

(English Translation)

J.P. Morgan's Action Plan to Support the Development of the Next Generation based on the Revised Act on Advancement of Measures to Support Raising Next-Generation Children

In accordance with the Revised Act on Advancement of Measures to Support Raising Next-Generation Children, J.P. Morgan (JPMorgan Chase Bank, N.A., Tokyo Branch, JPMorgan Securities Japan Co., Ltd. and JPMorgan Asset Management (Japan) Ltd.) presents an Action Plan to create a working environment where employees (both full-time and fixed term) can receive childcare supports and benefit from work-life-balance supports and various flexible working styles so that they can continue career progression with leveraging their skills and capacities.

1 Term: April 1, 2015 to March 31, 2025

2 Action Plan

Goal 1: Introduce and raise awareness of benefits and policies to support pregnancy, giving birth and raising children (Partially applicable to fixed term employees)

〈Measures〉

- Provide financial support for employees who are giving birth and raising children. The support includes maternity subsidy, baby sitter coupon ticket 700, child care subsidy, and subsidy for caring service sick child (Continue)
- Update and distribute a brochure on company and governmental benefits and supports related to pregnancy, maternity and childrearing (Continue)
- Provide an opportunity to share the issues with colleagues through maternity buddy/mentoring system (Continue)
- Arrange periodical training and provide information responding to the issues collected through EAP (Employee Assistance Program), regarding pregnancy, giving birth and child rearing (Continue)
- Conduct learning session on company benefits and policies on pregnancy, giving birth and childrearing (Oct 2015~)
- Training session by an external maternity coaching staff (Continue)

Goal 2: Introduce and raise awareness of flexible work arrangements

〈Measures〉

- Launch flexible work arrangement (FWA) program which includes flexible working hours and compressed working hours (Continue)
- Introduce Work From Home Policy (Apr 2015 ~)
- Implement online tool to request FWA (Apr 2015 ~)
- Conduct learning session on company benefits and policies related to FWA program (Oct 2015~)

Goal 3: Provide support and work experience opportunity for young people

〈Measures〉

- Provide students work experience opportunity through internship (Continue)
- Support NPOs which help underserved youth and/or young entrepreneurs (Continue)
e.g. J.P. Morgan, through JPMorgan Chase Foundation, has provided grant to the NPO Sodateage Net which supports young people's economic independence, and MAKOTO specializes in fostering entrepreneurs and start-up ventures to empower entrepreneurs in Tohoku Japan. J.P. Morgan employees provide pro-bono work for these groups.

Goal 4: Provide support for female employees to develop to become leaders and managers (Partially applicable to fixed term employees)

〈Measures〉

- Provide management's support to a volunteer group, WIN (Women's Interactive Network), aiming to help career development of female employees (Continue)
- Provide various skill training and seminars on female career development (Continue)
- Facilitate mentoring program where employees can share issues or challenges and receive advice (Continue)