



JPMORGAN CHASE & CO.

# Gender Pay Gap Report

2023 Ireland

JPMorgan Chase remains committed to the recruitment, advancement and retention of women at all levels of the firm, and the impact of that commitment is demonstrated in this report. This is the second year we have disclosed figures for our operations in Ireland, which includes the Dublin branch of J.P. Morgan SE and our Global Shares business in the country. I am pleased to report that the pay gap has improved year over year across the majority of measurements - particularly mean and median hourly pay, and average bonus pay.

The work continues to narrow the gap and improve the representation of women, particularly at our most senior levels. As of October 2023, women represent 43% of the workforce here in Ireland, 41% across EMEA, 49% globally and 41% of our Operating Committee. An important way the firm is making this a reality is by holding our most senior leaders accountable through our global accountability framework.

**Notable achievements from the past year that support our women and other employees include:**

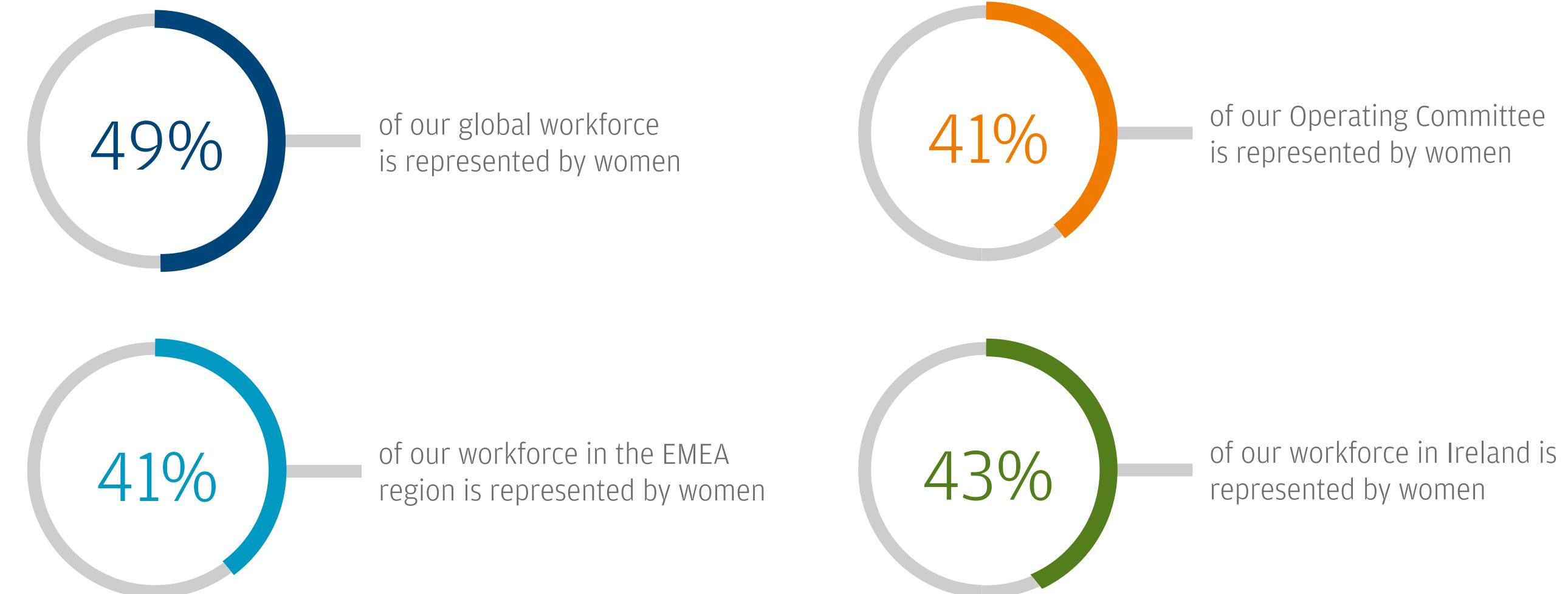
- Changing the firm's global policy to provide eligible parents with a minimum of 16 weeks' paid parental leave, which in Ireland increased paternity leave from 9 to 16 weeks for all new parents (birth and adoption). This is separate from the existing Ireland maternity leave entitlement of 26 weeks
- Increased support for parents going out and returning from leave through one-to-one coaching, employee and manager sessions
- Improved support for fertility and menopause

Continued commitment by the Local Management Committee in Ireland, as well as the firm's senior leaders, will enable us to meet our long-term goals and achieve sustainable success as a firm. We are determined to keep improving the representation of women at the firm and build upon our progress to further close the gender pay gap.



**Marc Hussey**

*Senior Country Officer Ireland*



4th on LinkedIn Top Companies Ireland 2023



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

# Ireland Figures

## J.P. Morgan SE – Dublin Branch

	Representation	
	Female	Male
Quartiles		
Lower Quartile	48.88%	51.12%
Lower Middle Quartile	48.30%	51.70%
Upper Middle Quartile	37.50%	62.50%
Upper Quartile	28.41%	71.59%
Pay Gaps	Median	Mean
Hourly Pay for full-time employees	13.07%	8.80%
Hourly Pay for part-time employees*	N/A	N/A
Hourly Pay for temp employees*	N/A	N/A
Bonus Pay	16.12%	31.98%
	Female	Male
% Employees who received benefit in Kind	92.71%	91.39%
% Employees who received bonus	83.68%	88.28%

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

The gap improved year over year across the majority of the measurements (mean and median hourly pay, average bonus pay).

Mean hourly pay gap narrowed by -13.6% from 22.40% to 8.80%. While this is a large improvement, it is partly driven by factors which may vary year over year.

Median hourly pay gap narrowed by -2.40% from 15.47% to 13.07%.

The percentage of women in the upper quartile has increased 3.75% year over year.

\*N/A as no part-time male employees or temporary employees

## Global Shares

	Representation	
	Female	Male
Quartiles		
Lower Quartile	40.59%	59.41%
Lower Middle Quartile	52.48%	47.52%
Upper Middle Quartile	51.49%	48.51%
Upper Quartile	29%	71%
Pay Gaps	Median	Mean
Hourly Pay for full-time employees	6.69%	11.89%
Hourly Pay for part-time employees	-86.71%	-91.17%
Hourly Pay for temp employees	-28.33%	29.70%
Bonus Pay	5.78%	74.95%
	Female	Male
% Employees who received benefit in Kind	77.71%	72.81%
% Employees who received bonus	86.86%	77.63%

### Key findings for our Global Shares gender pay gap:

In 2022, Global Shares disclosed their gender pay gap independently of J.P. Morgan. This year, we disclose for Global Shares and J.P. Morgan SE (JPMSE) Dublin Branch in the same report.

The overall gaps in Global Shares are similar to JPMSE Dublin Branch, with the same goal to achieve greater gender balance at all levels across its business in Ireland.

In our small population of part-time employees, median and mean hourly pay is higher for females than males.

The disparity in the mean bonus is directly correlating with fewer females occupying more senior managerial roles and fewer females employed in Technology roles.

Under the legislation that took effect in May 2022, companies in Ireland 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 difference between the mean and median hourly pay of male and female employees
- The difference between the mean and median bonus pay of male and female employees
- The difference between the mean and median hourly pay of part-time and temporary male and female employees
- The percentage of male and female employees who received bonuses and benefits in kind
- The percentage of male and female employees in each of four quartile pay bands

# Definitions

## Ordinary Pay

Represents regular payments (basic pay, shift, standby and disturbance, allowances and overtime) delivered through payroll in the reference period

## Bonus

Includes incentive-related payments and deferred awards issued during the 12 months preceding 30 June 2023. Generally, this will represent any cash incentive compensation paid and shares issued to employees as part of the firm's discretionary incentive compensation plan.

## Hourly remuneration

Amount of ordinary pay and bonus remuneration divided by the total number of working hours worked by the relevant employee

## 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 Retaining Top Talent

### Women In events

Each year, we host more than 70 Women In events and receptions. These are designed for undergraduates across EMEA and provide attendees with the chance to meet with some of our most influential and inspirational leaders at JPMorgan Chase. Women In events provide an opportunity for students to learn more about the firm, our businesses and our culture. They connect participants with female 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 in-depth look at the firm, our culture and global mission, as well as an overview of the diverse opportunities we offer, and an understanding of how to make a meaningful contribution to the community.

### 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 VP 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.

### Take IT Forward

Take IT Forward aims to support the long-term career development, retention and progression of our Associate and VP 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 Centres in EMEA and is led by women technologists at the firm.

### Board Readiness Workshops

JPMorgan Chase has partnered with an external organisation 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 (WOTM)

**Women on the Move** is JPMorgan Chase's commitment to provide women with opportunities to succeed in their professional and personal lives. The initiative focuses on fueling women's ambitions and advancing financial equity by expanding women-run businesses, improving women's financial health, advancing women's career growth and supporting women and girls in communities globally.

JPMorgan Chase held its eighth annual Women's Leadership Day conference this year, 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 and much more.

This 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, World's First Armless Pilot Jessica Cox, and Chairman and CEO of JPMorgan Chase Jamie Dimon, among many others.

WOTM is empowering women's career growth through the deployment of two internal development programs. One tailored toward Associate and VP women talent, aiming to help participants develop a professional toolkit, foster connectivity, and provide opportunities for networking and informal mentoring. This targeted approach to developing our high performing junior talent has engaged over 1.2k employees in 2023, of a total 4,000+ since launch in 2021.

Complimentary to this, the second offering is a professional and personal development program to help fuel employee career growth, aiming to provide actionable and practical career building advice. It is a global program, open across all lines of business, and to all gender identities. Participants report improvements in their confidence, relationships, communication, and sense of wellbeing.

In Dublin, the Women on the Move (WOTM) Business Resource Group also regularly holds events, including mentoring circles.



**Sam Saperstein**  
Head of Women on the Move  
JPMorgan Chase & Co.

**“** We have an incredible foundation at J.P. Morgan 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. **”**

<b>Support and Benefits</b>	
<b>Business Resource Groups (BRGs)</b>	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 like-minded 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).
<b>Working Families Network (WFN)</b>	Our Working Families Network promotes knowledge sharing and provides networking opportunities to support employees with work and family integration. Its 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 access to 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.
<b>Parental, Maternity &amp; Adoption</b>	Parental Leave: Employees can avail 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). Employees must have one year's continuous service before they can take this leave. Maternity Leave: 26 weeks paid maternity leave: 1 year service required to receive full salary. 16 weeks unpaid maternity leave: Employees can also avail of 16 weeks unpaid maternity leave. Adoption Leave: 24 weeks paid adoption leave: 1 year service required to receive full salary. 16 weeks unpaid adoption leave: Employee can also avail of 16 weeks unpaid adoption leave.
<b>Domestic Abuse Support</b>	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.
<b>Parents@JPMC</b>	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.
<b>Employee Assistance and Work-Life Program (EAP)</b>	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.
<b>Finance</b>	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.
<b>Health</b>	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.
<b>Balance</b>	Annual Leave, 23 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.
<b>Fertility</b>	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)
<b>Menopause</b>	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, dietitian, acupuncture and reflexology, counselling, CBT and psychotherapy, as well as an online doctor, 24/7 nurse line, integrative medicine consultation and symptom checker

## Philanthropy in Ireland

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 targeted philanthropic investments to non-profits, we supported hundreds of women in advancing their careers, starting or growing small businesses and improving their financial health.

- Fast track Into Information Technology (FIT) Limited is an industry-led initiative with a mission to promote an inclusive Smart Economy by creating a fast track to marketable technical skills for those at risk of unemployment long term.
- The 24-month program aimed to increase female participation in ICT apprenticeship programs to open up more opportunities for women as ICT Specialists in the tech sector.
- The program supported 136 young women to access tech apprenticeships. Working in partnership with employers in the tech industry, the program aimed to increase outreach, build capacity of teachers and trainers to assist female students to prepare for careers in ICT, and provided direct support to female applicants pursuing ICT apprenticeships.
- This grant built on the results of the previous program supported by J.P. Morgan that helped the organization increase the female participation rate in its Tech Apprenticeships from 8% to 20%.



A photograph showing four business professionals—two men and two women—sitting around a wooden conference table in a modern office setting. They are engaged in a discussion, smiling and gesturing. A laptop is open on the table. The background features large windows with a view of green trees.

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