

JPMorganChase

Gender Pay Gap Report

2025 United Kingdom



This is the ninth consecutive year we have published our U.K. gender pay gap disclosure. Over that period, all measures have improved, with further progress on key measures from 2024 to 2025.

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.

Our pay gap reflects the current distribution of men and women across different 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.



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.

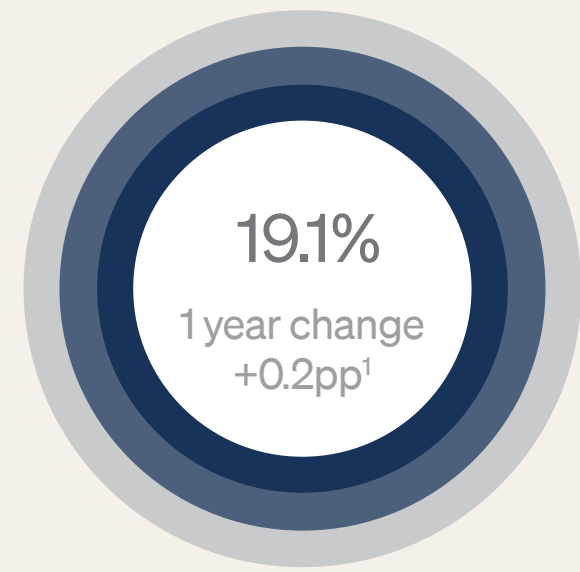
Matthieu Wiltz and Conor Hillery
Co-CEOs, EMEA

Our Guiding Principles:

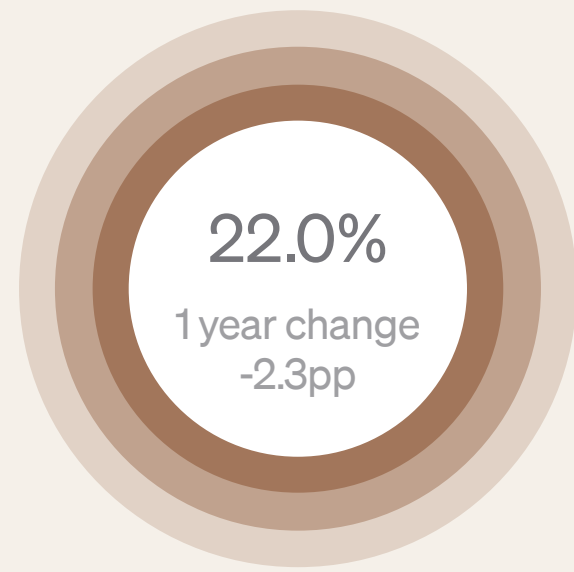
- We seek to make dreams possible for everyone, everywhere, every day.
- We do not believe that talent is concentrated in any particular demographic group(s) and are dedicated to equal employment opportunity for talent across all backgrounds.
- We strictly prohibit unlawful discrimination, harassment 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 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.

U.K. Overall Results

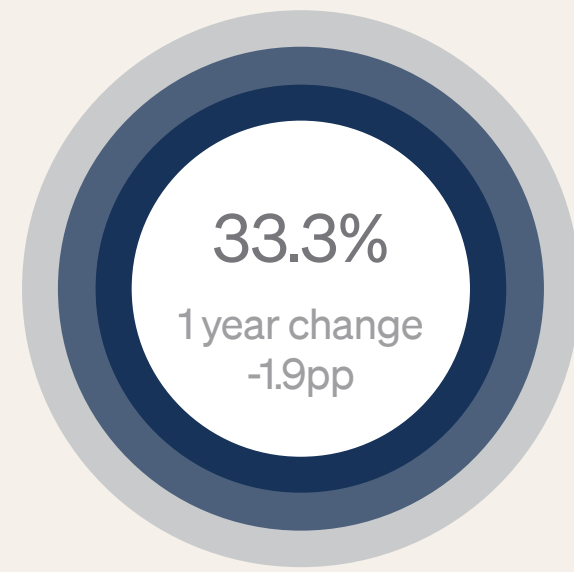
Median Hourly Pay Gap



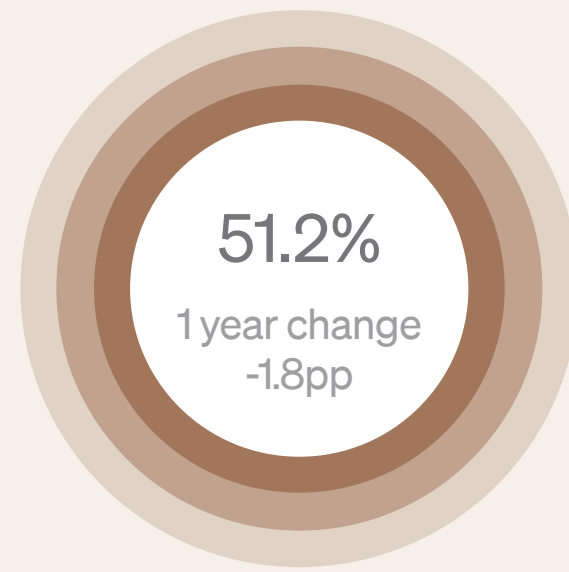
Mean Hourly Pay Gap



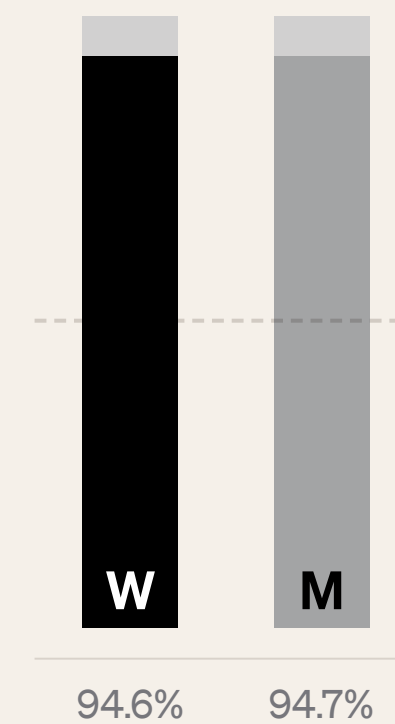
Median Bonus Pay Gap



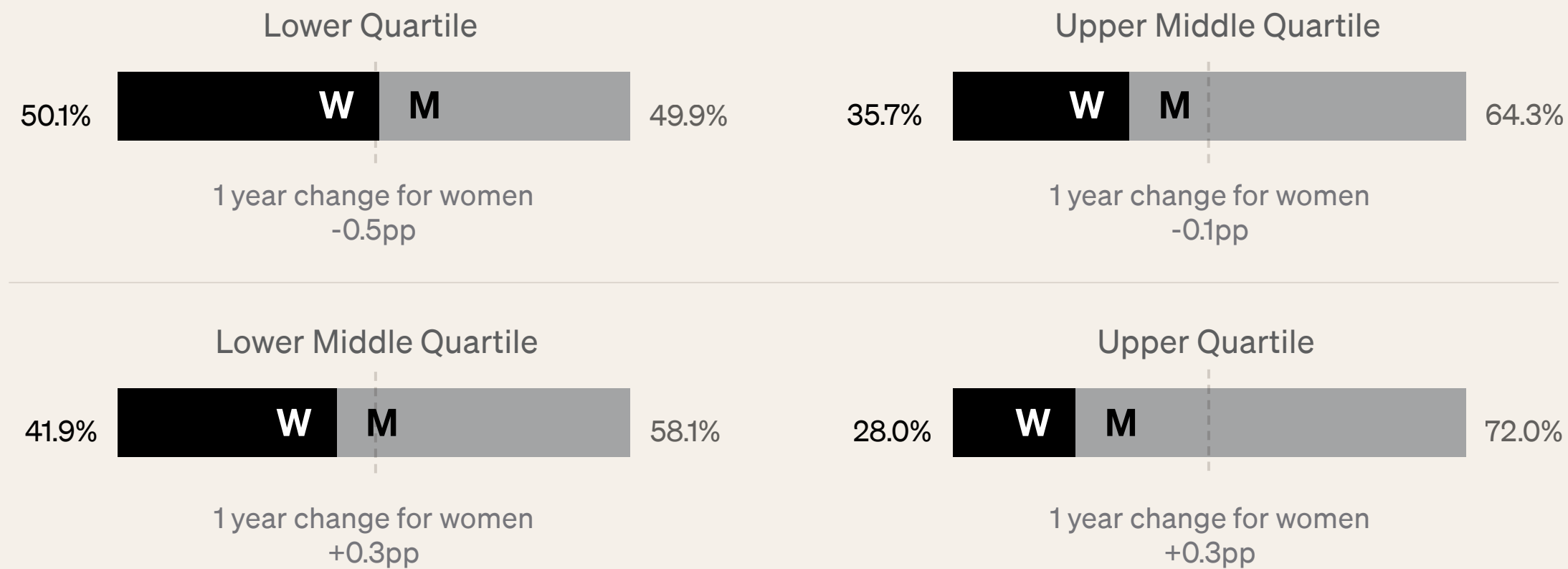
Mean Bonus Pay Gap



Bonus Received



Representation of Women and Men across Pay Quartiles



W Women M Men

Key findings on our U.K. overall results:

- Given the continued structural and headcount changes at the legal entity level of the organisation, we believe that the U.K. overall figures are a more representative measure of our progress.
- Since reporting began, the pay gap has shown improvement across all measures.

Year-on-year changes:

- Our mean hourly pay gap has narrowed by 2.3pp¹ from 24.3% to 22.0%.
- Our median bonus pay gap has also narrowed by 1.9pp from 35.2% to 33.3%.
- The representation of women in the lower middle and upper pay quartiles has increased.
- The proportion of men and women receiving a bonus has increased – men from 94.0% to 94.7% and women from 94.3% to 94.6%.

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. This year, six U.K. legal entities are in scope for disclosure.

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

Definitions

Pay

Represents monthly base salary as well as other regular payments that were paid through payroll in April 2025, divided by the employee's contractual hours for April.

Bonus

Includes incentive-related payments made during the 12 months preceding April 6, 2025. 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.

Mean or Average

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

Median

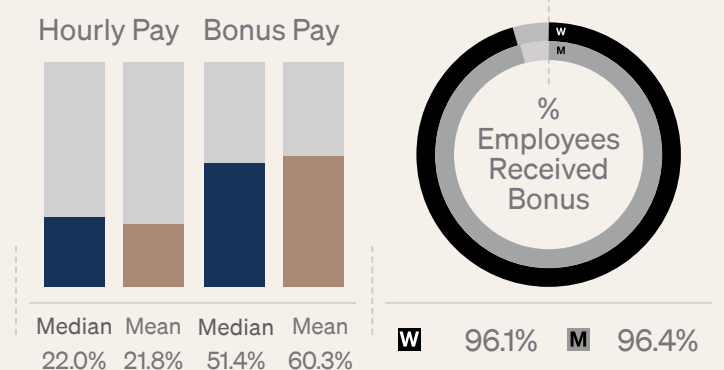
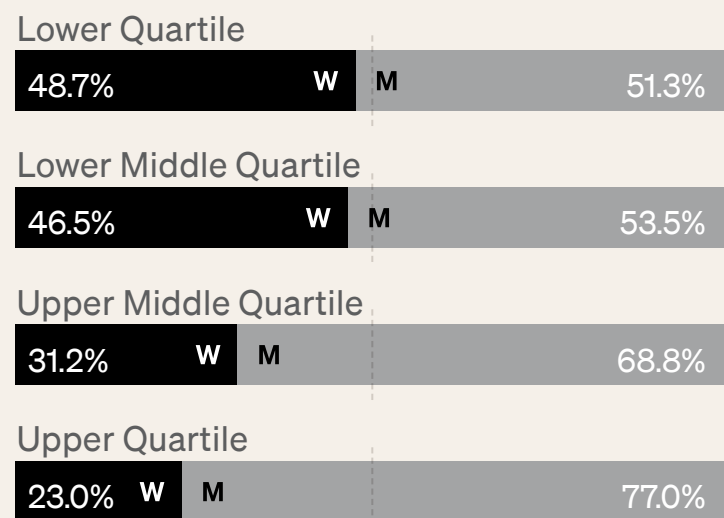
Is the middle value when the pay of all employees is arranged in ascending order.

Pay Quartiles

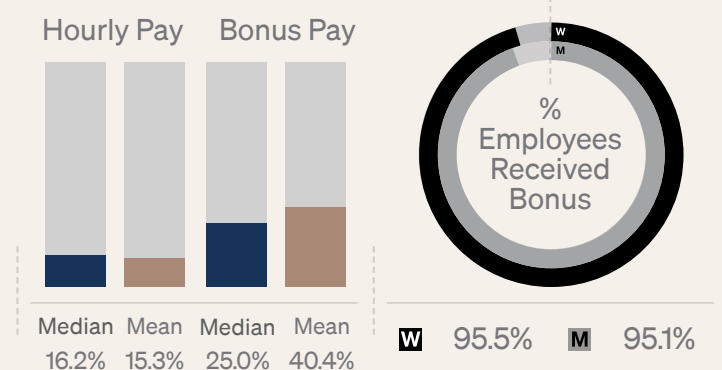
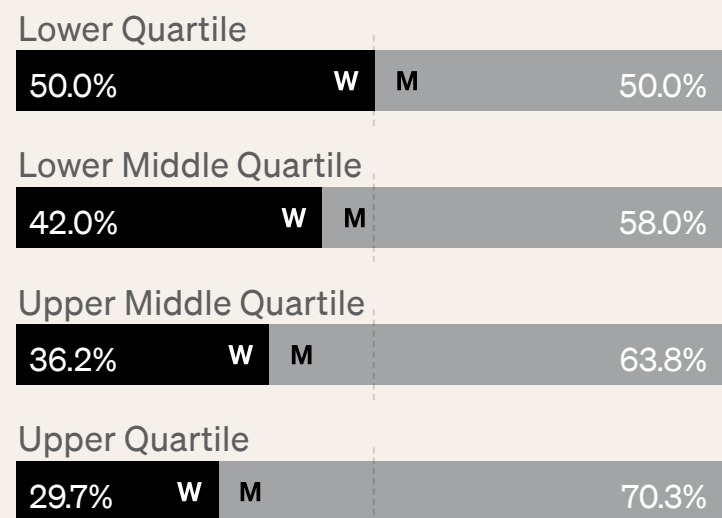
Employee pay has been ordered lowest to highest and split into four equally sized groups (quartiles) and the percentage shows the representation of men and women in each of those groups.

W Women **M** Men

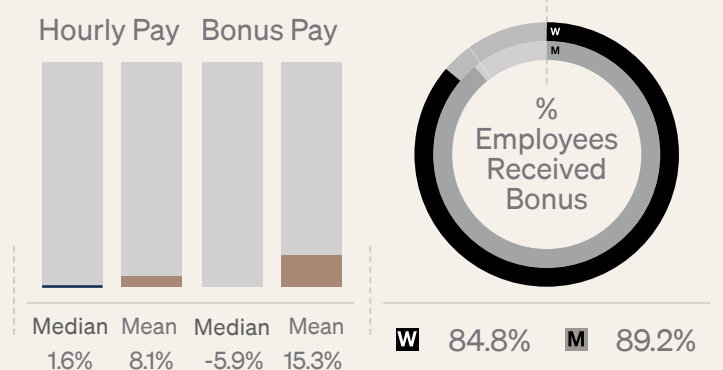
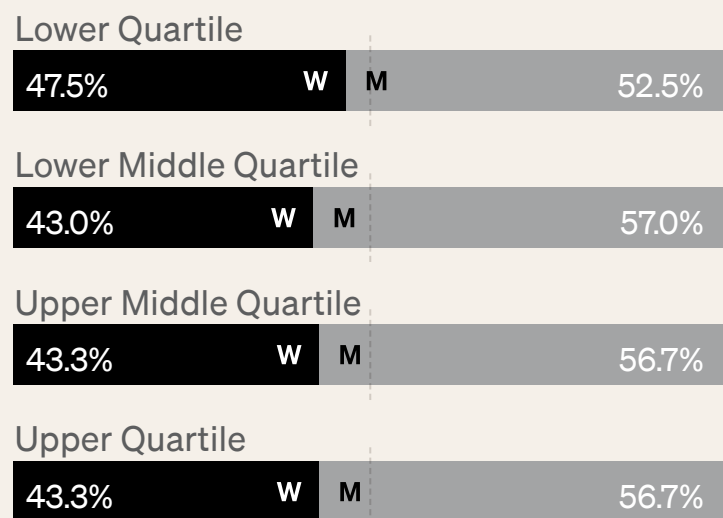
J.P. Morgan Asset Management (U.K.) Ltd



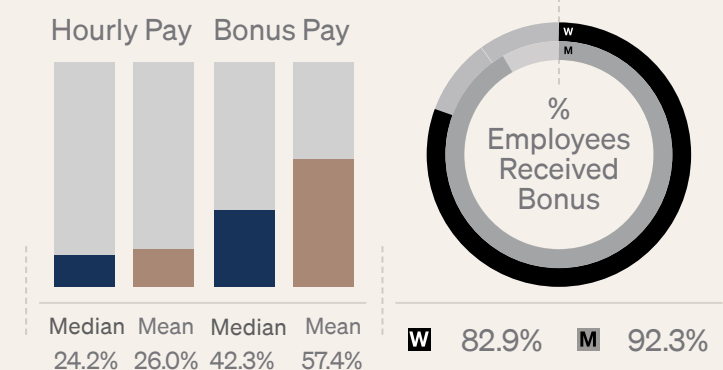
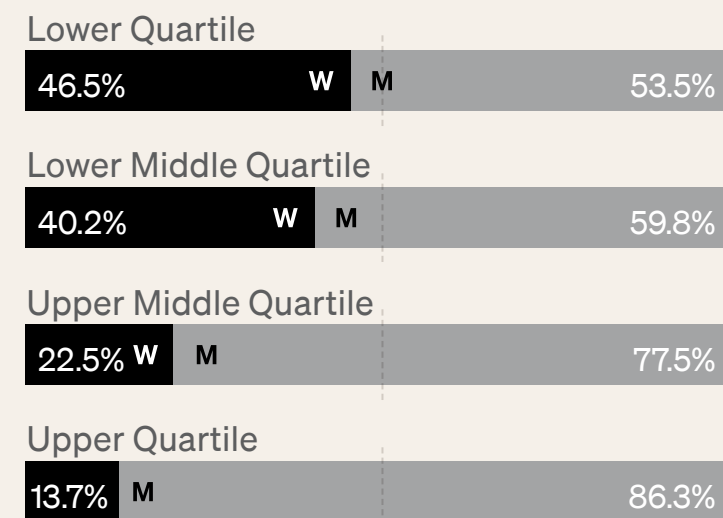
J.P. Morgan Chase Bank - London Branch



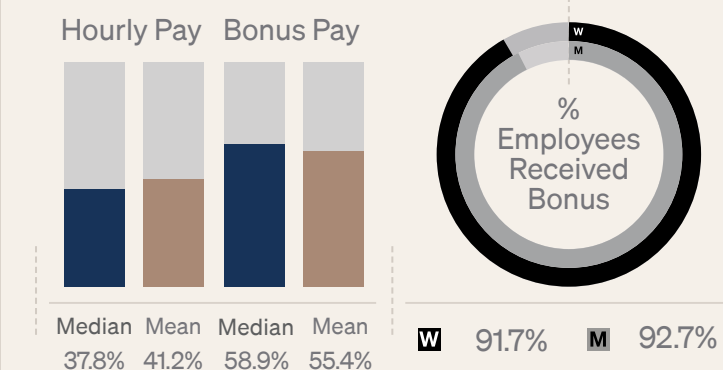
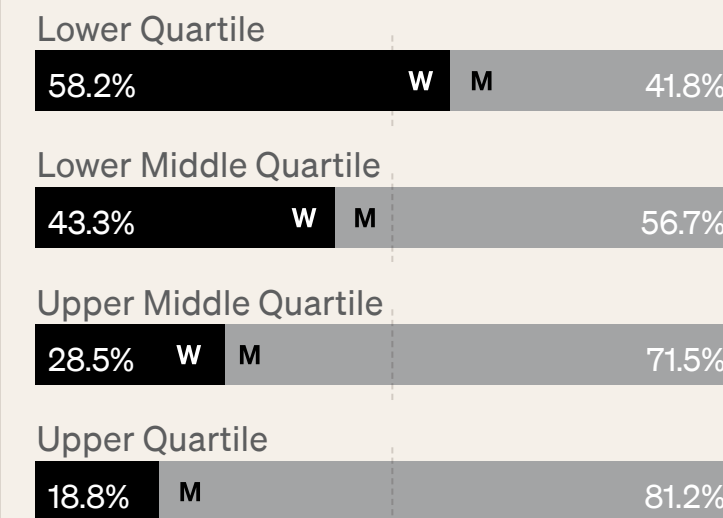
J.P. Morgan Europe Ltd



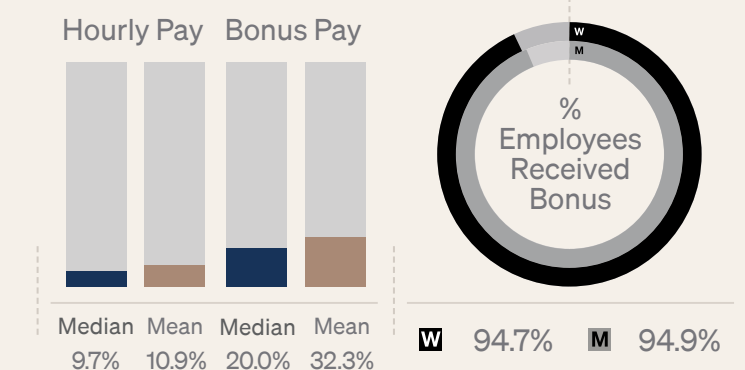
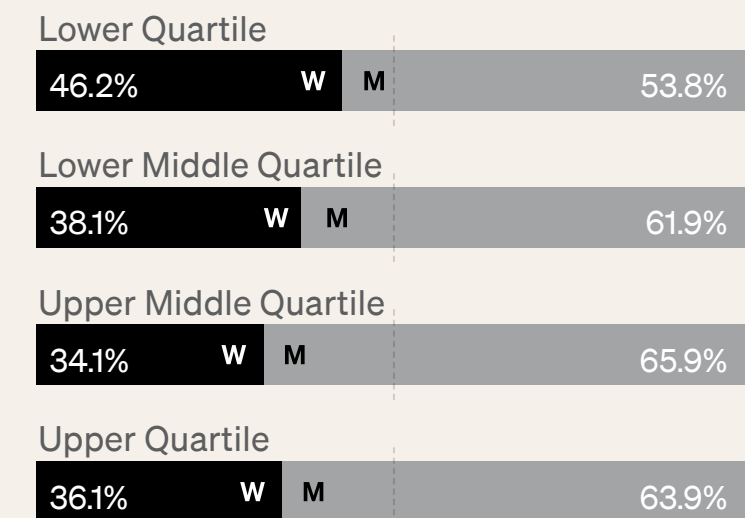
J.P. Morgan Personal Investing Ltd¹



J.P. Morgan Securities plc



J.P. Morgan SE - London Branch



¹ Nutmeg Savings and Investment Ltd changed its name to J.P. Morgan Personal Investing Ltd in November 2025.

Our extensive range of initiatives in place to support the professional and personal growth of employees:

| 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 | In 2025, we hosted 145 events and receptions designed for undergraduates across the U.K. 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 community. |
| Tech Connect | The Tech Connect Programme 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 programme that supports non-profits. |
| Software Engineer Immersion Programme | This is a specialised intern training programme 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. 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 programme, interns help build and optimise digital applications and systems that support millions of customers, clients and employees worldwide. |
| Quantitative Research Mentoring Programme | This mentorship Programme 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 modelling and coding are embedded in the financial services industry through one-to-one mentorship and continuous guidance for learning and development. |
| ReEntry Programme | The ReEntry Programme 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 programme 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. |
| Military Veterans Affairs (MVA) | <p>The aim of the Military Spouses & Partners programme 'ACCESS' is to provide participants 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 & partners to overcome unique challenges and achieve career success. The programme also looks at the broader challenges faced by this community and provides 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.</p> <p>The Military and Athlete Transition Programme supports participants from military and professional sporting backgrounds in accessing meaningful second careers at JPMorganChase. We provide targeted training, dedicated mentoring, and ongoing support to help participants build confidence, translate their unique skills, and achieve long-term success. We also showcase participants' success stories to inspire future applicants and demonstrate the inclusive, supportive culture of our firm.</p> |
| Take IT Forward | Take IT Forward aims to support the long-term career development, retention and progression of technologists, with a focus on women, 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 organisation to deliver bespoke corporate 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 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 | <p>The Office of Women's Affairs strives to create a stronger workplace culture by expanding access to opportunities, optimising employee engagement and providing dedicated governance to the Office's aligned Business Resource Group, Women on the Move (WOTM). The WOTM BRG offers a collaborative forum and access to programming that addresses issues of interest to women and their allies and supports greater employee engagement at all levels, with over 80,000 members globally. The group is focused on fostering a greater sense of inclusion and belonging and providing networking opportunities. WOTM has 45 chapters globally, and runs regular programming to build community and a supportive network for women and allies. At JPMorganChase, our dedication to fostering the success of women, allies and women-owned businesses is unwavering. We continue to invest in initiatives that support women and allies both within our firm and in the broader community, working toward a brighter, more inclusive future for all.</p> <p>Through impactful events and initiatives we focus on fostering inclusion and belonging for women and allies. Two standout examples of our commitment are the Leadership Day annual conference and Fast Forward programme.</p> <p>Leadership Day: Our energising and uplifting annual conference inspires women and allies to invest in themselves and empower each other to take charge of their careers, finances and well-being. The event brings together thousands of employees and clients across the globe to discuss issues impacting women and features prominent speakers from various industries.</p> <p>Fast Forward: This transformative development programme is offered to all employees globally, regardless of gender or role. It encourages participants to challenge limiting beliefs, think big and accomplish more of what matters to them. The 2025 programme cohort saw record-high participation with more than 7,000 employees worldwide and 455 in the U.K. signing up to take advantage of the self-paced programme and monthly group coaching sessions.</p> |

| Support and benefits | |
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| Firmwide Business Resource Groups | We have developed inclusive 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 | Our Working Families Network provides knowledge sharing and networking opportunities for employees with work and family integration. 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 | 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: up to 52 weeks of maternity leave with 26 weeks paid, 13 weeks statutory pay, 13 weeks unpaid; Non-Primary Parental Caregiver (Paternity) Leave: up to 16 weeks paid; Adoption Surrogacy Leave (Primary Carer): up to 52 weeks of leave with 26 weeks paid, 13 weeks statutory pay, 13 weeks unpaid; Shared Parental Leave: allows eligible employees to share up to 50 weeks of a maternity/adoption surrogacy leave; Unpaid Parental Leave: 18 weeks per child (up to age 18). |
| Family Support | Family Support is a firmwide initiative to promote parental programmes 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, mentor programmes and education. |
| Back-Up Childcare | <p>The family back-up care programme supports caregivers across the firm to help them balance work and family life. This includes a comprehensive subsidised back-up childcare programme 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.</p> <p>The generous 90-day booking window and access to a 24/7 contact center facilitate ease of arranging childcare. From August 2025, we increased the allocated back-up care days from 20 to 30 per child annually. This change responds to employee feedback and the growing need for work-life balance. The cost of the first 10 days of centre-based care remains fully covered by the company. The next 20 days are on a co-pay basis. This enhancement underscores our commitment to supporting caregivers and helping employees balance work and family responsibilities.</p> <p>In addition the programme provides:</p> <ul style="list-style-type: none"> • Work+Family online resources which offer access to a wealth of information and resources to help balance work and family life. This includes access to free memberships and discounts on life skills coaching, tuition support and exam preparation, and the 'Speak to an Expert' service. • 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. • 5% discount on a dedicated home care package that offers adults of all ages, regardless of their health or medical needs, the expert care and support they need to live independently at home. • Access to 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 specialises in menopause, support and guidance available through a digital health 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 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 issues, referrals and resources. We have onsite counsellors in the U.K. to provide support to employees and managers in the workplace. |
| 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. Employees can also contact EAP (Employee Assistance and Work-Life Programme) for resources and therapy sessions through a professional provider. |

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