology, office environments and programs to improve our employees' wellbeing and workplace experience.

48%

Ethnic/Racial minorities among U.S. new hires



Responsible Business	Goals
Risk Management	<p>Risk Framework: Continue to evolve and fortify our risk infrastructure</p> <p>Risk Culture: Sustain strong global risk culture focused on ownership and ethical behavior</p>
Technology	<p>Continually evolve business protocols to help ensure systems continuity in every jurisdiction in which we operate, and across borders.</p> <p>Evolve business protocols to provide technology knowledge, resilience and business continuity</p>
Governance	<p>Continue to engage a slate of candidates with varying backgrounds, experience and perspectives to maintain diversity in the composition of the corporate board of directors</p> <p>Increase engagement with top shareholders</p>
ESG Client Solutions	<p>Provide best-in-class client solutions to the global ESG community, by:</p> <ul style="list-style-type: none"> Offering a leading ESG investment solution: Investment Management and Wealth Management solutions Empowering ESG investors globally: Asset Servicing solution Enabling ESG financing: Issuer Services, and Markets, Clearing, and Collateral solutions



Global Citizenship	Goals
Environmental Sustainability	Maintain commitment to environmental sustainability including effectively managing natural resource use such as energy, water and paper, and the production of greenhouse gas emissions and waste
Supply Chain	Build a Supplier Diversity Program that has longevity, consistent with BNY Mellon's value proposition and diversity initiatives
Public Policy	Continue to engage with stakeholders on key regulatory and legislative issues important to BNY Mellon
Human Rights	Continue the commitment to preventing modern slavery and human trafficking in our operations, supply chain and communities



By conducting our business responsibly, we contribute to the following SDGs:

BNY Mellon advances sustainable economic growth through financial resiliency, sound governance and effective risk management, which help stabilize markets.

Through our ESG Client Solutions, we direct funding to development projects that promote economic opportunity, environmental health, and technological progress.

BNY Mellon directs capital to projects with potentially positive impact and informs clients' investment decisions to help them capitalize on climate change mitigation solutions.

\$2.5 B

BNY Mellon appointed as trustee for **Latin America's first sovereign green bond**



By advancing the welfare of our planet and people, we contribute to the following SDGs:

We provide opportunities for diverse businesses in our supply chain, and our professionals to use their expertise to provide pro bono services to populations who are confronting inequities.

We promote the use of clean energy through our use of 100% renewable electricity for our consumption and our procurement of renewable electricity credits.

By achieving carbon neutrality for the last five years,⁴ reducing our greenhouse gas emissions and advancing resource conservation, we are addressing climate change. We encourage our suppliers to do the same.

100+

Administered 100+ green bonds in 2019
Ranking #1 in global market share

⁴ For Scope 1 and Scope 2 greenhouse gas emissions including our data centers, as well as Scope 3 business travel emissions



A WORLD OF DIFFERENCE THROUGH RESPONSIBLE BUSINESS

Diversity: Engine of *Innovation*

As digital changes sweep through society, we're transforming our bank, led by a team that is diverse by design.

By bringing together people with varying perspectives, ethnicities, genders, experiences, cultures and capabilities, BNY Mellon is accelerating digital transformation. Our diverse digital teams are engines of innovation, spurring fresh thinking as we re-imagine how to help our clients deliver and maximize value. We're transforming each process, product, and client interaction in line with digital best practices and client expectations.

Compelled by both research and our own experience, we are harnessing the power of diversity to spur innovation and power business growth. Taking a broad view of diversity, Roman Regelman, Head of Asset Servicing and Digital, assembled a digital team that is spurring novel ideas and embracing change. These teams are more formally collaborating across our enterprise and reaching outside as we embrace an open ecosystem that seamlessly connects BNY Mellon's expertise with a wide range of digital partners, such as fintechs, big tech and even competitors.

The synergy resulting from these different viewpoints has generated innovative ways of working, such as coupling the best of Artificial Intelligence (AI) and Human Intelligence (HI). By operating in tandem, AI can uncover insights at scale and drive simple transactions, while HI delivers on more challenging advisory interactions.

“New digital tools and services generated by our diverse digital team are improving our clients' experience, helping them grow revenue, reduce expenses and lessen risk”

*BNY Mellon Head of Asset Servicing and Digital,
Roman Regelman*

BNY Mellon has embraced and embedded this AI+HI model across much of our digital business. We are harnessing the strengths of these two forces to transform asset client onboarding, automate processing of client instructions, and launch an artificial intelligence-based reconciliation and data control solution.

In these ways and more, the power of diversity is propelling our digitization journey, as we shift our business model to deliver new services and solutions that delight clients and deliver greater value.

Learn more about digitization at BNY Mellon [here](#).

Weathering the *New Normal*

BNY Mellon is working to better understand and communicate our climate-change readiness.

From Australian brush fires to flooded streets in Venice, the changing climate is creating a host of unprecedented physical, environmental and financial risks for society as well as businesses. Many investors are asking how businesses are preparing to weather this new normal. They want to know if companies truly understand the potential impacts of climate change.

As part of our risk management approach, BNY Mellon has been identifying and quantifying potential climate-related financial impacts on our business, as well as on our clients and global markets. While we disclose some of this information already, we believe that using the Task Force on Climate-related Financial Disclosures (TCFD) framework provides a valuable tool for formalizing our process.

In 2019, we committed to support the TCFD to guide and build on our disclosure efforts and in 2020, we will work toward reporting against the voluntary framework to better understand our climate-related vulnerabilities and opportunities. Using this framework, which covers financial disclosures related to physical and transition risks associated with climate change, will help us to align our disclosures with investor needs.⁵ To lead this process, we have formed an internal TCFD working group, steered by the CSR team.

By pledging to implement the TCFD recommendations, BNY Mellon joins more than 1,000 other global institutions,⁶ including three of our investment

management firms, Insight, Mellon and Netwon. Newton issued its first TCFD disclosure in 2018 and released their second report in April 2020.⁷ These and other TCFD reports will help companies provide the consistent, decision-useful climate-readiness information that investors welcome.

The TCFD framework also provides a major opportunity for BNY Mellon to grow as we review our processes, analyze future scenarios, develop action plans and further embed climate-related matters into our CSR strategy and overall business strategy.

Preparing and providing TCFD disclosures will help us better understand and manage climate-related vulnerabilities and opportunities.

For more than 235 years, BNY Mellon has been committed to providing quality services to clients in all market scenarios. That ongoing commitment drives our response to the potentially profound impacts of climate change on our business and our clients. Now, as in the past, we are determined to seize opportunities and sidestep risks of all types. Preparing and providing TCFD disclosures is one of the latest advances in our ongoing journey.

⁵ <https://www.fsb-tcf.org/about/>

⁶ <https://www.fsb-tcf.org/tcf-d-supporters/>

⁷ <https://www.newtonim.com/us-institutional/insights/articles/taking-action-on-the-implications-of-climate-change-2/>

Pressing for Climate *Action*

Calling on energy company executives in public and private, responsible investment firm Newton spurs corporate response on ESG issues.

Actively managing investments can help investors identify climate change risks and opportunities. It can also help society tackle global challenges. Driven by these core beliefs, London-based Newton Investment Management, a subsidiary of BNY Mellon, takes this approach seriously. When Newton believes companies are ineffectively managing their climate-related risks or opportunities, it seeks further information and presses for action. Often, Newton does this in collaboration with other investors to create a wide-reaching, global impact.

Noting that many investors are embracing their responsibility to support the Paris Agreement on climate change, Newton is asking oil and gas companies to do the same.

Along with another major investor, Newton drafted an open letter to the *Financial Times* calling for the oil and gas sector to take more action to describe its long-term business strategy and set concrete emission-reduction targets. Issued in early 2018, the letter was supported by 60 asset managers and owners with combined assets of over \$10.4 trillion.⁸ The united call for action garnered media attention and appeared shortly before many annual shareholder meetings—an opportune moment for these companies to raise climate change issues and position themselves for a low-carbon future.

Purposeful ownership is at the core of Newton's approach to responsible investment.

Following that, Newton focused on one particular energy company. For several years, Newton engaged in a dialogue with this heavy greenhouse gas emitter about improving disclosures on the company's climate resilience and stranded assets.

After making little progress, Newton, alongside its investor peers in the Climate Action 100+ initiative, co-filed a special climate-change shareholder resolution at this company's annual general meeting in 2019. The resolution called on the company to address its emissions, provide additional information, and share its business model for a low-carbon world. Years of dialogue finally paid off, as the energy company board supported the proposal and the resolution received near-unanimous investor approval, making clear how important these questions are to shareholders.

⁸ <https://www.newtonim.com/us-institutional/insights/articles/call-to-action-3/>



A WORLD OF DIFFERENCE THROUGH RESPONSIBLE BUSINESS

Financing a *Sustainable* Future

An innovative blue bond promotes sustainable fishing, while other green finance tools help to fund a more secure future in Korea, Chile and beyond.

Blessed with stunning beaches, teeming coral reefs and diverse ocean life, the people of the Seychelles islands treasure their marine resources. Many residents of this archipelago off the coast of Africa rely on the ocean for fishing, but their livelihood is threatened. Plastic pollution, the effects of climate change, habitat degradation, and overfishing are draining global marine fish stocks, with one in every three stocks overfished.⁹

To ensure a more secure future, the Republic of Seychelles is using an innovative investment—the world’s first sovereign blue bond—to protect its marine resources. Serviced by BNY Mellon and partially guaranteed by the World Bank, this \$15 million bond will provide funds to develop economically and environmentally sustainable fishing practices in a designated area of the Seychelles. The Seychelles blue bond, like the more familiar green bond, is intended to encourage sustainability and support climate-related or other types of special environmental projects.

Each year, BNY Mellon helps to advance society’s transition to a more sustainable future by supporting issuers worldwide who seek to raise capital via green and other forms of sustainable bonds. As a listing member of the Luxembourg Green Exchange, the world’s leading platform exclusively for 100% green, social, sustainable or ESG-focused securities, we provide and facilitate a variety of financing tools. These include green and blue bonds, gender equality bonds, and even pandemic bonds for countries facing the risk of a health emergency.

BNY Mellon administered 100+ green bonds in 2019, ranking #1 in global market share with 15% in deal value.

For instance, in 2019, securities broker Mirae Asset Daewoo appointed BNY Mellon to service a first-of-its-kind sustainability bond in Korea. Totaling \$300 million in issuance proceeds, this bond will fund or refinance new and existing projects that align with the International Capital Markets Association’s Sustainability Bond Principles.

The Chilean Ministry of Finance will channel proceeds into projects eligible under Chile’s Green Bond Framework, including infrastructure for electrified transport, renewable and water management projects, and eco-friendly buildings.

In addition to assisting clients in bringing assets to market, BNY Mellon is addressing asymmetrical information needs and trust issues in the green bond market. As a global provider of Corporate Trust capabilities and a leading global debt service provider, we are working very closely with key industry players to create a more transparent, credible information system for end users. A green bond market with greater governance, traceability, accountability and comparability can help mobilize increased capital toward projects designed to build a more sustainable future for everyone.

⁹ <https://www.worldbank.org/en/news/feature/2018/10/29/seychelles-achieves-world-first-with-sovereign-blue-bond>

Inspiring the Next Generation of Women Technologists

Thousands of women who convened at the 2019 Grace Hopper Celebration India heard a powerful message: they have the power to transform technology...and the world.



At an event designed to encourage, educate and energize, more than 6,000 women and men from India and nine countries, including the United States, gathered at the 10th anniversary of the Grace Hopper Celebration India (GHCI) in Bangalore. The largest technical conference for women in Asia, GHCI inspires, connects and guides women technologists with role models, new learnings and increased networks to advance their careers.¹⁰ The annual Grace Hopper Celebration was formed by technologist Anita Borg, who was inspired by the legacy of U.S. Navy Rear Admiral Grace Murray Hopper, a computer programming pioneer.

The 2019 GHCI event was our biggest ever, with a delegation of 47 employees converging on Bangalore. As a platinum sponsor of the event, BNY Mellon was able to spotlight our organization as a top career destination for women technologists and engage with thousands of attendees. At our tech booth, Team BNY Mellon involved conference participants in demonstrations of emotion detection by Pershing's Advanced Technology Lab and gave presentations on Development Operations, big data and machine learning.

BNY Mellon women took the stage during five sessions, showcasing their knowledge and expertise across various topics. The event also featured dozens of prominent speakers from industry, academia and government, a career fair, and even a special anthem to commemorate 10 years of GHCI.¹¹

“The event was a true celebration of BNY Mellon women in technology—our stories, our culture and our people who are shaping the future” *BNY Mellon Corporate*

Technology CIO, Bhargavi Nuvvula

BNY Mellon has partnered with the nonprofit AnitaB.org to sponsor numerous Grace Hopper events since 2013 and helped launch the New York chapter. We've provided technologists as keynote speakers, participated in local, regional and national meetings and reviewed technical papers presented at these events. In doing so, we're helping to advance women, technology and society.

¹⁰ 2019-GHCI-Impact-Report.pdf

¹¹ <https://ghcindia.anitab.org/news/announcements/ghci-19-impact-report>





A WORLD OF DIFFERENCE THROUGH CULTURE & PURPOSE

Empowering *Better Care* for Cancer Patients

Health care providers and researchers use a new computing lab and software at the Cancer Institute (WIA) to access data that informs patient care today and improves treatments tomorrow.

More than 140,000 patients seek treatment each year at the nonprofit Cancer Institute (WIA) in Chennai, India. But until recently, doctors and researchers didn't have access to the patient medical information they needed to effectively treat these patients. Providing free and subsidized treatment had taken precedence over investing in technology, leaving physicians with archaic hardware and software, and a two-year lag in data entry.

Today, thanks to funding support and pro bono efforts from BNY Mellon India, the Institute has a state-of-the-art computing laboratory and web application to manage and process cancer patient data.

The initiative began in 2018 when volunteer BNY Mellon India technologists provided data entry at the Institute with training to sharpen employees' skills. During this process, they saw the opportunity to help the Institute establish a complete electronic medical records system from the ground up.

The hospital now has a powerful cancer registry system to manage and analyze a wide range of demographic and medical data on cancer patients. Powered by an enhanced computing infrastructure set up in 2018, a new web-based application released in 2019 features user-friendly screens to capture hundreds of data points on seven types of cancer.

Twenty-eight BNY Mellon employees from across our organization contributed 1,450 pro bono hours to create this powerful lab and software.

"This project will result in improved management of patients and foster clinical research," said Dr. Swaminathan Rajaraman, Professor and Head of the Statistics Department at the Institute, which consists of a 535-bed hospital, a college of oncological sciences, a preventive oncology division and a research division.

Despite all they've accomplished, the BNY Mellon team is not ready to stop. They want to add new features such as a report builder, data visualization tools and machine learning capability.

Launching Students *for Life*

Exceptional undergraduates prepare to enter the workforce of the future, equipped for in-demand jobs.

The possibility of a college degree—and a debt-free future—are now closer to reality for 330 students at the City University of New York (CUNY). Through a \$1 million, multi-year grant from the BNY Mellon Foundation, high-achieving, low-income CUNY students working toward STEM or finance-related degrees now have critical financial support to fuel their dreams. It's part of our strategy to help build the workforce of the future. We're positioning exceptional students from underserved communities for career success and a lifetime of financial inclusion.

Known as BNY Mellon Transfer Scholars, these scholarship recipients come with strong credentials. Each student has earned an associate degree through the highly regarded Accelerated Study in Associate Programs (ASAP) within the CUNY community college system. Through ASAP, these students received academic, financial and personal support to boost their performance and propel them to graduation. The BNY Mellon Transfer Scholarship rewards ASAP graduates for their past academic performance and inspires them to earn a bachelor's degree by providing funds for tuition, books and fees each academic year.

“Through partnerships with CUNY and nonprofits and other organizations, we are helping to prepare young people for employment in the digital age, so they can thrive in future economies” *BNY Mellon Foundation President, Daisey Holmes.*

This grant is the Foundation's largest commitment ever to a non-capital campaign. While the Foundation has made smaller direct gifts to individual CUNY colleges, this is the first grant BNY Mellon has awarded to CUNY.

In addition to these scholarship commitments, BNY Mellon Foundation partners with Asian Pacific Islander American Scholars, Hispanic Scholarship Fund, the Jackie Robinson Foundation, and Spelman College. Our funding helps minority students to pursue degrees in fields where they are underrepresented. All told, we are providing \$1.35 million in support through various funding partners for academic scholarships to more than 800 eligible students who are pursuing business or STEM majors at four-year institutions.

Ambassadors for *Environmental Stewardship*

Speaking and acting on behalf of the earth and our company, Ambassadors bring sustainability to life at the local level.

A critical component of BNY Mellon's sustainability initiatives is our network of approximately 300 Business and Environmental Sustainability Ambassadors. Day in and day out, these enthusiastic advocates engage their fellow employees in our sustainability strategy. In ways small and large, they emphasize the importance of taking an eco-friendly approach in our work and daily life.

This veritable army of volunteers in 33 cities champion BNY Mellon's global environmental sustainability values, goals and strategies. In their own words, four of these dedicated volunteers describe how their role enables them to transform our business and our world for the better.

A platform to engage - Nick Ghezzi, Custody Client Services, Central New York. “We each play an important role in making the environment a priority. We all live on one planet, and future generations should be proud of how we maintain the Earth.”

A platform to learn - Rajesh Ananth, Wealth Management Team Lead, Pune, India. “I am learning more about sustainable practices such as BNY Mellon's distribution of efficient biomass cookstoves in parts of rural India, which enable households to reduce health risks, fuel costs and environmental degradation.”

A platform for impact - Natalia Adamczewska, Data Management & Quantitative Analysis Team Manager, Wroclaw, Poland. “I'm able to influence and inspire others, to have a real, lasting impact on my workplace environment. I serve as a voice to help people combine their efforts to achieve environmental and sustainability goals.”

A platform for personal growth - Lorena Braun, Resiliency, Strategy and Control, Manchester, UK. “Being an Ambassador has opened my eyes to environmental issues I hadn't previously thought about, such as sustainable options for single serve sachets in the office. It's prompted me to look critically at my own choices and helped me make more environmentally conscious choices outside of work.”



Designed by BNY Mellon employee Kalista Sutton, Central New York.

Select 2019 Recognitions

Dow Jones Sustainability World Index (DJSI)

6 consecutive years

CDP Climate A List for climate management leadership

7 consecutive years

FTSE4Good Global Benchmark Index

8 consecutive years

Corporate Equality Index for LGBTQ workplace equality,
Human Rights Campaign Foundation

13 consecutive years

Bloomberg Gender-Equality Index

5 consecutive years

See a full list of our awards. <https://www.bnymellon.com/us/en/who-we-are/awards.jsp>

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