



JPMorganChase

Gender Pay Gap Report

2024 United Kingdom

For the eighth year in a row, we have released the firm’s U.K. gender pay gap disclosure and over that time we have seen improvement across all measures.

Year over year, we have also seen progress on key metrics. The mean hourly pay gap has narrowed by 1.8% to 24.3%, the median bonus pay gap has narrowed by 3.1% to 35.2% and the representation of women in the top three pay quartiles has increased.

It’s important to note that the metrics disclosed in this report are a measure of pay gap and not pay equity. A pay gap is based on the difference in compensation of all women in the organization as compared with the compensation of all men in an organization. Our gender pay gap is driven by these factors. Pay gap does not take into account important factors such as role, job tenure, seniority and experience, work hours or any other factors that generally influence pay. For example, an increase in the number of men hired into mid to senior level positions within two of our legal entities drove our mean bonus pay gap increase by 0.4%.

We invite you to read the report, which includes our U.K. overall figures, disclosure by legal entity and the extensive range of initiatives in place to support the professional and personal growth of all employees at the firm.

We confirm that the information included in this disclosure is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



Filippo Gori
EMEA CEO



1st in The Top 10 Ideal Employers for Women efinancialcareers Ideal Employer Awards 2024-24



Disability Confident Leader status from Department of Work and Pensions in 2021



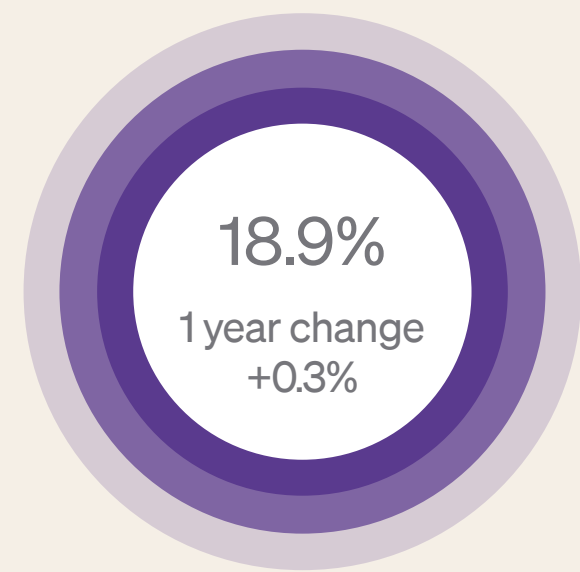
Perfect Score for LGBTQ+ for 20 Consecutive Years on Human Rights Campaign: Corporate Equality Index

Our Guiding Principles:

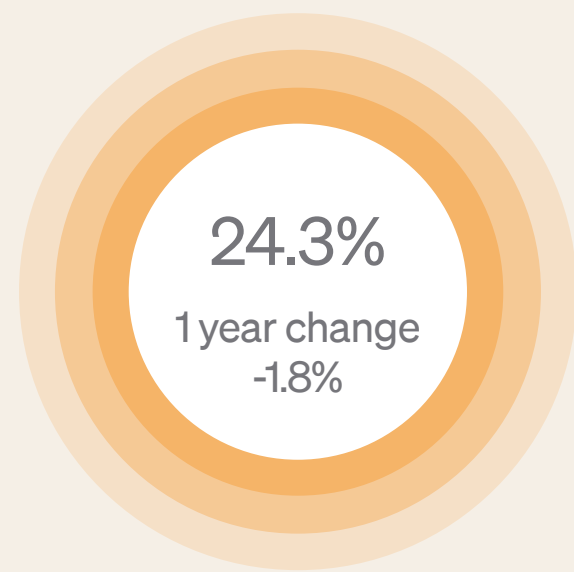
- We seek to make dreams possible for everyone, everywhere, every day
- We do not believe that talent is concentrated in any particular demographic group(s) and are dedicated to equal employment opportunity for talent across all backgrounds
- We strictly prohibit unlawful discrimination, harassment and abusive conduct of any kind. We are dedicated to treating all individuals fairly and with respect
- We seek to attract and retain the best talent. We recognize that our people are our strength and the diverse talents and perspectives they bring to our global workforce are directly linked to our success
- We strive to build and foster an inclusive work environment where our employees are respected, trusted and empowered. Our experience is that if our teams are more diverse, we will generate better ideas and outcomes, enjoy a stronger corporate culture and outperform our competitors
- We are dedicated – and many places obligated - to supporting underserved communities as part of our commitment to corporate responsibility and long-term shareholder value. We strive to empower individuals and improve lives through our business practices and community outreach efforts that we have seen are good for customers, communities and our business

U.K. Overall Figures

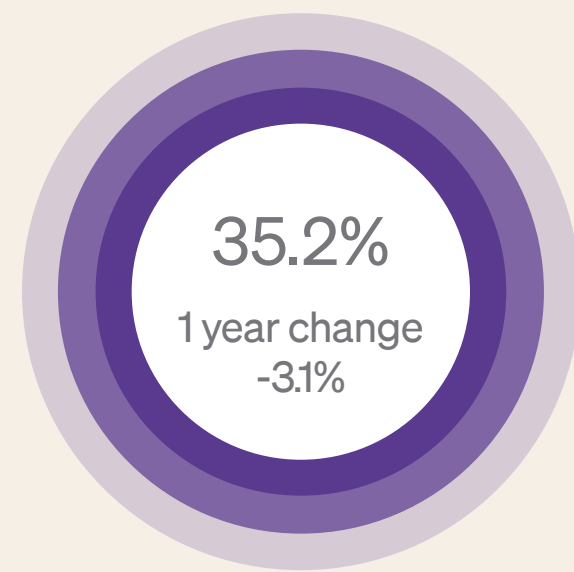
Median Hourly Pay Gap



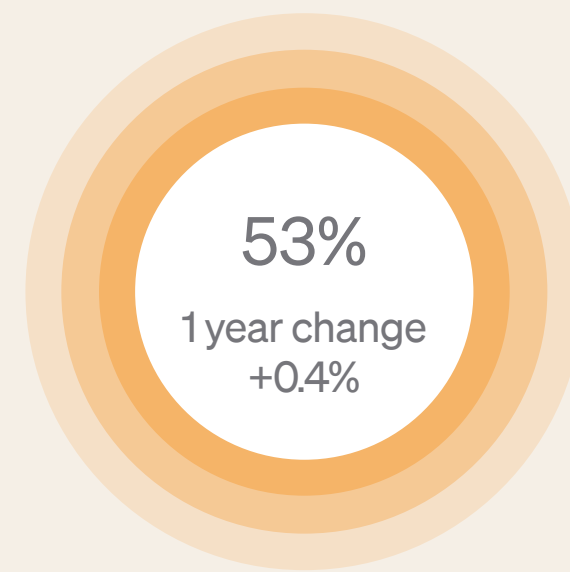
Mean Hourly Pay Gap



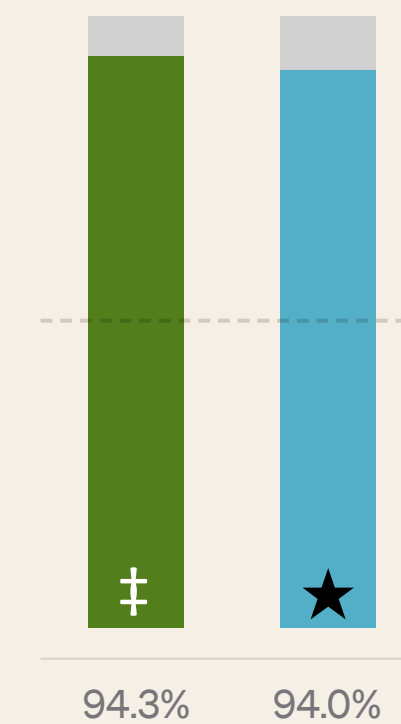
Median Bonus Pay Gap



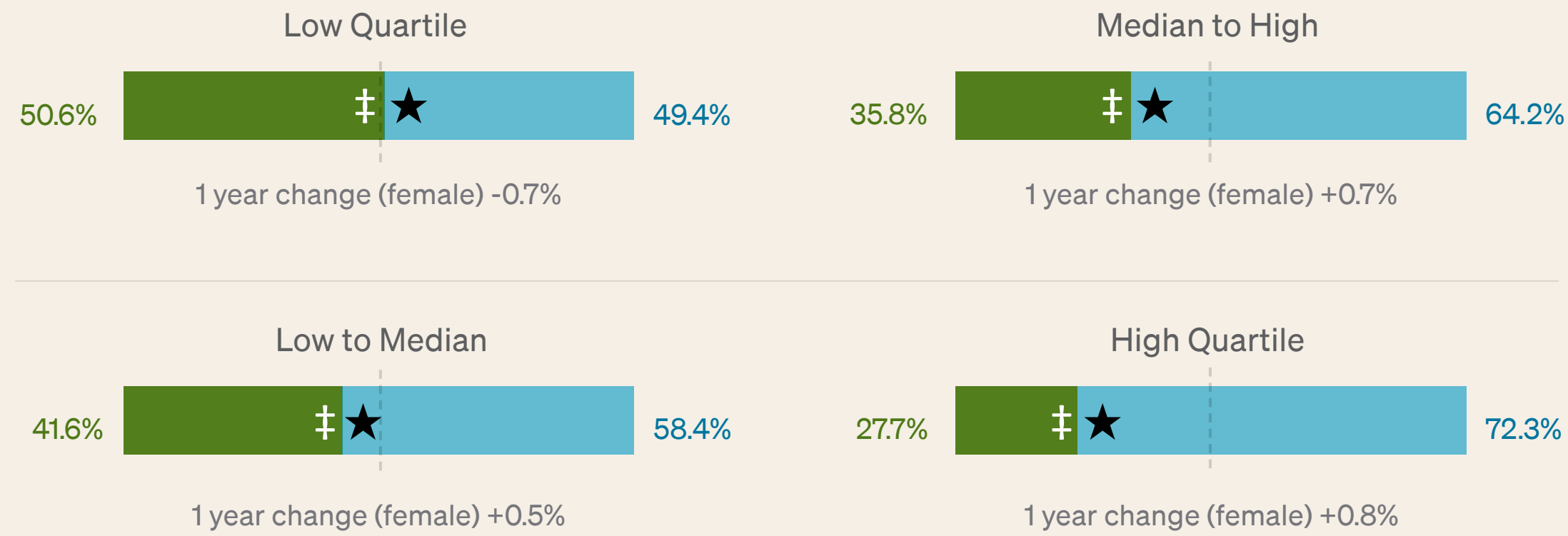
Mean Bonus Pay Gap



Bonus Received



Pay Quartiles



‡ Female ★ Male

Key findings on our overall U.K. figures:

- Over the past eight years, the pay gap has shown improvement across all measures
- Our mean hourly pay gap has narrowed by 1.8% from 26.1% to 24.3%
- Our median bonus pay gap has narrowed by 3.1% from 38.3% to 35.2%
- The representation of women in the top three pay quartiles has increased year over year
- The proportion of men and women receiving a bonus has increased from last year - men from 90.4% to 94% and women from 89% to 94.3%

A disclosure is required for each J.P. Morgan legal entity with 250+ employees. This year, six U.K. legal entities are in scope for disclosure. Given the continued structural and headcount changes at legal entity level of the organization, we believe that the U.K. overall figures are a more representative measure of our progress.

Disclosure by Legal Entity

Under the legislation that took effect in April 2017, companies in the U.K. with at least 250 employees are required to publish their overall gender pay gap between men and women.

The following information is available for each relevant legal entity:

- The proportion of women and men in each quartile
- The mean and median hourly pay gap and bonus pay gap
- The proportion of women and men receiving a bonus

♀ Female ★ Male

Definitions

Pay

Represents monthly base salary as well as other regular payments that were paid through payroll in April 2024, divided by the employee's contractual hours for April.

Bonus

Includes incentive-related payments made during the 12 months preceding April 5, 2024. Generally, this will represent payments connected with the vesting of previously awarded deferred compensation and cash incentive compensation paid as part of the firm's discretionary incentive plan.

Pay Equity

Focuses more on pay for men and women taking into account factors such as, role, job level, experience.

Mean or Average

Represents the total pay for all included employees divided by the number of employees.

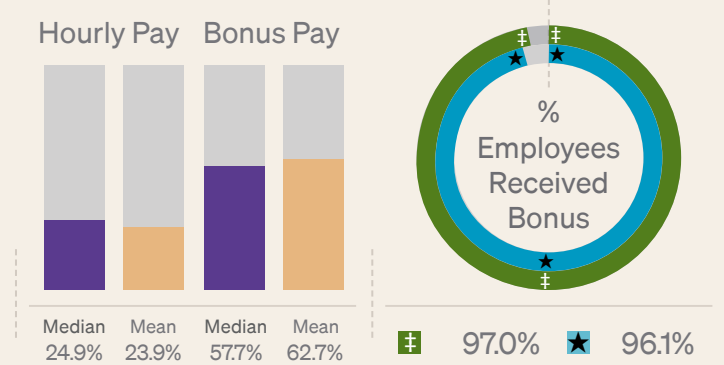
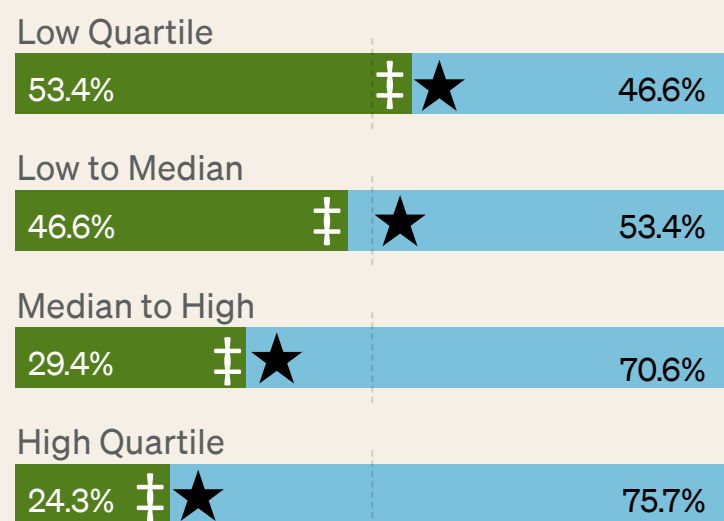
Median

Is the middle value when the pay of all employees is arranged in ascending order.

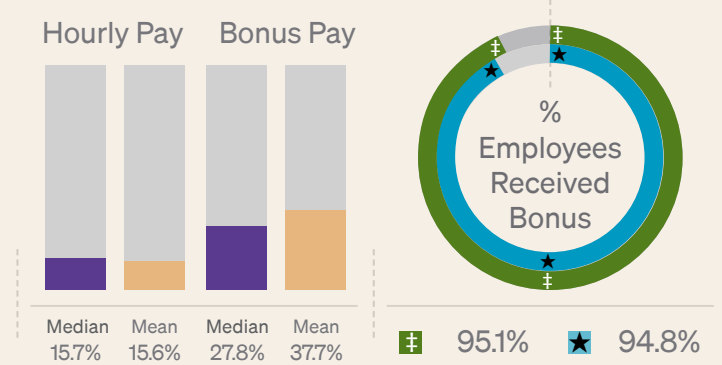
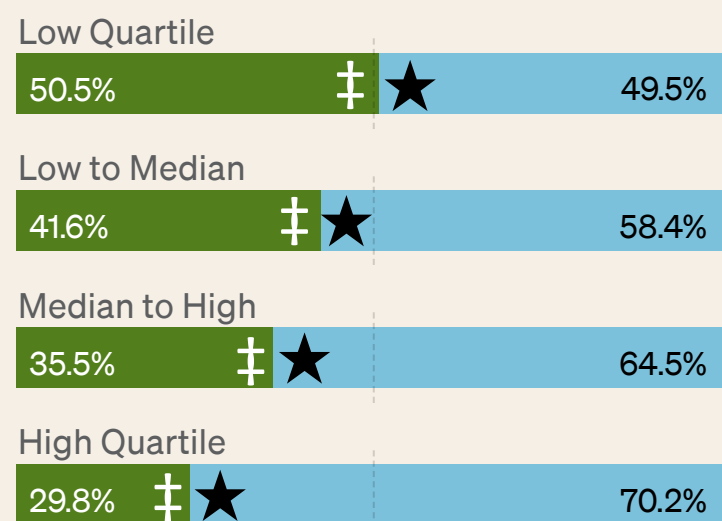
Pay Quartiles

Employee pay has been ordered highest to lowest and split into four equally sized groups (quartiles) and the percentage shows the representation of men and women in each of those groups.

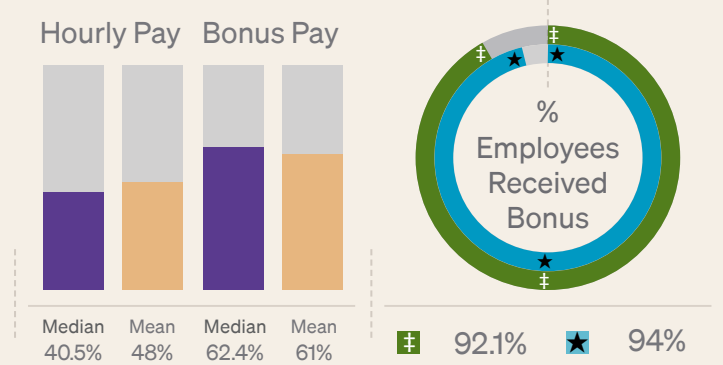
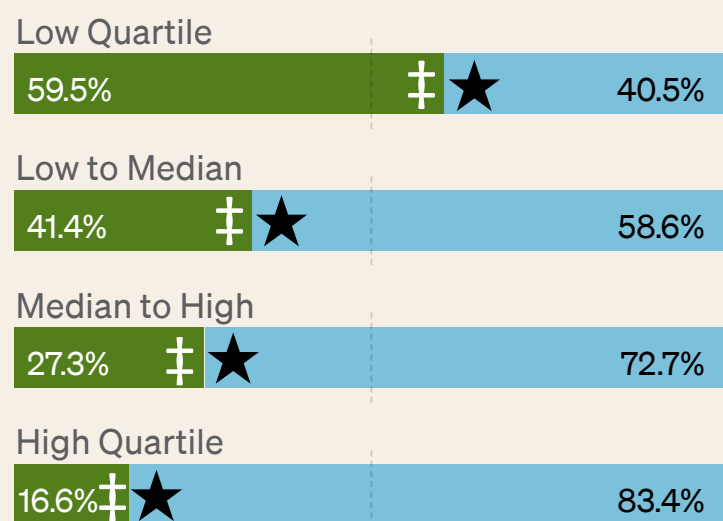
J.P. Morgan Asset Management (U.K.) Ltd



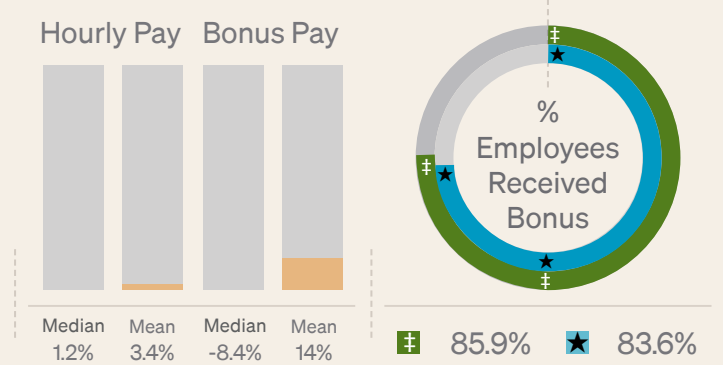
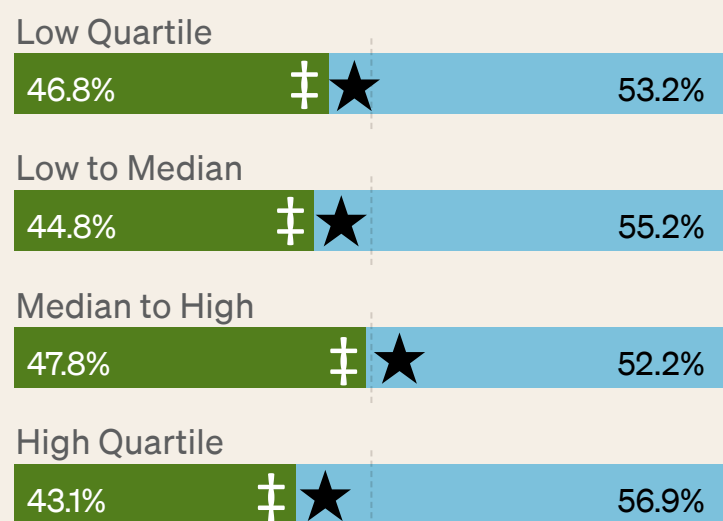
J.P. Morgan Chase Bank - London Branch



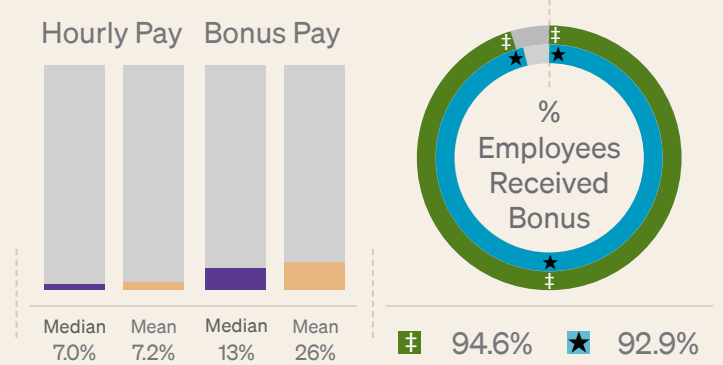
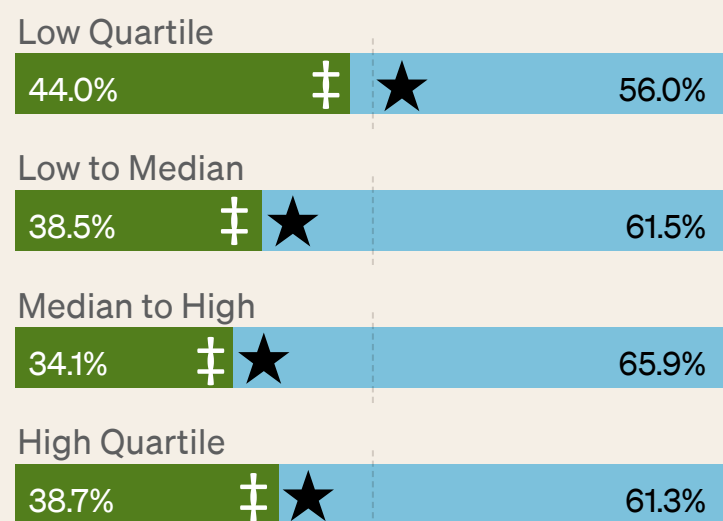
J.P. Morgan Securities plc



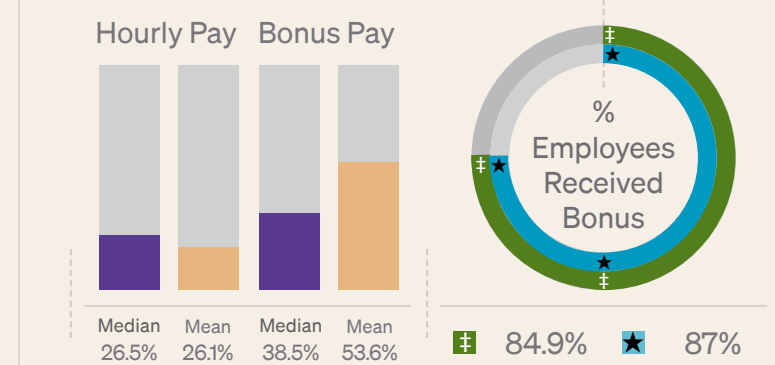
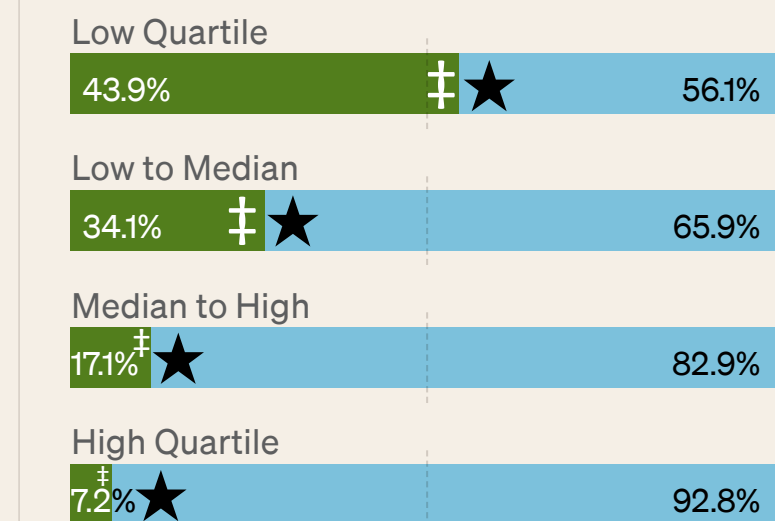
J.P. Morgan Europe Ltd



J.P. Morgan SE - London Branch



Nutmeg Saving and Investment Ltd



Attracting and Developing Talent	
Bright Network Partnership	The Bright Network connects the next generation with the opportunities, insights and advice to support success in the workforce of tomorrow. We work with them to amplify our opportunities and provide support through email, career coaching and events.
Graduate Events	Each year, we host more than 70 events and receptions, designed for undergraduates across EMEA. These provide attendees with the chance to meet some of our most influential and inspirational leaders, learn more about the firm, our businesses and culture. Over the course of the events, students are provided with an overview of the various opportunities we offer and an understanding of how they might make a meaningful contribution to the community.
Tech Connect	The Tech Connect Program is for graduates who do not have a background in computer science or coding, but have a passion for developing innovative technology solutions. Participants learn to read, write and understand basic Java, as well as receive support and coaching from senior business leaders and gain hands-on experience working on current projects, like our social innovation program that supports non-profits.
Software Engineer Immersion Program	This is a specialized intern training program designed for high potential individuals who are interested in software development and who might not otherwise consider a career in technology within the financial services sector. While we encourage applications from female candidates who are underrepresented in this sector, we welcome applications from all identities and backgrounds. It provides participants with nine weeks of our world-renowned training and then places interns on a dynamic team that engineers large-scale, complex and resilient technology solutions that drive our global business. Over the course of the program, interns help build and optimize digital applications and systems that support millions of customers, clients and employees worldwide.
Quantitative Research Mentoring Program	Launched in EMEA in 2020, this mentorship program is a unique opportunity for Master's degree and PhD students in quantitative and data science disciplines to build the skills required for a successful career in quantitative finance. Participants learn how mathematical modeling and coding are embedded in the financial services industry through one-to-one mentorship and continuous guidance for learning and development.
ReEntry Program	The ReEntry Program is designed for experienced professionals who have taken an extended career break for at least two years and wish to return to the workforce full-time. This global program provides the support and resources needed to relaunch their careers. Through hands on experience and intensive training, participants develop leading industry knowledge and insight to prepare them for a long-term career path.
Girls Are INvestors (GAIN)	Girls Are INvestors is a charity set up by investment professionals to improve gender diversity in investment management roles. JPMorganChase are partnering with GAIN, in the UK, by providing their student network with insight days, coaching and mentoring opportunities and information on the early career opportunities available to them across the firm.
Military Veterans Affairs (MVA)	In January 2024, the firm launched the Military Spouses & Partners programme 'ACCESS' in the UK. The aim of the programme is to provide military spouses and partners with Advice, Choice, Connections, Education and training, Self Belief and Skills. ACCESS creates a platform to provide valuable insights, resources and strategies enabling military spouses and partners to overcome unique challenges and achieve career success. In 2024 we engaged with 160+ military spouses through a variety of virtual and in person sessions over a 6-month period. We gave the spouses who had completed the full ACCESS programme the opportunity to apply to the Military Transition Programme and in Feb 2025 three military spouses were successful in securing a 6 month placement with the firm.
Take IT Forward	Take IT Forward aims to support the long-term career development, retention and progression of technologists, with a focus on women, who are currently underrepresented, but is open to all employees who wish to participate. The initiative provides professional and technical skill development opportunities, career coaching and networking with senior leaders, and peer support.
Board Readiness Workshops	JPMorganChase has partnered with an external organization to deliver bespoke corporate board readiness workshops across the EMEA region. The sessions are designed for those considering their first board role, or for those seeking to add a new non-executive director or trustee role to their portfolio. Participants learn about what it takes to be a director and take away strategies for including board work in their career.

Office of Women's Affairs

- [Office of Women's Affairs](#) is a vehicle through which JPMorganChase implements programming that is focused on supporting success in women's professional and personal lives. Office of Women's Affairs and its allies focus largely on fueling women's ambitions and advancing financial equity by expanding opportunities for women-run businesses, improving women's financial health, advancing women's career growth and supporting women and girls in communities globally.
- In 2024, for the fourth year in a row, J.P. Morgan Private Bank released our [Top 200 UK Women Powered Businesses report](#). The report highlights the invaluable contributions of women led enterprises across the United Kingdom. By spotlighting the trailblazers shaping our high-growth ecosystem, we aim to illustrate their impact on strengthening gender parity and economic advancement. In 2024 the report celebrated 14,555 women-powered British businesses. All companies featured in the report are high-growth and founded or led by women, or have a management team that is at least 50% female. Since the report debuted in 2021, the number of high-growth businesses in the U.K. has grown from 33,300 to 49,000 with the share of businesses founded, led, owned, or managed by women rising from 18.3% to 29.7%.
- We partner with the global organization 100 Women in Finance (100WF) to host FundWomen Investment Conferences and support the empowerment of women in the financial sector at every state of their careers. These events provide an opportunity for investment professionals to network with industry leaders and elevate their public profile. Panel discussions and one-on-one meetings allow attendees to expand their knowledge of investment strategy, portfolio construction and performance attribution.
- Office of Women's Affairs is empowering women's career growth through personal and professional development programming for employees across the firm. These data-driven programs have reached more than 20,000 employees and offer peer-to-peer learning, small group cohorts and leadership opportunities globally and across lines of business.
- An important part of Office of Women's Affairs is our Men as Allies initiative, launched on International Men's Day – 11 November 2018. All our Business Resources Groups and programming, are open to all and have a key emphasis on supporting colleagues to develop their careers.
- In 2024, for the second time, we were proud to be the headline sponsors of Vestpod's Money Matters festival. This event brought 200 women and other attendees together to educate and further the conversation on women's financial health.
- JPMorganChase held its ninth annual Women's Leadership Day conference in October 2024, bringing together thousands of employees and clients in New York City as well as virtually around the globe. Dedicated to celebrating and empowering women, the highly anticipated event features powerful speakers, engaging discussions and networking opportunities. From prominent business leaders and top executives to entrepreneurs, trailblazers and public figures, attendees gain valuable insights on issues affecting women's careers, finances, leadership and much more. This year's notable speakers included Olympic Medalist and World Champion Jordan Chiles, Nobel Prize-Winning Scientist and Professor Katalin Karikó, Renowned Businesswoman and Fashion Designer Tina Knowles and Chairman and CEO of JPMorganChase Jamie Dimon, among many others.
- Our Investing in Futures Fund, launched in 2023, worked with eight colleges in London to provide grants of up to £2,500 each to eligible single parent students to purchase essential items for their education. On culmination, over 280 lone parents were supported, 98% of which were women.
- You can learn more about our work and those who inspire us on our podcast. In each episode, we share insights from some of the most notable leaders today working towards a more equitable future.



Sam Saperstein
Office of Women's Affairs for Diversity,
Opportunity & Inclusion,
JPMorganChase

“ At JPMorganChase, we know that having a diverse workforce helps to foster a stronger corporate culture and drives more favorable business outcomes. That's why I am proud to work for a firm that remains committed to championing diverse perspectives and where women represent about half of our global workforce -- bringing unique talent and experiences.”

Support and Benefits	
Business Resource Groups (BRGs)	We have developed inclusive and innovative BRGs where our employees can share their ideas for supporting the business, participate in informative and innovative programming and build bridges with colleagues across the firm. We have nine BRGs that are accessible to all our employees globally: Access Ability (disability, neurodivergent and caregiver), Adelante (Hispanic and Latino), AsPIRE (Asians and Pacific Islanders Reaching for Excellence), PRIDE (Lesbian, Gay, Bisexual, Transgender, Queer, + and Ally), BOLD (Black Organisation for Leadership Development), NextGen (Leadership Development for Early Career Professionals), Women on the Move, VETS (Voices for Employees That Served) and WFN (Working Families Network).
Working Families Network (WFN)	Our Working Families Network promotes knowledge sharing and provides networking opportunities for employees with work and family integration. Their Parental Buddy Program matches colleagues wishing to know more about parenthood with a colleague who is a more experienced parent for informal and confidential conversations. In partnership with PRIDE, they lead the Finding Families initiative, which provides a network of buddies who can discuss alternative family planning routes, such as adoption, surrogacy, donor and other options. It also connects colleagues who would like to discuss infertility, childlessness and miscarriage. This initiative is available to all employees regardless of gender or sexual orientation. Alongside Access Ability, they also host a series of workshops that help employees with their parental and elderly care responsibilities.
Parental Leave	All JPMorganChase UK employees are eligible for 26 weeks paid leave once they become parents under the Maternity or Shared Parental Leave policies.
Emergency Back-Up Childcare	<p>The Family back-up care program supports caregivers across the firm to help them balance work and family life. This includes a comprehensive subsidized back-up childcare program designed to help employees on days when their usual childcare arrangements are unavailable, including home-based childcare (nanny provision), nursery care for children and out of school care within holiday clubs and play schemes for children. The generous booking window and access to a 24/7 contact center facilitate ease of arranging childcare.</p> <p>In addition the program provides:</p> <ul style="list-style-type: none"> - Work+Family online resources which offers access to a wealth of information and resources to help balance work and family life. This includes newsletters, webinars, and 'speak to an expert' - Enhanced access to Childcare.co.uk, enabling employees to advertise their requirements and search a database of child minders and tutors. Employees can see reviews, contact other families, and use secure messaging with prospective caregivers. Access to the platform is free – employees only pay for the service they use - JPMorganChase employees receive a 5% discount on the Helping Hands home care package,. Helping Hands offers adults of all ages, regardless of their health or medical needs, the expert care and support they need to live independently at home
Peppy App	Peppy is a digital health app that connects employees to experts who can provide support with all stages of the fertility journey, early parenthood and guidance for menopause and perimenopause symptoms. Through the app, employees and their partners can talk freely and in confidence to practitioners to get the support needed with no appointment necessary, or browse webinars and learning courses on the aforementioned topics.
Menopause Support	JPMorganChase is committed to supporting our employees through menopause and has enhanced our existing support with the following additional services: Employee access to private general practitioner (GP) appointments with a GP who specializes in menopause, support and guidance available through the Peppy app and cover for menopause-related treatment under the company's U.K. health care plans where referred by a GP.
Employee Assistance and Work-Life Program (EAP)	The Employee Assistance Program (EAP) is a professional counselling, consultation and referral service to help employees, their partners and dependants with issues related to life challenges, emotional health, maternity, legal and financial issues, referrals and resources. We have onsite counsellors in the UK to provide support to employees, and particularly managers, in the workplace.

Small Business Impact in the United Kingdom

At JPMorganChase, we understand the crucial role small businesses play in our communities, and we're committed to ensuring that all entrepreneurs have the opportunity to succeed. In the UK, we're making strides to support women in growing their small businesses by enhancing access to finance.

We are committed to expanding access to finance opportunities for underserved businesses and closing the gender finance gap, providing diverse and women entrepreneurs with information and access to the resources they need to thrive. One key initiative is our £4 million grant to Responsible Finance, aimed at expanding the capacity of Community Development Finance Institutions (CDFIs) to increase capital access for underserved entrepreneurs in the UK. CDFIs are local nonprofit organizations that provide financial support to those typically underserved by traditional banks. In 2023, CDFIs in the UK lent £102 million to 4,546 small businesses. Notably, 41% of these borrowers were women, and 24% were ethnic minority-led businesses, highlighting the impact of our efforts to empower diverse entrepreneurs.

Since 2017, over 290 women entrepreneurs have participated in our Founders Forward Mentoring programme, supporting entrepreneurs to develop leadership skills and empower them to make decisions that will support the growth of their businesses. In 2023, we also launched our Founders Forward Perfect Pitch programme which has supported 83 women entrepreneurs to refine and hone their business pitch through a friendly pitching competition, supporting them on their journey to become investment ready and secure additional capital.

By supporting women entrepreneurs and fostering inclusive growth, we're not only contributing to a more equitable economy but also ensuring the UK remains a vibrant hub of innovation and opportunity.





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