

# THE LANGUAGE OF PROGRESS

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In my experience working with clients, I find that they have a common aspiration. Whether they're large or small, whether their operations are international or global, and no matter the industry. At the core of our clients work, is their desire to be the best that they can be. In fact, we share that aspiration with our clients. We strive to do our best to help our clients compete, and win, in their chosen fields.

As the Investments Company for the World, BNY Mellon is at the top of its game. But that's where things get interesting, because to stay a leader, you have to always dig deeper, act smarter, and act faster. And most importantly, you have to inspire and empower our greatest asset, our people.

What makes BNY Mellon unique are the diverse perspectives, the relentless curiosity, and the intellectual power of its people. We look beyond the traditional attributes of diversity, such as gender, race, ethnicity, sexual orientation, and disabilities. We also look to empower our people by looking at attributes that they have the power to change. Attributes like cognitive diversity, generational savvy, global acumen, cultural competency, military background and family status.

Our inclusive culture at BNY Mellon allows us to play a critical role in well-functioning financial markets and deliver on the expectations of those who rely upon us to deliver integrity, independence, expertise, and passion.

Our employer resource groups create the conditions for our people to succeed; to deliver more for our clients, our investors, and our stake holders.

Effectively harnessing the power of diversity - of creating a culture of innovation and inclusion - takes a sophisticated and nuance-type of leadership. That's the type of leadership that we're very proud of here at BNY Mellon. Those companies that are able to harness diversity, to think differently, to learn, unlearn, re-learn and adapt quickly. And most importantly, to be inclusive. Those are the companies that will be able to take today's difficult challenges, and turn them into the game-changing opportunities of the future. And I can tell you, the Investments Company for the World is up for the task.



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