

Action Plan

based on The Act on Promotion of Women's Participation and Advancement in the Workplace

JPMorgan Securities Japan Co., Ltd.

In accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace, following action plans have been established.

Term: April 1, 2022 to March 31, 2027

Goal 1: Maintain percentage of females among VP+ officers to be 35% or achieve higher

Initiative 1: Introduce and raise awareness of benefits and policies to support pregnancy, child birth and childcare

- Provide financial support to employees with children. The support includes Parenting Leave, baby sitter coupons (Ticket 700), child care subsidy, and subsidized sick-child babysitting services (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 mentoring system (Continue)
- Provide EAP (Employee Assistance Program) where employees can consult on pregnancy, giving birth and child rearing (Continue)

Initiative 2: Introduce and raise awareness on flexible work arrangements

- Provide flexible work arrangement (FWA) program (Continue)
- Provide online application tool to request FWA with convenience (Continue)

Initiative 3: Provide support for female employees on career development

- WOTM (Women on the Move), genders diversity group, focused on career development and networking opportunities for employees (Continue)
- Support women's career development through activities by 'Men as Allies' group
- Accommodate mentoring program where employees can share career and work-life-balance challenges (Continue)

Goal 2: Target annual leave usage of 75% or more

Initiative 1: Provision of online leave tracking tool

- Provision of a leave tracking tool which is accessible both in the office and from home
- Within said tool, provide managers with a function to view their subordinates' annual leave usage in one glance

Initiative 2: Promote employees to use annual leave

- Marketing and periodical update of benefit brochures that contain information on annual leave entitlement
- Encourage annual leave usage in HR newsletters

Information Disclosure

based on The Act on Promotion of Women's Participation and Advancement in the Workplace

Information Disclosure 1: Percentage of women among VP+ officers as of December 31, 2023: 40.2%

Information Disclosure 2: Annual leave usage percentage as of December 31, 2023: 82.7%

- Permanent employee: 82.4%
- Fixed-term employee: 91.2%

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based on The Act on Promotion of Women's Participation and Advancement in the Workplace

JPMorgan Chase Bank, N.A., Tokyo Branch

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based on The Act on Promotion of Women's Participation and Advancement in the Workplace

Information Disclosure 1: Percentage of women among VP+ officers as of December 31, 2023: 33.8%

Information Disclosure 2: Annual leave usage percentage as of December 31, 2023: 82.6%

- Permanent employee: 82.4%
- Fixed-term employee: 85.3%

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JPMorgan Asset Management (Japan) Limited

In accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace, following action plans have been established.

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- Provide an opportunity to share the issues with colleagues through mentoring system (Continue)
- Provide EAP (Employee Assistance Program) where employees can consult on pregnancy, giving birth and child rearing (Continue)

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- Provide flexible work arrangement (FWA) program (Continue)
- Provide online application tool to request FWA with convenience (Continue)

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based on The Act on Promotion of Women's Participation and Advancement in the Workplace

Information Disclosure 1: Percentage of women among VP+ officers as of December 31, 2023: 40.4%

Information Disclosure 2: Annual leave usage percentage as of December 31, 2023: 75.0%

- Permanent employee: 74.5%
- Fixed-term employee: 85.5%