

J.P.Morgan

Japan Gender Pay Disclosure Report

Reporting Period: April 1, 2022 to March 31, 2023



Disclosure - JPMorgan Securities Japan Co., Ltd.

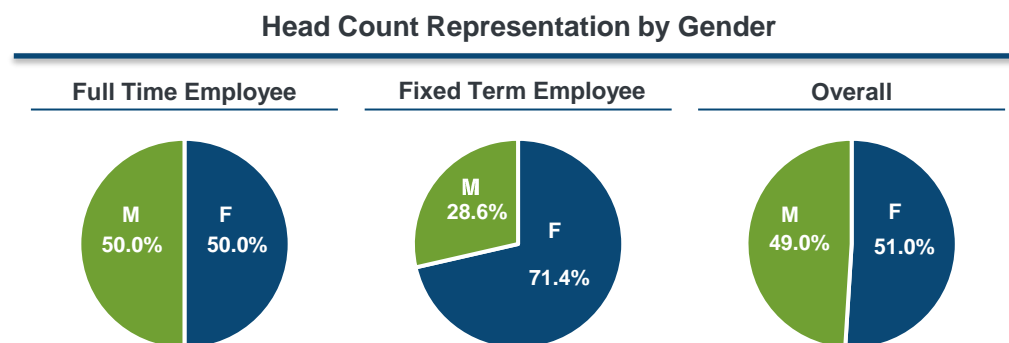
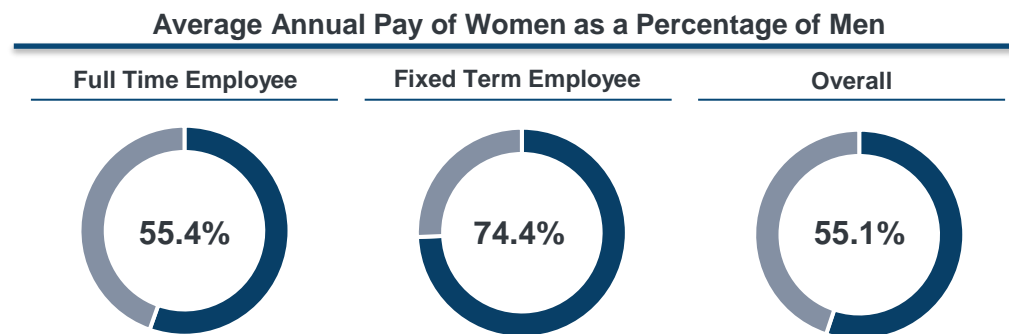
Revisions to the **Act on the Promotion of Women's Participation and Career Advancement in the Workplace** now require employers in Japan with 301 or more employees to report the pay gap between female and male employees annually.

The information to be reported includes:

- ❑ Use of Total Cash Compensation to derive the average pay of all female employees as a percentage of average pay of all male employees
- ❑ Disclosure of the ratio for (1) full time/regular employees (2) fixed term employees and (3) all employees

The Japan gender pay disclosure looks at the average annual pay of women as a percentage of men. This does not account for differences in an employee's seniority, role, job level, experience, long term unpaid absence and many other factors.

Any pay variation calculated using this method may reflect the difference in women's and men's representation at senior levels, as opposed to different pay for comparable work.



This gender pay disclosure is different to the notion of pay equity.

Japan's gender pay disclosure requirement is an aggregation of pay without consideration of the factors that typically impact pay.

Pay equity (or equal pay) is based on a statistical analysis that compares employees performing similar work and their compensation, i.e., comparable pay for comparable work.

Our Workplace



Local Presence in Japan

To learn more about our workplace in Japan, including our commitment to corporate responsibility, employee volunteering, benefits to support work-life balance of employees and our diversity, equity & inclusion strategy click [here](#).

Our commitment to making our workplace diverse, equitable and inclusive means that every hire, internal move, promotion, and talent decision supports our business principles, the strength and effectiveness of our teams, and a thriving culture.

Advancing Women is a Key Priority

Investing in the advancement of women is a strategic focus for our firm. Over the years, we have developed and launched a range of tools and resources that enable women to progress – whether it is supporting them to advance their own careers and gain new skills or helping the firm attract top talent.

To view our action plan to support women in workplace by creating a working environment where female employees can receive supports and benefits from work-life-balance and various flexible working styles click [here](#).