



JPMorganChase

Gender Pay Gap Report

2024 Ireland

JPMorganChase remains committed to the recruitment, advancement and retention of women at all levels of the firm. This is the third year we have reported figures for J.P. Morgan SE - Dublin Branch, our largest employment entity in Ireland, and the second year for Global Shares Ireland. Our J.P. Morgan Hedge Fund Services legal entity is reporting its gender pay gap figures for the first time in 2024.

Year over year, we have seen progress on key metrics. For example:

- Female representation in all J.P. Morgan SE - Dublin Branch pay quartiles improved, including a 2.7% increase to 31.1% in the upper quartile and a 1.9% increase to 39.4% in the upper middle quartile.
- Global Shares Ireland saw a 6.6% improvement in female representation in the upper pay quartile to 35.6%.
- Female representation in 2024 at J.P. Morgan Hedge Fund Services was 35.2% in the upper middle and 31.1% in the upper pay quartile.
- 93.7% of female employees at J.P. Morgan SE - Dublin Branch received a bonus (up 10.1% vs 2023), slightly higher than the 91.8% of male employees paid a bonus in the same period.
- The mean bonus pay gap for J.P. Morgan SE - Dublin Branch decreased by 6.7% to 25.3%.
- The mean bonus pay gap for Global Shares Ireland decreased by 16.9% to 58.1%.

We have however seen year over year widening of our mean and median hourly pay gaps and mean bonus gaps across our J.P. Morgan SE - Dublin Branch and Global Shares Ireland legal entities. For both J.P. Morgan SE - Dublin Branch and the Global Shares Ireland entity, the increases were driven by changes in hiring awards relative to the prior year.

Since 2018, the representation of women at the Executive Director level in Ireland has improved 6.8%. There is more work to do to improve the representation of women at the Managing Director level in Ireland, but we have still seen growth of 2.1% compared to 2023.

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 within an organization – pay gap does not take into account important differences such as seniority of role, job level, experience, geography, work hours or any other factors that generally influence pay.

Our gender pay gap is driven by these factors. For example, the larger proportion of men relative to women in more senior roles, which tend to be higher paying, is a factor driving our gender pay gap.

In contrast, pay equity is based on a statistical analysis that compares employees performing similar work and how they are paid taking into account experience and other factors, or in other words, whether there is comparable pay for comparable work and experience. We conduct periodic pay equity reviews that include employees at all levels within the Firm. In 2023, taking into account factors such as an employee's role, tenure, seniority and geography, in aggregate, globally, those who self-identified as women were paid 99% of what men were paid. Read more about our Pay Equity disclosure in our [2023 Environmental Social Governance Report](#).

Notable achievements from the past year that support women at the firm and other employees in Ireland include:

- A job sharing pilot planned for 2025 that increases role flexibility to attract and retain talent.
- As part of our investment in the employee experience, we made the decision to remove the 12-month qualifying service period for company-covered maternity pay and paternity pay.

The Local Management Committee in Ireland, along with the firm's senior leaders, are committed to undertaking efforts to increase representation of women at JPMorganChase, including in senior level roles, and making further progress towards narrowing the gender pay gap.



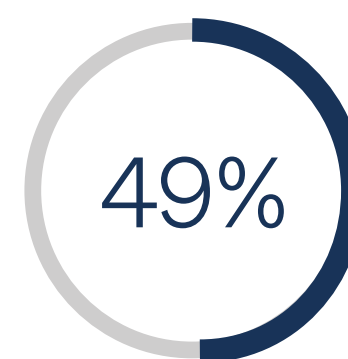
Marc Hussey
Senior Country Officer Ireland



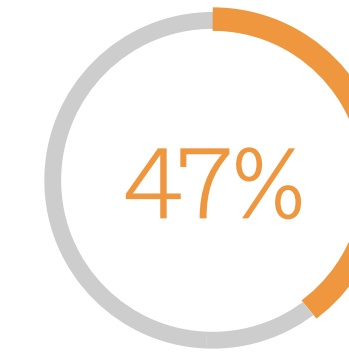
4th on LinkedIn Top Companies Ireland 2024



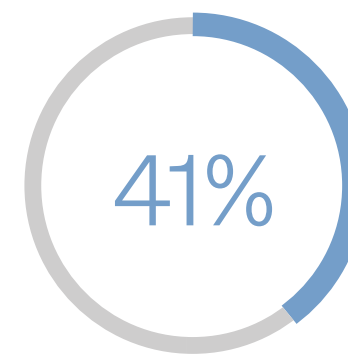
Perfect Score for LGBTQ+ for 20 Consecutive Years on Human Rights Campaign: Corporate Equality Index



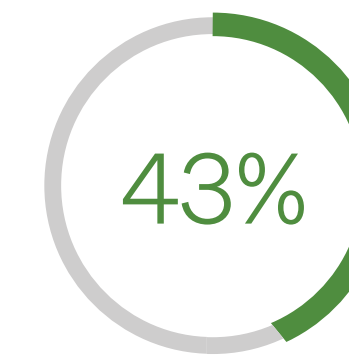
49% of our global workforce is represented by women



47% of our Operating Committee is represented by women



41% of our workforce in the EMEA region is represented by women



43% of our workforce in Ireland is represented by women

Ireland Figures

J.P. Morgan SE – Dublin Branch

Pay Quartiles	Representation	
	Female	Male
Lower Quartile	50.35%	49.65%
Lower Middle Quartile	49.37%	50.63%
Upper Middle Quartile	39.38%	60.62%
Upper Quartile	31.12%	68.88%
	Pay Gaps	
	Median	Mean
Hourly Pay for full-time employees	18.56%	15.44%
Hourly Pay for part-time employees	N/A	N/A
Bonus Pay	34.72%	25.25%
	Female	Male
	% Employees who received benefit in kind	95.47%
% Employees who received bonus	93.73%	91.81%

Key findings for our J.P. Morgan SE - Dublin Branch gender pay gap:

- Increased female representation across all pay quartiles.
- 93.7% of female employees received a bonus (up 10.1% relative to 2023), slightly higher than the 91.8% of male employees paid a bonus in the same period.
- Reduction in the mean bonus gap to 25.3% (down 6.7% versus 2023).
- Increase in the median bonus gap to 34.7% (up from 18.6% in 2023), driven by changes to hiring awards relative to the prior year.
- Almost identical distribution of benefit in kind among men and women.

Global Shares Ireland

Pay Quartiles	Representation	
	Female	Male
Lower Quartile	48.72%	51.28%
Lower Middle Quartile	44.04%	55.96%
Upper Middle Quartile	37.04%	62.96%
Upper Quartile	35.56%	64.44%
	Pay Gaps	
	Median	Mean
Hourly Pay for full-time employees	14.31%	26.27%
Hourly Pay for part-time employees	-10.2%	-15.1%
Bonus Pay	29.15%	58.05%
	Female	Male
	% Employees who received benefit in kind	86.56%
% Employees who received bonus	79.57%	73.20%

Key findings for our Global Shares Ireland gender pay gap:

- Increased female representation in the upper pay quartile to 35.6%.
- Reduction of female representation in the upper middle quartile to 37.0% driven by changes in female representation, particularly in revenue generating roles, within pay quartiles.
- Reduction in the mean bonus gap to 58.1% (down by 16.9% versus 2023).
- Increase in the median bonus gap to 29.2% (up from 5.8% in 2023), reflecting changes in hiring awards relative to the prior year.
- The results for the median and mean hourly pay for part-time employees are driven by higher pay averages for part-time females vs males.
- Almost identical distribution of benefit in kind among men and women.

J.P. Morgan Hedge Fund Services

Pay Quartiles	Representation	
	Female	Male
Lower Quartile	70.97%	29.03%
Lower Middle Quartile	40.63%	59.37%
Upper Middle Quartile	35.19%	64.81%
Upper Quartile	31.11%	68.89%
	Pay Gaps	
	Median	Mean
Hourly Pay for full-time employees	18.89%	46.41%
Hourly Pay for part-time employees	N/A	N/A
Bonus Pay	26.84%	80.38%
	Female	Male
	% Employees who received benefit in kind	96.30%
% Employees who received bonus	95.06%	97.35%

Key findings for our J.P. Morgan Hedge Fund Services gender pay gap:

- First time reporting.
- Female representation in the upper and upper middle quartiles at 31.1% and 35.2%, respectively.
- The mean and median bonus gap 80.4% and 26.8% respectively, reflecting the higher representation of men in the upper middle and upper pay quartiles.
- 96.3% of women and 92.9% of men received benefit in kind.
- 95.1% of women and 97.4% of men received a bonus.

As of 2024, the gender pay gap reporting threshold in Ireland is set at 150 employees or more. This threshold will drop to 50 employees or more starting in 2025.

Definitions

Hourly Pay

Is calculated by dividing the total amount of Ordinary Pay and Bonus payments made through payroll during the period July 1, 2023 to June 30, 2024 by the total number of working hours. It's important to note that new employees who joined after the bonus payout or year-end planning may have their hourly remuneration affected due to the absence of bonuses planned for the previous performance year.

Ordinary Pay

Represents regular payments (basic pay, shift, standby and disturbance, allowances and overtime) delivered through payroll during the 12 months preceding June 30, 2024.

Bonus

Any cash bonuses paid and shares that vested to employees, during the 12 months prior to June 30, 2024.

Mean or Average

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

Median

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

Pay Quartiles

Employee pay is ordered highest to lowest and split into four groups (quartiles). For each quartile, we show the percentage representation of men and women.

We confirm that the information included in this disclosure is accurate and meets the requirements of the Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) Regulations 2022.





Attracting and Developing Top Talent

<p>Winning Women</p>	<p>Each year, we host more than 70 events and receptions. These are designed for undergraduates across EMEA and provide attendees with the chance to meet some of our most influential and inspirational leaders at JPMorganChase. Events provide an opportunity for students to learn more about the firm, our businesses and culture. They connect participants with women role models and male allies in Investment Banking, Markets, Asset & Wealth Management, Quantitative Analytics, Software Engineering and across Corporate teams. Over the course of the event, 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.</p>
<p>ReEntry Program</p>	<p>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. The program provides the support and resources needed to relaunch their careers. Ideal candidates are at the Associate and Vice President levels (or equivalent) at the time of departure from their previous employment with the relevant experience for the role in which they are being considered. The ability to integrate, influence and partner with colleagues in the program and assignments is critical. Through hands-on experience and intensive training, participants develop leading industry knowledge and insight to prepare them for a long-term career path. Participants also benefit from the engagement of managers, mentors and program alumni.</p>
<p>Take IT Forward</p>	<p>Take IT Forward aims to support the long-term career development, retention and progression of our Associate and Vice President women technologists, 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. Take IT Forward is now active across Technology Centers in EMEA and is led by women technologists at the firm.</p>
<p>Board Readiness Workshops</p>	<p>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 will learn about what it takes to be a director and take away strategies for including board work in their career.</p>

Women on the Move (WOTM)

Women on the Move (WOTM) is a vehicle through which JPMorganChase implements programming to support success in women’s professional and personal lives. WOTM focuses 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.

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.

We want to empower women in the financial sector at every stage of their career. To do so, we partner with the global organization 100 Women in Finance (100WF) to host FundWomen

Investment Conferences. 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.

Women on the Move 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.

In Ireland, the Women on the Move (WOTM) Business Resource Group (BRG) also regularly hold events and have initiatives across all offices including collaboration with other BRGs on topics such as Career Development & Planning, Skills Building and Personal Growth & Networking.

You can learn more about our work and those who inspire us on the Women on the Move Podcast, available on podcast platforms. In each episode, we share insights from some of the most notable leaders today working towards a more equitable future.



Sam Saperstein

Global Head of Women on the Move and Business Growth and Entrepreneurship for Diversity, Equity & Inclusion, JPMorganChase

“At JPMorgan Chase, we know that having a diverse workforce reflective of the communities we serve 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 developing 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. The program provides an ideal way for parents planning to go on leave, or those who are returning from leave, to discuss personal and professional challenges related to new parenting and how to overcome them. 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 host a series of workshops that help employees with their parental and elderly care responsibilities. These include a grandparent and child series, brown bag lunches for single mothers, surrogacy and adoption advice sessions and sessions aimed at providing support to those returning to work after maternity or adoption leave.
Parental, Maternity & Adoption	Parental Leave: Employees can avail themselves of 26 weeks unpaid parental leave per child up to the age of 12 years old (or 16 years of age in the case of a child with a disability or long-term illness). Effective May 2024, we removed the 12-month qualifying service period for company-covered maternity and paternity pay, this is part of our continued focus on our employee experience. Maternity Leave: 26 weeks paid maternity leave, 16 weeks' unpaid maternity leave. Adoption Leave: 24 weeks paid adoption leave, 16 weeks unpaid adoption leave.
Domestic Abuse Support	We created a series of webinars to raise awareness around domestic abuse for both employees and line managers. We updated our company intranet with resources inside the firm and externally. We also put in place financial support for those in a controlling relationship who need to leave.
Parents@JPMC	Parents@JPMC is a firmwide initiative to promote parental programs and provide practical support and tools to help working parents. The goal is to make it easier for parents to find information and resources specific to their parenting needs, as well as create opportunities to meet and learn from other parents at the firm. They provide numerous resources to employees, including information about benefits, time off policies, feeding support, adoption assistance, child care options, mentor programs and education.
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 maternity, life challenges, emotional health, legal and financial issues, referrals and resources.
Finance	Benefits from a financial perspective include Pension ER 6% & EE 4% or more, Investment Options, Life Assurance of 4x Salary, Employee Annual Voluntary Contributions (AVCs), Annual Travel Pass, Bike to Work Scheme and Employee Referral Scheme.
Health	Benefits from a health perspective include short-term sickness payment up to 26 weeks, long-term disability cover, VHI Medical Insurance, dental insurance (employee, spouse and children), annual flu vaccinations, medical screening every two years, eye test every two years, in-house yoga/mindfulness classes, running/tennis groups and discount with local gyms.
Balance	Annual Leave, 23 days up to 28 days (based on service), company days – Good Friday & Day After Stephen's Day, moving house leave, volunteer & employee engagement paid time off, sabbatical leave, work from home reimbursement policy, hybrid working model (40% WFH), People Agenda Committee, Wellness Committee & DEI Committee, Leadership Edge management training program, global mobility opportunities, smart casual dress code, Jamie Oliver Restaurant on-site and new joiner networking event & annual social events.
Fertility	The plan provides employees with support at every stage of their journey, from understanding fertility, preserving fertility to providing the right care. The benefit package consists of initial consultation, fertility tests, egg and sperm freezing, IUI, IVF or ICSI (up to two treatments per lifetime), preimplantation genetic testing (PGT), frozen embryo transfer (up to two treatments per lifetime), fertility counselling and fertility support services (e.g. acupuncturists and dieticians).
Menopause	The plan provides employees with cover towards a range of benefits including initial and follow up consultations with GP/consultant, blood tests, insertion/removal of Mirena coil, day case procedures, dietician, acupuncture and reflexology, counselling, CBT and psychotherapy, as well as an online doctor, 24/7 nurse line, integrative medicine consultation and symptom checker.

JPMorganChase

2024 Ireland Gender Pay Gap Report

