J.P.Morgan

Sustainable Finance Disclosure Regulations(SFDR), Article 5 Remuneration Policy Disclosure: Securities Services, J.P. Morgan SE [1]

The Firm's pay-for-performance framework focuses on Total Compensation – base salary and incentive pay - based on the performance of the Firm, the Line of Business or Function, and the individual. This includes a holistic evaluation of an employee's performance across four broad performance dimensions: business results, client/customer/stakeholder, teamwork and leadership, and risk, controls and conduct. These performance dimensions appropriately consider short, medium and long-term priorities that drive sustained shareholder value, while accounting for risk, controls, and conduct objectives. To promote a proper pay-for-performance alignment, the Firm does not assign relative weightings to these dimensions and also considers other relevant factors, including market practices. No single performance dimension in isolation determines total compensation; however, it is possible for a single significant shortcoming in any performance dimension to have a downward impact on variable compensation without limitation. When conducting this balanced assessment of performance, for select employees regard is given to:

- sustainability risk factors;
- performance goals set in relation to J.P. Morgan SE as a legal entity, including relevant to ESG considerations

In addition to the above factors for assessing performance, the firm-wide pay-for-performance framework, together with the overall performance of the relevant business unit, is integrated into the final assessment of Incentive Compensation for an individual. Feedback from JPMorgan's risk and control professionals is considered in assessing performance and compensation.

[1] J.P. Morgan SE is the resulting entity from a merger of J.P. Morgan AG, J.P. Morgan Bank Luxembourg S.A. and J.P. Morgan Bank (Ireland) Public Limited Company in January 2022.