






GENDER EQUALITY DISCLOSURE 2022

TOPIC	KPI	RESPONSE
LEADERSHIP 	Percentage of women on company board	33%
	Chairperson is a woman	No
	Gender balance in board leadership	40%; 2 out of 5 committees chaired by women
	Chief executive officer (CEO) is a woman	No
	Woman chief financial officer (CFO) or equivalent	No
	Percentage of women executive officers	42%
	Chief diversity officer (CDO) or equivalent position	Yes
TALENT PIPELINE  	Percentage of women in management	54%
	Percent of women in senior management	42%
	Percentage of women in non-managerial positions	76.30%
	Percentage of women in total workforce	67%
	Percentage of women total promotions	68.40%
	Percentage of women in IT/Engineering	42.20%
	Percentage of new hires are women	66.60%
	Percentage of women attrition	81.10%
	Time-bound action plan with targets to increase the representation of women in leadership positions	Development programs detailed in 2022 ESG Report pages 19-20
	Time-bound action plan with targets to increase the representation of women in the company	N/A; 67% of the workforce is women
PAY 	Adjusted mean gender pay gap	N/A
	Global mean (average) raw gender pay gap	N/A
	Time-bound action plan to close its gender pay gap	N/A
	Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Berkshire's short-term incentive ("STI") program includes a specific ESG component in the calculation of the total STI plan funding. This measurement is based on a qualitative assessment of Berkshire's ESG rankings, its social/community impacts, and other results of its ESG initiatives, which include DEI related items.
INCLUSIVE CULTURE 	Number of weeks of fully paid primary parental leave offered	Berkshire Bank provides a Maternity Leave that has a minimum of 6 weeks fully paid, for eligible employees.
	Number of weeks of fully paid secondary parental leave offered	N/A
	Parental leave retention rate	80%
	Back-up family care services or subsidies through the company	Yes. Berkshire provides a day care reimbursement program and a dependent care expense account.
	Flexible working policy	Yes. Berkshire provides flexible work arrangements, including the ability to work fully remote dependent on the duties of one's job.
	Employee resource groups for women	Yes. Power of Women Employee Resource Group
	Unconscious bias training	Yes
	Anti-sexual harassment training	Yes