

# 2025 Annual Compensation Summary

## 2025 compensation

<b>Total compensation</b> (Fixed Pay + Incentives)	<b>INR 3,728,400</b>
<b>Fixed pay</b> (as of December 31, 2025)	<b>INR 3,353,400</b>
<b>Incentive awards</b>	<b>INR 375,000</b>
Cash incentive	375,000

## Effective February 1, 2026

<b>Recommended fixed pay</b>	<b>INR 3,836,300</b>
Fixed pay increased	482,900
Basic salary	1,534,520
Housing rental allowance	767,260
Special allowance	1,278,378
Leave travel allowance	60,000
Internet allowance	12,000
Provident fund	184,142

## Notes

- Your salary or fixed pay increase will be reflected in the pay you receive in February 2026.
- Your fixed pay is inclusive of all allowances to which you are entitled or have previously been informed. The specific breakout of any allowances, will be available on My Compensation at [MyRewards](#) (go/myrewards).
- Your Cash Incentive for performance year 2025 is expected to be distributed by January 30, 2026. For specific country pay dates, please refer to [Incentive Compensation Pay Dates](#) (go/ICPayDates).
- Incentive Awards are subject to the JPMorganChase Performance-Based Incentive Compensation Plan and the JPMorganChase Bonus Recoupment Policy.
- You will not receive an Incentive Award if you are not employed by JPMorganChase on the payment date and/or the grant date or if you have given notice of termination prior to those dates.
- Your Cash Incentive Payment will be subject to any applicable taxes and deductions.
- Most employees can access [MyRewards](#) (go/myrewards) to see a full, personalized summary of the benefits you receive as a JPMorganChase employee. Note: information in My Rewards as of the distribution of this statement may differ due to timing of actual incentive payments.
- This is a computer generated statement, hence no signature is required.