



JPMORGAN CHASE & Co.

Gender Pay Gap Report

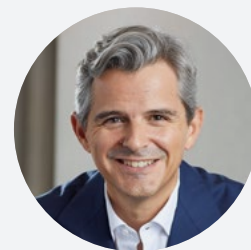
2023 United Kingdom

“Moving forward, together” – the firm’s theme for Women’s History Month this year, underpins our commitment to creating greater economic equity for women, both at JPMorgan Chase and in the communities where we live and work. In the U.K., one of the ways we are realizing this commitment is by undertaking efforts aimed at narrowing the firm’s gender pay gap.

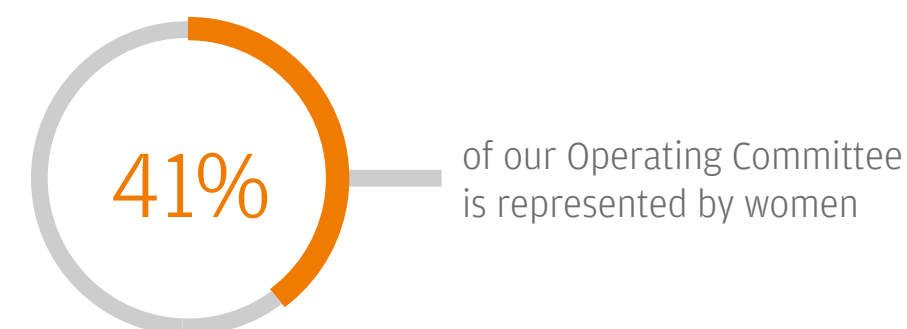
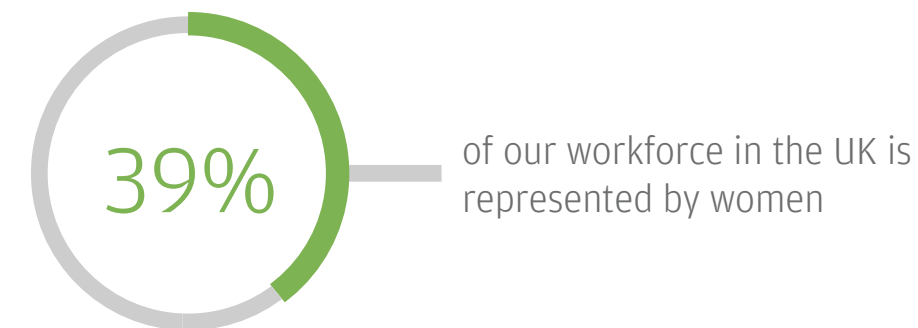
On nearly all measures detailed in the newly released U.K. Gender Pay Gap Report for 2023, the gap has narrowed year-over-year and the representation of women at the firm in the U.K. has increased. As of December 2023, women represent 41% of the workforce across EMEA, 49% globally and 41% of our Operating Committee. The representation of women in senior roles in the U.K. also rose to 29.5% in February 2024, the highest level since we signed the U.K. Women in Finance Charter in 2018.

Our leaders remain committed to investing in the recruitment, advancement and retention of women at all levels, and particularly at senior levels, which is critical to narrowing the gap. Executing on our objectives requires promoting accountability across the firm, including driving change from the top through the global Accountability Framework. The framework holds senior leaders accountable for adopting practices and engaging in behaviors that build and foster more inclusive work environment, both within their businesses and across the firm.

With these measures and an extensive range of initiatives in place to support the professional and personal growth of women at the firm, we will keep moving in the right direction.



Filippo Gori
EMEA CEO



1st in The Top 10 Ideal Employers for Women efinancialcareers Ideal Employer Awards 2023-24



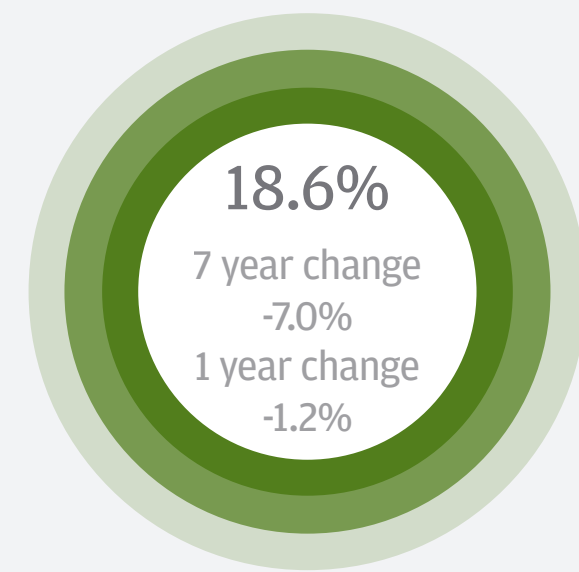
Disability Confident Leader status from Department of Work and Pensions in 2021



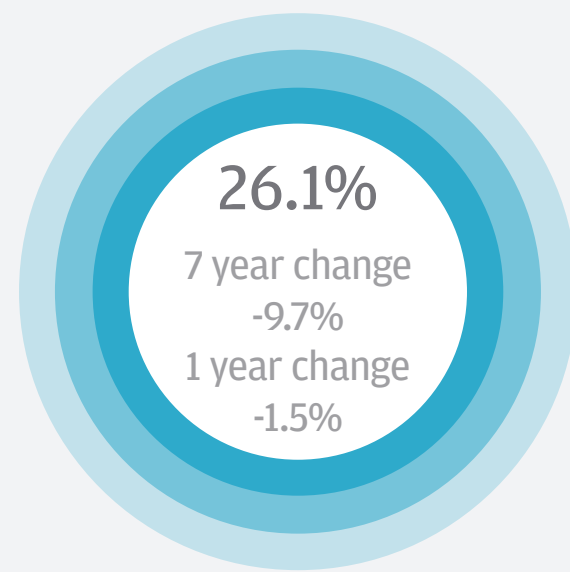
Perfect Score for LGBTQ+ for 20 Consecutive Years on Human Rights Campaign: Corporate Equality Index

U.K. Overall Figures

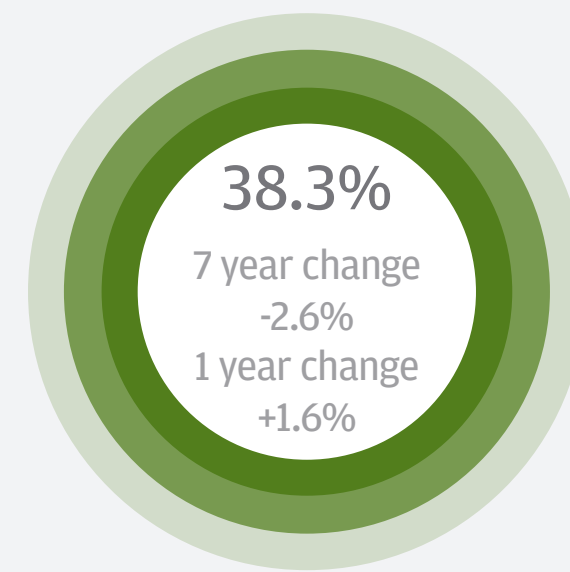
Median Hourly Pay Gap



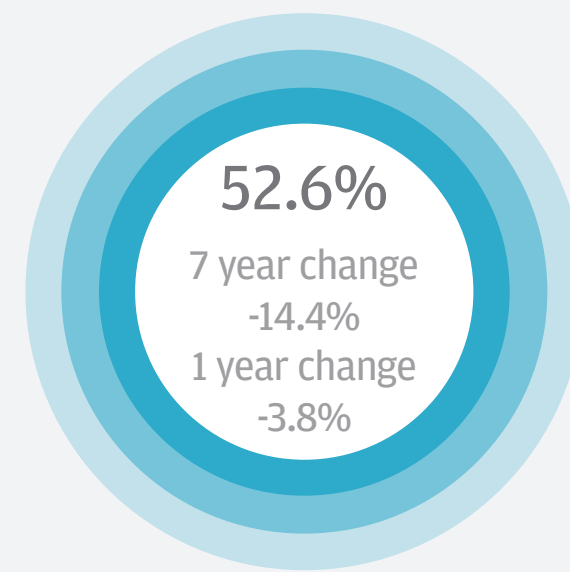
Mean Hourly Pay Gap



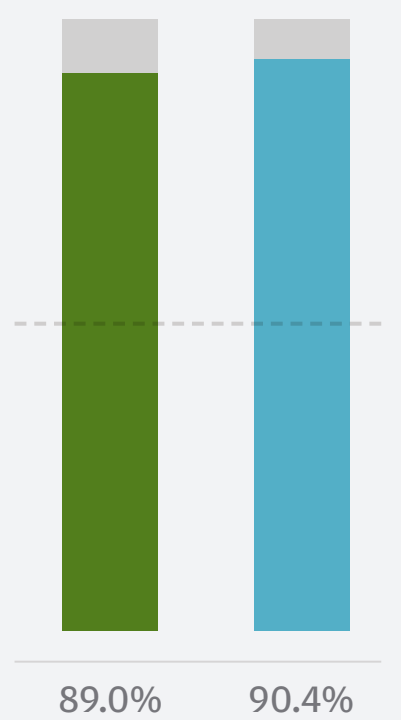
Median Bonus Pay Gap



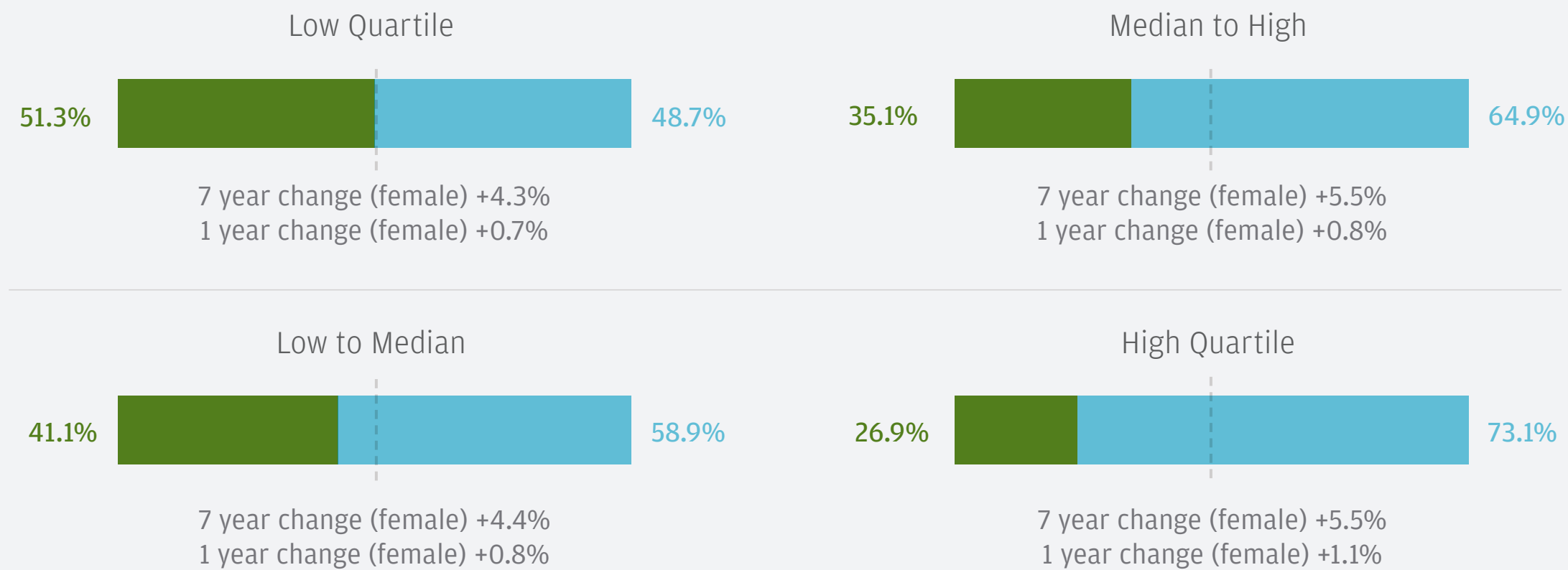
Mean Bonus Pay Gap



Bonus Received



Pay Quartiles



Female Male

The following are some key findings on our overall U.K. figures year over year:

- Our median hourly pay gap has narrowed by -1.2% from 19.8% to 18.6%
- Our mean hourly pay gap has narrowed by -1.5% from 27.6% to 26.1%
- The representation of women in all pay quartiles has increased year over year

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.

Attracting Top 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. It is free for students and has over 800,000 student members. JPMorgan Chase works with The Bright Network to amplify our opportunities and provide support through email, career coaching and events.
Winning Women	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 JPMorgan Chase. 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.
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. Backgrounds in finance, engineering, electrical engineering and other non-computer technical areas are preferred. Participants learn to read, write and understand basic Java, as well as receive support and coaching from senior business leaders. Following the Tech Connect boot camp, students attend the Software Engineer Program, which begins with robust training led by expert instructors. Candidates also gain hands-on experience working on current projects, like our social innovation program that supports non-profits.
Software Engineer Immersion Program	The JPMorgan Chase Software Engineer Immersion Program 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. The program 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.
Winning Women University of Bath Scholarship Program	The Winning Women University of Bath Scholarship program has been run in partnership with the University of Bath since 2018. Candidates that are successful will be given £3,000 per year of study and a paid placement in JPMorgan Chase technology departments working on next-generation technologies as a software engineer. An aim of the program is to provide greater exposure to and generate interest among more women in pursuing a career in software engineering, although program participation is not limited to women. Applications are open to all first-year students in computer science, electronic and electrical engineering, mathematical sciences and physics.
Quantitative Research Mentoring Program	Launched in 2020, this mentorship program is a unique opportunity for Bachelor's, Master's 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 modelling 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. 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.
Girls Are INvestors (GAIN)	Girls Are INvestors is a charity set up by investment professionals to improve gender diversity in investment management roles. JPMorgan Chase are partnering with GAIN 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)	JPMorgan Chase was the lead employer for the Ministry of Defence Women Into Employment conference, which brought together hundreds of women service leaders, reservists and spouses for a networking reception to support their career goals in 2022 and 2023. Since 2019 our MVA program has run a specific mentoring scheme aimed at supporting under-represented groups from the military, where we offer candidates a mentor through the application process. Our representation of women has quadrupled since 2018 and is greater than the 11.7% UK armed forces representation of women. Additionally, In January 2024, the firm launched the Military Spouses & Partners programme 'ACCESS'. The aim of the programme is to provide military spouses and partners with Advice, Choice, Connections, Education and training, Self Belief and Skills. ACCESS will create a platform to provide valuable insights, resources and strategies enabling military spouses and partners to overcome unique challenges and achieve career success. The programme will also look at the broader challenges faced by this community and provide informal, interactive sessions with insights from people who have been through a similar experience. This programme ensures that the whole of the defence community is provided an opportunity for professional growth and development.

Career and Skills

Take IT Forward

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.

Board Readiness Workshops

JPMorgan Chase 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.



Women on the Move

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

- In 2023, for the third year in a row, J.P. Morgan Private Bank released our [Top 200 UK Women Powered Businesses report](#). This year, the report analyzed over 46,000 companies that together form the U.K.’s high-growth ecosystem, revealing 13,255 businesses founded, led, owned or managed by women.
- 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.
- WOTM is empowering women’s career growth through the deployment of two internal development programs. One of the programs is oriented toward Associate and Vice President women talent, aiming to help participants develop a professional toolkit, foster connectivity, and provide opportunities for networking and informal mentoring. This focused approach to developing our high performing junior talent has engaged more than 4,000 employees since its launch in 2021.

- The second offering is a professional and personal development program that provides actionable and practical advice for career growth. Global in scope, the program is open to employees of all gender identities and across all lines of business. This data-led program focuses on skill building across five core competencies and has seen tremendous success involving retention and promotion goals.
- In October 2022, we were proud to be headline sponsors of Vestpod’s inaugural Money Matters festival. This event brought 200 women and other attendees together to educate and further the conversation on women’s financial health. We are proud to be a headline sponsor again in 2024.
- JPMorgan Chase held its eighth annual Women’s Leadership Day conference in October 2023, 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 speakers across various industries to discuss issues affecting women today, including career growth, entrepreneurship, financial health, allyship, representation in leadership, healthcare needs and much more. Last year’s notable speakers included author and journalist Caroline Criado-Perez, tennis champion, advocate and entrepreneur Naomi Osaka, actress, advocate and TransTech founder Angelica Ross, the world’s first armless pilot Jessica Fox, and Chairman and CEO of JPMorgan Chase Jamie Dimon.

- In 2023 we launched The Investing in Futures Fund which works with six colleges in London to provide grants of up to £2,500 each for eligible single parent students to purchase essential items for their education. Together with Family Action, we want to help support the educational journey of single parents, who often face unique barriers to success and financial security. The fund aims to improve their future employment prospects, increase their access to professional development and relieve immediate financial pressures.
- 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
JPMorgan Chase

“ We have an incredible foundation at JPMorgan Chase with inspirational women role models and a great track record of gender diversity. However, there’s no room for silence or complacency in the current environment, and it’s critical that we continue to support the professional and personal goals of all women. ”

Support and Benefits	
Business Resource Groups (BRGs)	We have developed inclusive and innovative business resource groups (BRGs) where our employees can freely voice their opinions, share their ideas for developing the business 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).
Menopause Support	JPMorgan Chase 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.
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.
Peppy App	Peppy is a digital health app that connects employees to experts who can provide support and who can provide support and guidance for menopause and perimenopause symptoms, all stages of the fertility journey and early parenthood. Through the app, employees and their partners can talk freely and in confidence to practitioners to get the support needed with no appointment necessary.
Parental Leave	In the United Kingdom, all employees are eligible for 26 weeks paid leave once they become parents under the Maternity, Adoption or Shared Parental Leave policies.
Emergency Back-Up Childcare	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.
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 in the U.K.	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.

Philanthropy in the United Kingdom

JPMorgan Chase is deeply committed to helping strengthen the communities where we live and work by addressing structural barriers to economic opportunity. We are striving to help build a more inclusive economy that works for more people.

Aligned with this mission, we are investing in expanding economic opportunity for women. In 2023, by making philanthropic investments to non-profits, we supported hundreds of women in advancing their careers, starting or growing small businesses and improving their financial health.

- JPMorgan Chase is supporting OneTech to scale the Inclusive Digital Futures initiative, a cohort-based program and online community that serves London's diverse and marginalized communities in starting and sustaining tech and digitally enabled businesses. This program aims to reach 2,000 women founders from an ethnic minority background over three years with intensive support for every stage of their business journey – from early stage support to scaling programs.
- Since 2017, over 250 women entrepreneurs in London, Paris and Frankfurt have been supported by a JPMorgan Chase mentor as part of Founders Forward Mentoring.



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 gender 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 2023, divided by the employee's contractual hours for April.

Bonus

Includes incentive-related payments made during the 12 months preceding April 5, 2023. 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 performing comparable roles.

Mean or Average

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

Median

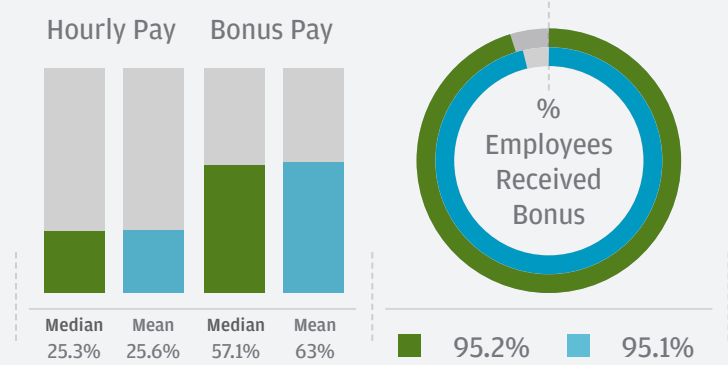
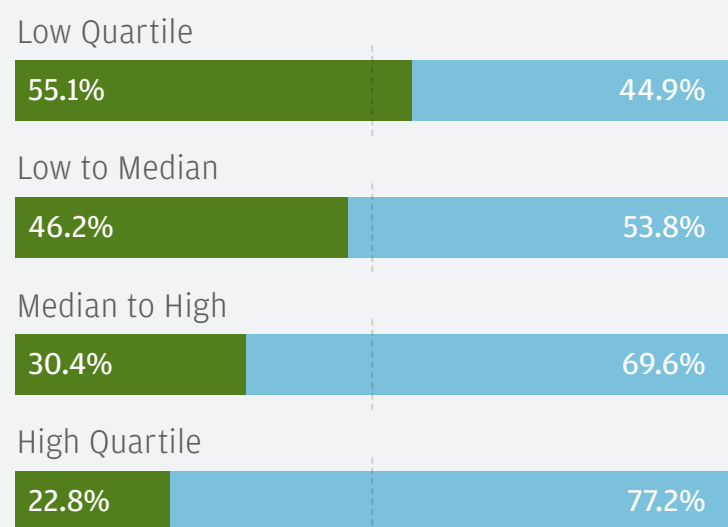
Is the middle value when the pay of all employees is arranged in ascending order.

Pay Quartiles

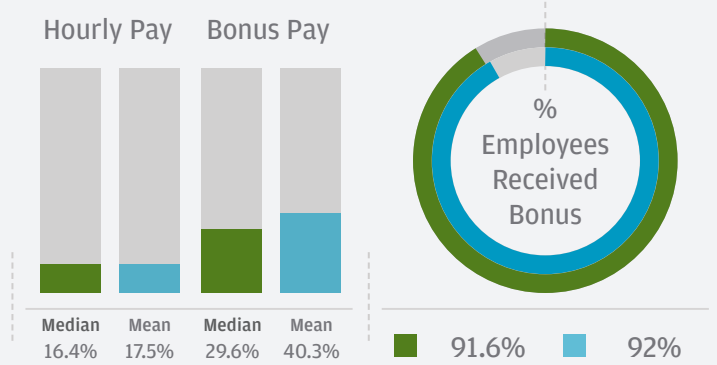
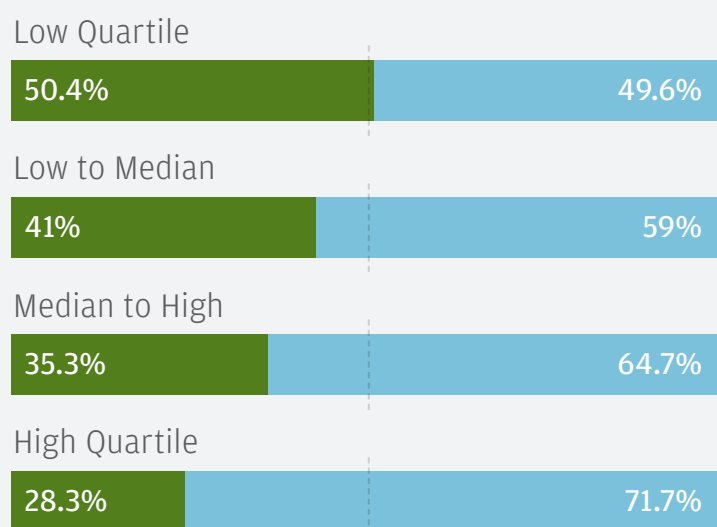
Employee pay has been ordered highest to lowest and split into four equally sized groups (quartiles) and the percentage show the representation of men and women in each of those groups.

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.

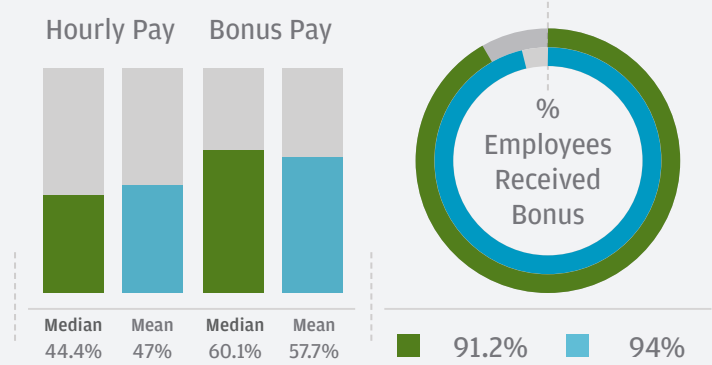
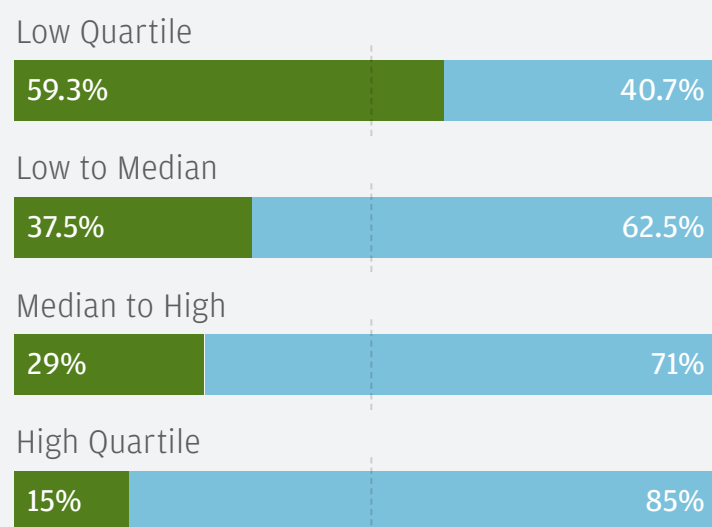
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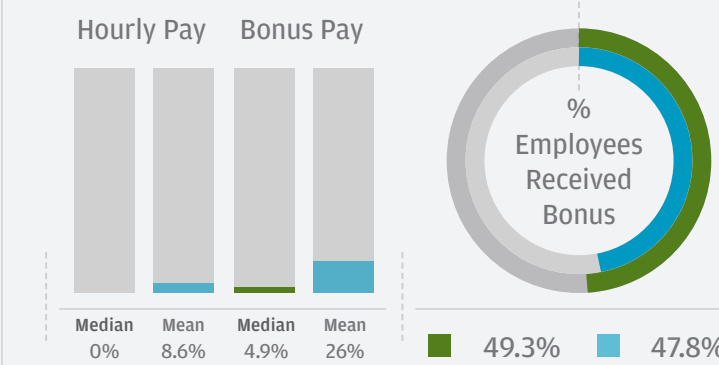
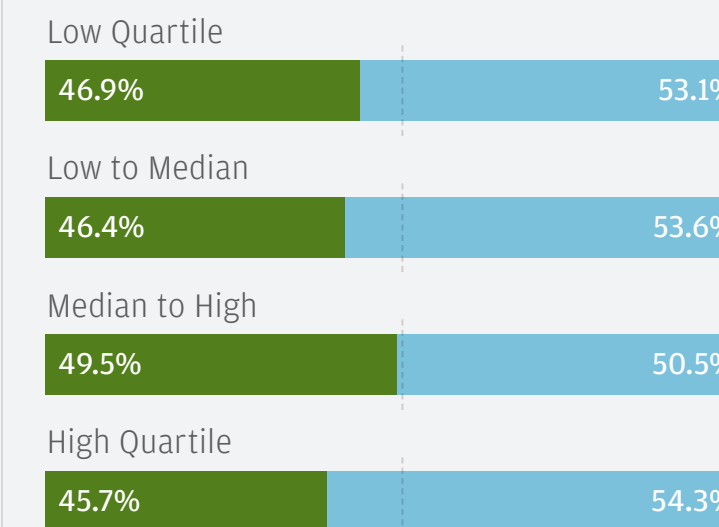
J.P. Morgan Chase Bank - London Branch



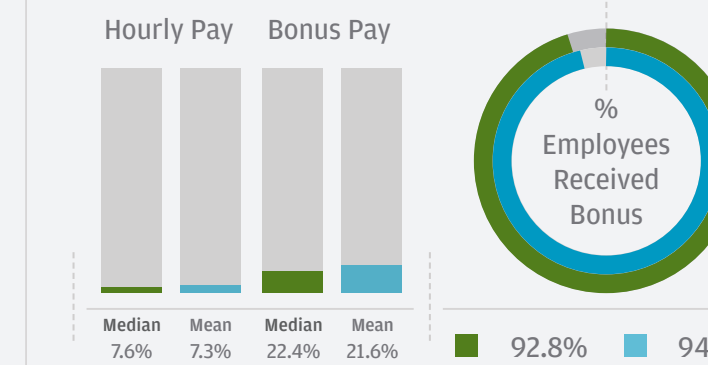
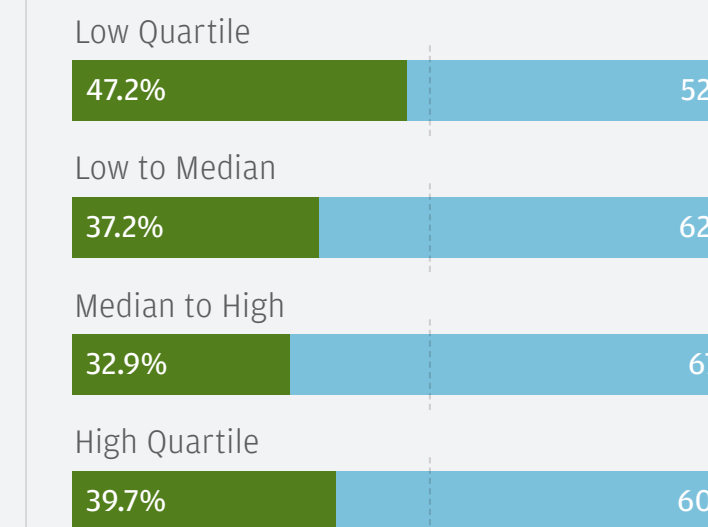
J.P. Morgan Securities plc



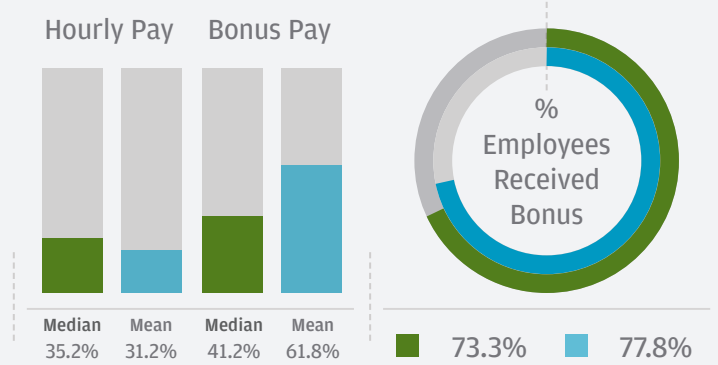
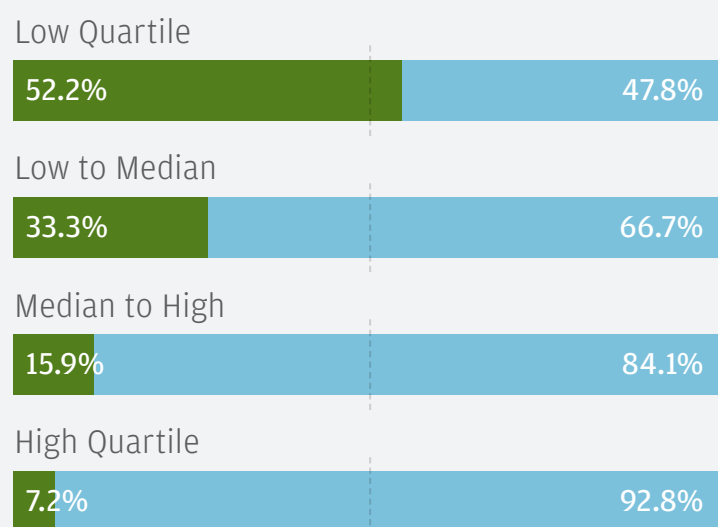
J.P. Morgan Europe Ltd



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