Corporate social responsibility (CSR) enables us to protect the long-term sustainability of our company while we address pressing global issues, contribute to healthy economies, and support thriving communities.

Our Positive Impact

$115.6 B
Manage $115.6 billion in responsible investment assets

41%
Champion diverse leadership, with women making up 41 percent of our global workforce

700,000
Deliver 700,000 learning hours to employees annually to advance skills and promote lifelong learning

100%
Achieve a perfect score on the Human Rights Campaign Foundation Corporate Equality Index for LGBTQ workplace equality

Zero
Maintain 0 net carbon emissions since 2015 through renewable energy credits, carbon offsets and reduced emissions

$38.2 M
Contribute $38.2 million in annual support to communities around the world
Global Trends Transforming the Future

Societal and environmental shifts continually reshape the future and present exciting new opportunities for our business and stakeholders. CSR empowers us to invest in these possibilities and use our reach, market influence and resources to address pressing world challenges.

In 2018, four global megatrends, along with the 17 United Nations (UN) Sustainable Development Goals (SDGs) to end poverty, protect the planet, and enable peace and prosperity by 2030, influenced our CSR focus. Our CSR work supports five SDGs.
Responsible Economic Growth

Responsible economic growth protects healthy markets and builds equitable economies.

Socially responsible and ESG investing grew 25 percent from 2016-2018. At an estimated $23 trillion, this represents about one-fourth of professionally managed assets globally. Read more on page 6.

Gender Equality

Gender equality improves lives, families, communities and economies.

Gender equality leads to powerful returns for individuals, communities and economies. Global wealth would increase $23,620 per person on average, or $160 trillion, if women earned as much as men during their lifetimes. Read more on page 11.

The Future of Work

The future of work will require more digital, inclusive and fulfilling work environments.

Technology is revolutionizing the workplace. One estimate shows 65 percent of children starting elementary school today will work in jobs that don’t yet exist. Read more on page 14.

Climate Action

Climate action drives business resiliency and new investments.

As climate change remains a growing threat, global climate action is increasing across sectors, geographies, businesses, investors and civil society. Bold action could produce a global net economic gain of $26 trillion by 2030. Read more on page 19.
Responsible Economic Growth

Responsible economic growth protects healthy markets and builds equitable economies.

In healthy, inclusive communities, all people have opportunities to thrive and improve their quality of life. Building and maintaining vibrant markets that offer good employment opportunities, safe working environments and essential resources requires responsible economic growth.

OUR OPPORTUNITY

BNY Mellon contributes to safe, functioning financial systems and a more sustainable world where people and economies can prosper. Resiliency, strong governance and risk management balance our stakeholders’ interests and guide us to operate ethically and responsibly in all market scenarios. Our social investing products and services help underserved populations benefit from economic growth.

Financed development of 945 affordable housing units in 2018

Serve 95% of the top 100 investment managers, upholding our standing as a trusted partner.
As a global financial services company, we play a vital role in maintaining strong, stable financial markets and promoting economic growth. We help deliver on these responsibilities through our effective risk management and high ethical standards. And we are always engaging our employees with risk culture content and training to further develop their important role as risk managers. In 2018, our Risk Champions around the company piloted regional initiatives to further embed strong risk management in our culture.

We are always engaging our employees with risk culture content and training to further develop their important role as risk managers.

Our Brazil region created a Risk Champions League where employee teams learned about risk while competing for points through quizzes, scavenger hunts, workshops and a gameshow-style finale. Of the BNY Mellon Brazil employees who participated, 90 percent said the quiz content was useful and broadened their risk management knowledge.

Winning team captain Márcia Figueiras, head of Brazil Custody in Asset Servicing, said, “The championship reinforced risk management in a fun way and allowed employees to suggest clarifying points in our risk policies and procedures. It was a very rewarding experience!”

Risk Champions in our Europe, Middle East and Africa (EMEA) region developed a comprehensive Risk Champions program, led by Manchester Site Executive Fergal O’Hanlon, global head of Operations Embedded Control. The program included Senior Leader Culture Breakfast sessions and Risk Ownership workshops promoting our Three Lines of Defense risk management model. In addition, 65 Ethical Dilemma Workshops were held throughout EMEA and India, engaging more than 1,200 employees with a range of ethical dilemma scenarios that could arise in their roles. In one example, an employee emails a report to herself from a coworker’s computer and discovers the coworker bought stock in a BNY Mellon client company using insider knowledge of a merger not yet public. The employee knows she should report the insider trading, but is torn because using her colleague’s computer violated company policy. Participants discussed these difficult situations and how they would respond, and reviewed BNY Mellon resources available to employees for support.

Based on enthusiastically positive feedback, the Global Risk Culture Strategy Team plans to scale workshops such as these through online simulations available to all employees to continue promoting our strong risk culture.
Competitive Spirit Spurs an Innovative ESG Solution

In March 2018, teams of our employees gathered in huddle spaces, took over video conferencing rooms, and navigated time zones for one purpose — to develop working prototypes of unique data visualization tools and dashboards to help investors better understand environmental, social and governance (ESG) risk in their portfolios.

Frances Barney, CFA, head of Global Risk Solutions for Asset Servicing at BNY Mellon, explained, “In markets around the world, capital is increasingly reallocated toward more sustainable investments, but there is much that the financial services industry has to learn about how ESG factors affect underlying investment portfolios both in terms of risk profile and performance enhancement.” To help us respond to the United Nations (UN) Sustainable Development Goals (SDGs), government legislative proposals, and asset owners’ increasing desire to invest in a responsible and sustainable manner, BNY Mellon hosted a Social Investing Innovation Challenge for employees.

During the two-day challenge, 14 teams of BNY Mellon technology developers, client-facing product specialists and ESG experts worked to create concepts and prototypes to help clients understand the ESG impact of their holdings on an actual and relative basis. A diverse panel of expert judges selected the winners, who presented the most innovative way of displaying data our clients want to see.

After the event, we sent the winning concepts to our client advisory boards to validate the direction, invited clients to codesign with us, and, in 2019, launched a new ESG Analytics capability. “Our employees amazed us,” said Barney, who was one of the judges. “We put a client challenge in front of them and they stepped outside their daily roles to design, test and launch a solution. The Challenge exemplified our teams’ ingenuity and eagerness to address some of the industry’s toughest questions and respond to client needs.”
Gender equality improves lives, families, communities and economies.

Since half of the world's population are women, gender equality is essential to optimizing potential human capital in every economy.\textsuperscript{11} Gender-diverse companies are 21 percent more likely to achieve above-average profitability than non-gender-diverse peers.\textsuperscript{12}

**OUR OPPORTUNITY**

Gender equality is a key tenet of BNY Mellon’s diversity and inclusion strategy and social investing work. We strive to hire more women at all levels, advance women’s interests, and support investments to elevate women in business and society.

Included in Bloomberg Gender Equality Index for 4 consecutive years

25% of our Board of Directors are women
Research shows that gender equality is a precondition for global development. Women help fuel the global economy, controlling $20 trillion in spending every year and putting 90 percent of their incomes back into their local communities. BNY Mellon is committed to advancing gender equality and helping our clients do the same.

One client of our Corporate Trust business, Turkey’s Garanti Bank, has been offering products and services for women in business since 2006. In 2018, we served as the fiscal agent for a $75 million gender bond issued by Garanti Bank to help finance women entrepreneurs. The number of women entrepreneurs increased 13 percent globally in 2017, yet only 2 percent of venture funding went to female founders. Garanti Bank’s bond is the first emerging markets gender bond by a private bank and the first-ever such issue by a Turkish entity.

“Garanti’s commitment to women aligns very well to BNY Mellon’s ‘gender-lens’ investing principles,” said Sonia Chaliha, global head of business development for Corporate Trust. “We are proud to support a private bank with similar values around corporate social responsibility.”

Corporate Trust employees also “walk the talk.” Team members consistently lead, engage and give back to local peers, events and networks. For example, Jennifer Fredericks, vice president of business development for Corporate Trust, actively champions and supports a myriad of women’s leadership initiatives within BNY Mellon and across the broader finance community, including as co-chair for the BNY Mellon Chicago Women Initiative’s Network (WIN).

“The number of women entrepreneurs increased 13 percent globally in 2017, yet only 2 percent of venture funding went to female founders.”

“Involvement in these networks can have a profound impact on a woman’s career through mentorship, sponsorship and connection,” said Fredricks. “The people I’ve met through these channels have challenged and sponsored me to expand my role and pursue additional experience and exposure outside of my department. They have helped to advance my career and have given me a seat at the table to ensure other BNY Mellon women employees have access to the same or even greater opportunities moving forward.”
Gender diversity improves business performance, yet women hold just 24 percent of senior leadership roles. A contributing factor is that women sometimes leave the workforce mid-career to raise children or care for elderly parents. Seventy-five percent of professional women want to return, but many face challenges when seeking roles that leverage their full potential.

BNY Mellon aims to increase our number of female senior leaders with Take Two, an initiative to attract senior talent who want to reenter the workforce, with an emphasis on female “returners.” In March 2018, we conducted Take Two symposiums in London and New York City, where dozens of aspiring returners shared insights and advice, networked with our senior managers, and learned about open positions.

Take Two also addresses possible biases in recruitment practices. We conducted workshops for hiring managers and recruiters to stress the importance of evaluating candidates based on skills and potential rather than resume continuity. “We all benefit from having our assumptions challenged,” said a BNY Mellon risk director who attended a workshop. “I will certainly consider alternative profiles, without direct risk experience, who may have been out of the industry and can bring needed skills and diversity to our workforce.”

We are planning to expand our Take Two symposiums and workshops to additional locations in the future.
The Future of Work

The future of work will require more digital, inclusive and fulfilling work environments.

Rapidly advancing technologies are reshaping the workplace. At the same time, employee interest in working for companies with a strong sense of purpose is rising. Companies competing for top talent must provide purposeful, inclusive environments and ample learning and development programs while responding to a diverse workforce’s changing expectations and needs.

OUR OPPORTUNITY

BNY Mellon invests in and empowers our employees to do their best work, make meaningful contributions, and build purposeful careers in an environment of fairness, dignity and respect. We invest in technology to enable our teams to work anytime and with more collaboration. We also support community programs to equip citizens with next-generation professional and technology skills.

1 in 4 employees belongs to employee or business resource groups, driving inclusion and leveraging diversity to help achieve company objectives

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

14  BNY Mellon
SOCIAL IMPACT STORY

Strong Support for Transgender Colleagues

A supportive, respectful workplace is important to all employees, and can be especially meaningful to transgender people and those transitioning to a new gender. While 78 percent of people in the U.S. who transitioned feel more comfortable and perform better at work, 90 percent of transgender people have experienced harassment, mistreatment or discrimination on the job.

We developed guidelines to help employees support their transgender and transsexual colleagues and to assist managers who have team members undergoing or planning a gender transition.

At BNY Mellon, we want all our people, including our transgender employees, to thrive and grow. Gender transition is an extremely personal, complex and lengthy journey. We developed guidelines to help employees support their transgender and transsexual colleagues and to assist managers who have team members undergoing or planning a gender transition. These guidelines include helpful information such as proper terms for discussing gender identity, best practices for a transgender-inclusive workplace, and steps that could be included in a customized transition plan.

In November 2018, we were among the first of hundreds of companies to sign a business statement calling for transgender equality under the law. The signing coincided with Transgender Awareness Week, during which we shared with employees the business statement, our new transgender guidelines, and our continued commitment to lesbian, gay, bisexual, transsexual/transgender plus (LGBT+) equality and inclusion. Further validating our inclusive culture, BNY Mellon scored 100 percent on the Human Rights Campaign Foundation’s Corporate Equality Index and was named among the Best Places to Work for LGBTQ Equality for the 12th consecutive year.
Eric Commodore, a director in BNY Mellon Technology, has spent his summers discussing topics like cyber ethics, robotics and digital forensics with teenagers who want to learn more about cybersecurity and technology. He believes that having a steady stream of capable individuals trained in science, technology, engineering and mathematics (STEM) fields is vital to all of our futures, and so does BNY Mellon.

As technology permeates our lives, the demand for experts who can protect information and systems vital to society is outpacing the supply. Research shows a shortfall of almost 3 million cybersecurity professionals globally, with more than 60 percent of companies saying they don’t have enough dedicated cybersecurity staff.24

To stimulate young people’s interest in cybersecurity and bring them into the talent pipeline early, BNY Mellon provides funding for CyberPatriot, the National Youth Cyber Education Program created by the Air Force Association. CyberPatriot inspires K-12 students in the U.S. to pursue careers in cybersecurity or other STEM disciplines. Students are introduced to exciting, lucrative careers and learn teamwork and organizational skills that set them apart in the STEM job market.

Of the 20,000-30,000 students who participate in the CyberPatriot program annually, 40 percent are minorities and 23 percent are female, a notable figure in an industry where only 11 percent of the workforce are women.25 More than 85 percent of alumni respondents currently pursuing higher education degrees are doing so in a cybersecurity (28 percent), computer science (35 percent) or other STEM field (25 percent), compared to the national average of only 15 percent. BNY Mellon’s funding will contribute to the expansion of CyberPatriot programs nationwide.

Commodore has been volunteering with the organization since 2010. “I’m honored to be part of an organization that leverages young people’s innovation, motivation and patriotism,” he said. “Whether students enter the military, government or private sector, we need their skills for the future wellbeing of our country and the economy.”
Climate Action

Climate action drives business resiliency and new investments.

If greenhouse gas (GHG) emissions continue at the current rate, the impact on health, safety and livelihoods will be dire by 2040, according to the UN’s Intergovernmental Panel on Climate Change. Public- and private-sector initiatives to mitigate risks are underway, but efforts must intensify to support sustainable economic growth and secure energy supply systems.

OUR OPPORTUNITY

BNY Mellon is committed to addressing climate-related risks and opportunities through a comprehensive approach. We direct capital to projects with potential positive impacts, inform clients’ investment decisions to help them capitalize on climate change mitigation solutions, and implement programs to reduce GHGs in our operations.

- Administered 44 green bonds in 2018, representing $24.1 B in issuance volume
- Save 42 million kWh of electricity annually, enough to power more than 4,000 homes in the U.S. for one year

Corporate Social Responsibility
Farmland Fund Gets the (Green) Recognition It Deserves

In December 2018, the Global Farmland Fund Limited, which is actively managed by BNY Mellon Insight Investment Management, hit a significant milestone. It became one of the first certified Guernsey Green Funds (GGFs), a certification regulated by the Guernsey Financial Services Commission, and which helps investors identify investment vehicles that adhere to recognized green standards.

Insight launched the Fund, with its first investment in 2012, acknowledging the essential role of primary production farming in the global economy. Climate change, population growth, and the associated rise in food demand have increased pressure on the agriculture sector to adopt more sustainable practices to ensure reliable food production over the long term. Insight believes the most successful farmland managers know sustainability is core to the long-term value of their business and saw in farmland an attractive investment opportunity and a way to support an undercapitalized sector.

“The GGF designation was awarded because of how directly we influence sustainable farming techniques and practices on the farming businesses within the fund,” said Detlef Schoen, head of Real Assets for Insight Investments. “We have particularly focused on farming operational techniques supporting efficient soil tillage, carbon soil sequestration, efficient use of fertilizers, range land management, and animal waste management.” Through the Global Farmland Fund, BNY Mellon has enabled investors to credibly advance sustainable farming practices to help mitigate climate change risk. This Fund is closed to investors and is no longer accepting new subscriptions.
Corporate Social Responsibility  21

CLIMATE ACTION

SOCIAL IMPACT STORY

Giving Forests New Life

BNY Mellon regularly holds technology expos for employees to help them better understand and engage with the latest workplace technologies available to them. In August 2018, Justo Arbizu, a member of BNY Mellon’s Managed Output Services team, ran a booth at our New York expo to teach employees alternatives to printing. Justo knows that healthy forests are crucial to the fight against climate change. As trees grow, they absorb carbon dioxide (CO2) from the atmosphere and release oxygen in return, offsetting about 30 percent of annual global CO2 emissions in the past 30 years. Recent data, however, shows we are losing these vital forests at a rate of about a soccer field every 1.2 seconds, largely due to agricultural and urban development and logging for the paper, wood and food industries.

BNY Mellon eliminates tens of millions of sheets of paper from our traditionally paper-reliant workplace each year.

Companies can help amplify forests’ positive role in climate change mitigation by reducing carbon emissions, using fewer products that lead to deforestation, and replanting lost trees. BNY Mellon has been carbon neutral since 2015 by lowering our facilities’ GHG emissions and purchasing carbon offsets and renewable energy credits. Arbizu and his team are passionate about conserving the world’s forestlands by improving digital tools for our employees. Thanks to their efforts, BNY Mellon eliminates tens of millions of sheets of paper from our traditionally paper-reliant workplace each year, and we recycle where we can to responsibly dispose of the paper we use.

“Thinking twice before we print can seem like it has such a small impact,” said Arbizu, “but that impact accumulates over time. We need to find ways to change our habits, and technology can support people to make different daily decisions that are healthier for the environment, making it more likely that we leave a livable planet for our children.”

Arbizu’s team has also established a relationship with Xerox, enabling us to support PrintReleaf reforestation projects in seven countries. In 2018, 28,000 trees were planted on behalf of BNY Mellon in projects around the world. For instance, in the Dominican Republic, PrintReleaf aims to plant 540,000 trees in watersheds and other vulnerable areas to increase reforestation by more than 25 percent. PrintReleaf partners with Plant with Purpose to teach hundreds of local farmers how to improve soil quality and protect vulnerable hillsides from erosion and mudslides; train new farmers in agroforestry systems that plant fruit and nitrogen-fixing trees alongside crops; and educate schoolchildren on how to care for their environment.

BNY Mellon is committed to climate action. In the future, Arbizu and the Managed Output Services team will focus on continuing to transition BNY Mellon to more digital outputs in our client reporting processes, further decreasing our businesses’ reliance on paper.
Our CSR Strategy

CSR is one of many ways we fulfill our responsibilities as a major global financial institution. We built our CSR strategy on three pillars that correspond with what’s most relevant and impactful to us and our clients, employees, communities and society.

**OUR MARKETS**

We support financial market integrity to help economies thrive.
- Risk Management and Reliability
- Strong Governance

Our risk framework and culture allow us to make evidence-based decisions to protect clients and support financial market integrity. We maintain financial strength and stability in all market conditions through strong governance, ethical standards, unquestioned integrity and operational resiliency.

**OUR WORLD**

We contribute solutions to the world’s most pressing issues.
- Social Investing
- Community Commitment
- Environmental Management

Our expertise, skills and resources help investors finance solutions to world challenges. We change lives through philanthropy and social investing, and our employees make a difference. We act on climate change and preserve our natural resources.

**OUR PEOPLE**

We empower people to achieve their goals.
- Leadership and Development
- Engagement and Wellbeing
- Diversity and Inclusion

Our people take charge of their careers and grow into our next generation of leaders. Employees are fulfilled by meaningful work, have opportunities to make an impact, and know we care about their wellbeing. Our diverse perspectives and inclusive culture drive business results.
### Our Awards

<table>
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<tr>
<th>Award</th>
<th>Years</th>
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<tr>
<td>CDP Climate A List for climate management leadership</td>
<td>6 CONSECUTIVE YEARS</td>
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<tr>
<td>Dow Jones Sustainability World Index (DJSI)</td>
<td>5 CONSECUTIVE YEARS</td>
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<tr>
<td>FTSE4Good Global Benchmark Index</td>
<td>7 CONSECUTIVE YEARS</td>
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<tr>
<td>Corporate Equality Index for LGBTQ workplace equality, Human Rights Campaign Foundation</td>
<td>12 CONSECUTIVE YEARS</td>
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<tr>
<td>Bloomberg Gender-Equality Index</td>
<td>4 CONSECUTIVE YEARS</td>
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“Our company’s success is reliant on our positive reputation and the support of our clients, employees, communities and society at large, so we must and will continue to challenge ourselves to do more.”

Charles W. Scharf
Chairman and Chief Executive Officer
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) as of December 31, 2018.

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

3 Community support includes donations, grants and charitable sponsorships made by BNY Mellon and employee donations to charities that qualify for our matching program.

4 Levy, J. “Incorporating environmental, social and governance (ESG) factors into fixed income investment,” The World Bank, April 21, 2018.

5 Georgieva, K., Bibeau, M. “This is the global price of gender inequality,” World Economic Forum, June 12, 2018.


8 UN SDG 8: Decent work and economic growth, United Nations Sustainable Development Goals.

9 Through Low-Income Housing Tax Credit (LIHTC) investments only.

10 See page 47 of the BNY Mellon 2018 Corporate Social Responsibility Report for more information on this new capability.


13 Quintos, K. “Four ways to boost the number of women entrepreneurs,” World Economic Forum, January 18, 2019.

14 Quintos, K. “Four ways to boost the number of women entrepreneurs,” World Economic Forum, January 18, 2019.


20 Effective January 2019.


23 Business Statement for Transgender Equality.

24 Cybersecurity Workforce Study, 2018, (ISC)2.


28 Calculation based on average annual electricity consumption for a U.S. residential utility customer in 2017, as reported by the U.S. Energy Information Administration.


30 Strategic Approach to Forestry, Printreleaf.

31 Carbon neutrality means achieving net zero carbon emissions by balancing a measured amount of carbon released with an equivalent amount sequestered or offset, or buying enough carbon credits to make up the difference.
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All data included in this publication is as of December 31, 2018, unless otherwise specified. For a full explanation of statistics, please see https://www.bnymellon.com/us/en/investor-relations/indext.jsp#annual-report—proxy.

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