JPMorganChase

Gender Pay Gap Report

2026 Ireland



Each year, we publish gender pay gap figures for our entities in Ireland, providing an important measure of our progress and helping to inform our efforts to achieve greater parity. This year's report highlights both areas of progress and those that require continued focus. Among the developments reflected in this year's report are:

- J.P. Morgan Hedge Fund Services Ltd has reported decreases in the majority of its pay gaps including mean and median bonus pay gaps and the mean hourly pay gap.
- Chase Paymentech Europe Ltd has reported decreases in all pay gaps within the reporting period.

Our pay gap reflects the current distribution of men and women across different types of roles within the organization, with a higher proportion of men in senior, higher paid positions. This measure does not adjust for important differences such as job level, experience, geography, work hours and other factors that generally influence pay.

The Local Management Committee in Ireland, together with the firm's senior leaders, remains committed to working with our teams year after year to create meaningful and lasting change.



Marc Hussey
Senior Country Officer Ireland

Our Guiding Principles

JPMorganChase maintains its Guiding Principles to affirm our dedication to respecting the dignity of every person, fostering creativity, and generating the best ideas, grounded in our values of service, heart, curiosity, courage and excellence. We also uphold the principle that success should be based on hard work and character. Our Guiding Principles are as follows:

- 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 recognise 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 in 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.

Ireland Figures by Legal Entity

Our median and mean hourly pay gaps are driven by higher representation of men, particularly in our upper and upper middle pay quartiles. Across all entities, changes in our workforce composition—including hiring, transfers, promotions and departures—alongside a higher representation of men in senior roles, contributed to a marginal increase in men's representation in the upper pay quartiles during this reporting period. For example, in J.P. Morgan SE - Dublin Branch, increases in pay quartile representation are predominantly male (except in the lower middle pay quartile), which drove the widening of the mean and median hourly pay gaps. Within Chase Paymentech Europe Ltd however, we see narrower median and mean hourly pay gaps, on account of the more equal distribution of men and women in the upper pay quartile.

JPMorgan Hedge Fund Services Ltd

	Representation	
Pay Quartiles	Women	Men
Lower Quartile	53.06%	46.94%
Lower Middle Quartile	35.42%	64.58%
Upper Middle Quartile	37.50%	62.50%
Upper Quartile	35.42%	64.58%
	Pay Gaps	
	Median	Mean
Hourly Pay for full-time employees	15.09%	44.07%
Hourly Pay for part-time employees	N/A	N/A
Bonus Pay	-5.29%	73.49%
	Women	Men
% Employees who received benefits in kind (BIK)	94.87%	87.83%
% Employees who received bonus	89.74%	94.78%

Key findings for JPMorgan Hedge Fund Services Ltd:

- The majority of pay gaps narrowed year over year.
- The median bonus pay for a female was higher than for a male employee.
- Female representation in the upper pay quartile remained similar to 2025 at 35.42%.
- Female employees had higher participation in benefits in kind, while male employees had higher participation in the bonus program for this reporting period.

Chase Paymentech Europe Ltd

	Representation	
Pay Quartiles	Women	Men
Lower Quartile	41.18%	58.82%
Lower Middle Quartile	43.75%	56.25%
Upper Middle Quartile	39.39%	60.61%
Upper Quartile	45.45%	54.55%
	Pay Gaps	
	Median	Mean
Hourly Pay for full-time employees	-1.69%	7.56%
Hourly Pay for part-time employees	N/A	N/A
Bonus Pay	7.69%	33.32%
	Women	Men
% Employees who received benefits in kind (BIK)	96.43%	92.11%
% Employees who received bonus	96.43%	88.16%

Key findings for Chase Paymentech Europe Ltd:

- All pay gaps narrowed in the reporting period.
- The median hourly pay for a female was higher than for a male employee.
- Female participation in bonus and benefits in kind programs increased from 2025.
- Female representation decreased across all pay quartiles with the largest reduction occurring in the lower pay quartile.

J.P. Morgan SE – Dublin Branch [1]

	Representation	
Pay Quartiles	Women	Men
Lower Quartile	55.44%	44.56%
Lower Middle Quartile	46.84%	53.16%
Upper Middle Quartile	36.84%	63.16%
Upper Quartile	27.23%	72.77%
	Pay Gaps	
	Median	Mean
Hourly Pay for full-time employees	23.48%	25.20%
Hourly Pay for part-time employees	-23.04%	-36.48%
Bonus Pay	38.08%	49.58%
	Women	Men
% Employees who received benefits in kind (BIK)	90.57%	92.83%
% Employees who received bonus	84.91%	86.10%

Key findings for J.P. Morgan SE - Dublin Branch:

- Both mean and median hourly pay gaps widened.
- Mean and median bonus pay gaps widened slightly.
- Participation in bonus and benefits in kind remained broadly consistent between female and male employees.
- Small decline in female representation in three of the four pay quartiles, with a slight increase in the lower middle pay quartile.

Global Shares Ireland Ltd

	Representation	
Pay Quartiles	Women	Men
Lower Quartile	45.05%	54.95%
Lower Middle Quartile	48.39%	51.61%
Upper Middle Quartile	36.26%	63.74%
Upper Quartile	36.96%	63.04%
	Pay Gaps	
	Median	Mean
Hourly Pay for full-time employees	14.32%	53.28%
Hourly Pay for part-time employees	N/A	N/A
Bonus Pay	1.51%	71.49%
	Women	Men
% Employees who received benefits in kind (BIK)	90.85%	92.06%
% Employees who received bonus	92.81%	96.26%

Key findings for Global Shares Ireland Ltd:

- Female representation increased in the upper-middle pay quartile, while the upper pay quartile remained stable.
- The median hourly pay gap narrowed to 14.32%, while the mean hourly pay gap widened to 53.28%.
- The median bonus pay gap decreased to 1.51%, and the mean bonus pay gap decreased marginally.
- Female participation in both bonus and benefits in kind programs fell slightly compared to 2025.

[1] JPM SE - Dublin Branch Temporary Contracts (TCs): mean hourly pay gap was -4.70% and the median hourly gap was 0.00%.

Definitions

Hourly Pay is calculated by dividing the total amount of Ordinary Pay and Bonus payments made through payroll during the period of July 1, 2025 to June 30, 2026 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, 2026.

Bonus - Any cash bonuses paid and shares that vested, during the 12 months prior to June 30, 2026.

Benefit in Kind (BIK) – Any non-cash benefit of an estimated monetary value provided during the 12 months prior to June 2026.

Mean (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.



Our long-term growth and success depend on our ability to identify, attract, develop, retain and engage a broad range of talented employees and foster an inclusive work environment. We are building the future workforce by empowering career growth, fostering inclusivity and equal opportunity, and developing talent potential. The following tables include some highlights of the range of inclusive programs and initiatives in place to support the professional and personal growth of employees and our efforts to achieve greater parity throughout our talent ranks:

Attracting and developing talent	
Graduate Events	In 2025, we hosted over 100 events and receptions designed for undergraduates across EMEA. These provide attendees with the chance to meet some of our most influential and inspirational leaders and 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 JPMorganChase community.
ReEntry Programme	Since its inception in 2013, the JPMorganChase ReEntry Programme has helped reintegrate professionals into the workforce across all regions where we operate. The program offers experienced individuals who have taken an extended career break with the support and resources to relaunch their careers. Through comprehensive coaching, ReEntry fellows receive guidance on professional identity, cultivating a success mindset, networking and work-life balance — all aimed at increasing their chances of securing permanent positions in the corporate world.
Take IT Forward	Take IT Forward aims to support the long-term career development, retention and progression of technologists, with a focus on women, while being 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 organisation to deliver bespoke board readiness workshops across the UK and EMEA. The sessions are designed for those considering their first board role, or for those seeking to add a new nonexecutive director or trustee role to their portfolio. Participants learn about what it takes to be a director and take away strategies for incorporating board service into their broader career and leadership experience.
Office of Women's Affairs	The Office of Women's Affairs (OWA) is a global center of excellence that fosters a strong and inclusive workplace culture that helps position JPMorganChase as an employer of choice. It also helps drive strong leadership pipelines by connecting women and allies with programmes and partnerships that support professional growth as well as provide dedicated governance to its aligned Business Resource Group (BRG), Women on the Move (WOTM). With more than 83,000 members in 45 chapters around the world, the WOTM BRG offers a collaborative community, access to programming that addresses issues of interest to women and allies, and support for greater employee engagement at all levels. JPMorganChase champions the professional and financial success of women and their allies in the way we do business, the practices for which we advocate, and the support we provide. Two examples of our commitment include our energising and uplifting Leadership Day conference and our Lean In Circles programme: **Leadership Day** is an annual full-day event that brings prominent speakers together with thousands of employees and clients to examine issues impacting women. Year after year, this day serves to inspire people of all backgrounds to invest in themselves and empower each other to take charge of their careers, finances and well-being. Launched in 2026, our **Lean In Circles** programme combines a research-backed leadership curriculum with the power of peer mentorship. Comprised of hundreds of small-group 'circles', this mentorship programme fosters peer-to-peer connection for individuals at all levels of the firm. Each group of 9-12 works toward strengthening leadership skills and growth for one another, together.

Supporting employee engagement, health and wellness	
Business Resource Groups	Participating in a Business Resource Group (BRG) - employee-led groups that are open to all - provides meaningful opportunities for individuals to network, connect and engage in ways that matter to them. Nearly 200,000 employees have chosen to participate as members of one or more of our 14 BRGs across more than 350 chapters. To help advance each BRG's objectives with employee impact, the groups are supported by senior leaders, including members of the firm's Operating Committee, who serve as sponsors and advocates.
Working Families Network	Our Working Families Network (WFN) provides resources that help employees integrate work and family life across the diverse spectrum of family types and life stages, along with knowledge-sharing and networking. WFN partners with other BRGs to develop programmes and workshops. Together with PRIDE BRG, WFN runs Finding Families, an initiative open to all employees which helps people connect with one another across shared experiences such as exploring family-building options and navigating fertility and loss. And in partnership with Access Ability BRG, WFN hosts workshops to support parenting and elder care responsibilities.
Parental Leave	We are committed to supporting employees during important life events by offering a minimum of 16 weeks paid leave. Leave types are as follows: Maternity Leave: 26 weeks paid, 16 weeks unpaid, Adoption Leave: 24 weeks paid, 16 weeks unpaid, Parents Leave: 9 weeks statutory pay (including 7 weeks with enhanced company pay), Parental Leave: 26 weeks unpaid per child (up to age 12, or 16 for children with disabilities/long-term illness).
Family Support	Family Support is a firmwide initiative to promote parental programmes and provide practical support and tools for working parents. The goal is to make it easier for parents to find information and resources specific to their parenting needs including benefits, time off, policies, feeding support and mentor programmes.
Menopause Support	JPMorganChase is committed to supporting our employees through menopause: the healthcare programme offers holistic care for women experiencing symptoms of perimenopause and menopause, and access to a multidisciplinary women's healthcare team including GPs (General Practitioners) with special interest.
Employee Assistance and Work-Life Programme (EAP)	The Employee Assistance Programme (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 matters.
Domestic Abuse Support	We provide employees affected by domestic abuse with access to confidential support, practical workplace adjustments and safety assistance, alongside specialist external resources. Support may include appropriate time off, flexible working arrangements, alternative work locations and security support, as well as confidential counselling and other assistance through the Employee Assistance Programme (EAP).

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