

Modern Slavery Group Statement

For year ended December 31, 2025

I. Introduction

JPMorgan Chase & Co. (“JPMorganChase”, the “Firm” or “we”) strives to support principles of human rights as they relate to our business segments and Corporate in each region of the world where we operate. We recognize that modern slavery issues, such as forced labor, harmful child labor and human trafficking, are global challenges. This Statement outlines the policies and practices we have in place to mitigate the potential of modern slavery risks arising in our business, including those areas where such risks may manifest, such as in our supply chain, our products and services and the business activities of our clients. This Group Statement (“Statement”) is made pursuant to section 54 of the United Kingdom (“U.K.”) Modern Slavery Act 2015, section 16 of the Australian Modern Slavery Act 2018 (Cth) and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (“the Canadian Act”).

II. About our organization¹

JPMorganChase is a leading financial services firm based in the United States of America (“U.S.”), with U.S. branches in 48 states and Washington, D.C., 318,512 employees in 66 countries worldwide, including the U.K., Australia and Canada, and \$4.4 trillion in assets as of December 31, 2025. The Firm is a leader in investment banking, financial services for consumers and small businesses, commercial banking, financial transaction processing and asset management. Under the J.P. Morgan and Chase brands, the Firm serves millions of customers, predominantly in the U.S., and many of the world’s most prominent corporate, institutional and government clients globally. In addition, our supply chain is global and includes more than 29,000 suppliers, providing goods and services such as marketing, communications, professional and information technology-related services.

III. Our efforts on human rights and modern slavery

JPMorganChase recognizes that our business has the potential to affect communities and the natural environments that surround them. We seek to comply with applicable legal requirements in the jurisdictions in which we operate. The principles set forth in the United Nations Universal Declaration of Human Rights inform our Firm's respect for the protection and preservation of human rights, and the United Nations Guiding Principles on Business and Human Rights inform our approach to respecting human rights in our own operations and business relationships. Where we deem appropriate, we also consider other internationally-recognized principles to inform our approach to managing certain human rights risks, including the International Finance Corporation (“IFC”) Performance Standards.

We have a range of frameworks, policies and procedures that pertain to human rights issues, including modern slavery, in our business relationships. The Firm’s [Business Principles](#), our firmwide employee [Code of Conduct](#) (“Code”) and our [Supplier Code of Conduct](#) communicate the Firm’s expectation that business be conducted ethically and in compliance with applicable laws and regulations. Employees and suppliers who become aware of or who suspect violations of the Code, the Supplier Code of Conduct, Firm policy, or a law or regulation related to JPMorganChase business are obligated to report such concerns to the Firm. As described in the Code and the Supplier Code of Conduct, this can be done through various channels, including the Firm’s Conduct Hotline and to the Firm’s Human Resources and Global Security teams. The Firm’s Conduct Hotline is available 24 hours a day, seven days a week for all employees, customers and suppliers to raise conduct concerns – with the option of anonymity where permitted by law. Designated internal teams review allegations of misconduct. Our Firm strictly prohibits intimidation or retaliation against anyone who makes a good faith report about a potential or actual violation of the

¹ Data as of December 31, 2025.

Code, Firm policy, or any law or regulation governing our business. Each year, employees must affirm their compliance with the Code.

Our investment management business, J.P. Morgan Asset Management, may identify investee companies for further engagement on a wide range of financially material issues, which may include social and human rights issues such as modern slavery, forced labor and child labor as part of its investment stewardship efforts.

A. Employees

As a global financial services firm, we have a broad base of employees who work across regions, lines of business and functions to deliver products and services to our clients and customers, as well as employees who provide expertise in areas such as risk management, technology, legal, policy and regulation, finance, accounting, controls and human resources.

JPMorganChase strives to support the human rights of our employees and is guided by applicable laws and regulations, as well as our internal employment policies and practices. We strive to foster a safe and professional work environment. We continue to reinforce our culture of respect, inclusion and anti-harassment efforts across the Firm through engagement activities, internal communications and training. Prior to the first day of employment or service, we complete background assessments on new employees and new contractors to confirm that applicable standards are satisfied.

In addition, compensation and benefits are an important part of our human capital strategy, by which we seek to attract, retain and motivate our workforce. We strive to provide competitive compensation for our employees, and benefits that support their needs, such as healthcare coverage, family planning, financial health programs and retirement benefits.

B. Suppliers

JPMorganChase expects suppliers to demonstrate ethical business conduct and adhere to the law at all times. Our Supplier Code of Conduct outlines our principles and expectations for suppliers and other third parties working for or on behalf of the Firm, as well as the owners, officers, directors, employees, consultants, affiliates, contractors and sub-contractors of these third-party organizations and entities.

The Supplier Code of Conduct communicates the Firm's expectations of suppliers across a range of issues, including the need to adhere to human rights laws by working to prevent forced labor and human trafficking in their operations and supply chains. Additionally, the Firm expects suppliers to institute practices that are consistent with the framework provided by the United Nations Guiding Principles on Business and Human Rights.

The Supplier Code of Conduct also requires our suppliers to report any concern or suspected violation of the law or regulation related to JPMorganChase's business, the Supplier Code of Conduct, or any Firm policy. The Firm executes risk-based due diligence on its suppliers across a range of environmental, social and governance matters, including screenings for human rights issues. Firmwide internal standards establish expectations for appropriate escalation and remediation of issues in the event such violations are reported.

C. Products, services, customers and clients

JPMorganChase has various policies and procedures designed to prevent our products and services from being used for improper purposes. These include:

- Policies and procedures pertaining to Anti-Corruption, Anti-Money Laundering (“AML”) and Know Your Customer (“KYC”) due diligence. JPMorganChase has in place a Referral of Unusual and Potentially Suspicious Activity Standard, which defines the requirements for identifying and referring unusual or potentially suspicious activity, including raising potential concerns related to human trafficking and modern slavery. The Firm also has a risk-based Global Anti-Money Laundering Compliance Program that includes policies, procedures and a system of internal controls designed to facilitate ongoing compliance with applicable U.S. and international AML and counter-terrorist financing laws and regulations. As part of this program, the Firm works to help identify customers whose financial activity may show involvement in human trafficking or other forms of modern slavery and, in accordance with applicable law, reports such suspicious activity to the applicable government unit of the jurisdictions where the Firm operates. JPMorganChase conducts targeted AML investigations to assist in identifying human trafficking networks, and in the U.S., participates in various private-public partnerships aimed at disrupting human trafficking activity and the criminal organizations that control and profit from it. The Firm is part of the Wolfsberg Group, an association of banks that seeks to develop frameworks and guidance for the management of financial crime risks, including the foundational Wolfsberg Anti-Money Laundering Principles for Private Banking. In addition, the Firm participates in the Joint Money Laundering Intelligence Taskforce, a public-private information sharing forum in the U.K. which works to understand and disrupt funding flows linked to threats such as organized immigration crime, human trafficking and modern slavery.
- The Firm makes risk-informed decisions that seek to promote our commercial interests, preserve our brand and advance the interests of our shareholders. It is our policy that we will not knowingly provide financial services to clients where we determine that there is substantiated evidence of human rights violations, such as forced labor, harmful child labor, human trafficking or other types of modern slavery in their business practices, and where such client has not put into place adequate practices and policies to prevent or remediate such human rights abuses. We have frameworks in place to identify activities and locations related to clients and transactions with heightened social risk, including risk associated with human rights issues. Where existing or potential risks of modern slavery are identified, the Firm performs due diligence to facilitate an understanding of the associated risks, including determining the severity of these risks, as well as the client’s approach, capacity and track record to manage modern slavery risks relevant to its activities.

D. Training

Where relevant to their line of business and function, employees receive training pertaining to products and services we provide to our clients and customers. In addition, employees receive training on the Firm's conduct expectations as well as our Anti-Corruption, AML and KYC programs.

JPMorganChase also has courses to help employees understand how risks, including forced labor, harmful child labor, human trafficking or other types of modern slavery, could affect our clients and our businesses, as well as how to escalate concerns.

IV. Consultation between reporting entities

Several groups were engaged as part of the process to produce this Statement, including regional Legal and Compliance teams and subject-matter experts such as Human Resources, Global Supplier Services, Global Financial Crimes Compliance and Risk Management. In addition, representatives of relevant local and parent-level entities were consulted and their feedback, if any, has been incorporated in this Statement.

V. Our evolving process

We strive to measure the effectiveness of our actions to manage modern slavery risks. We engage with a range of stakeholders on this topic and we aim to annually review our policies described in our Modern Slavery Group Statement to support their ongoing appropriateness, considering changing global circumstances and evolving policy environments.

This Statement applies to entities² of JPMorganChase that are subject to the requirements of section 54 of the U.K. Modern Slavery Act 2015, section 16 of the Australia Modern Slavery Act 2018 (Cth), and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. This Statement was prepared in consultation with relevant firmwide functions and JPMorganChase has consulted with the in-scope entities under the U.K., Australian and Canadian laws. This Statement was approved by the JPMorganChase Board of Directors on April 21, 2025 for the year ended December 31, 2025. It has been published on the Human Rights section of the JPMorganChase webpage (see <https://www.jpmorganchase.com/about/our-business/human-rights>) and will continue to be reviewed annually.



Jamie Dimon
Chairman & Chief Executive Officer
JPMorgan Chase & Co.

² The Boards of Directors of each of the following entities have approved this Statement, including JPMorgan Chase & Co.; JPMorgan Chase Bank, N.A.; and JPMorgan Chase Holdings LLC. Specifically with respect to this joint Statement on behalf of the following U.K. entities under the U.K. Modern Slavery Act 2015: JPMorgan Chase Bank, N.A., London Branch; Aldermanbury Investments Limited; J.P. Morgan Capital Holdings Limited; J.P. Morgan Europe Limited; J.P. Morgan Investment Management Inc.; J.P. Morgan Limited; J.P. Morgan Markets Limited; J.P. Morgan SE - London Branch; J.P. Morgan Securities plc; J.P. Morgan Technology Services UK Limited; JPMorgan Asset Management International Limited; JPMorgan Asset Management (UK) Limited; JPMorgan Capital Financing Ltd; JPMorgan Funds Limited; J.P. Morgan Personal Investing Limited; and J.P. Morgan Mansart Management Limited. Specifically with respect to this joint Statement on behalf of the following Australian and foreign registered entities under the Australia Modern Slavery Act 2018 (Cth): JPMorgan Chase Bank, N.A., Sydney Branch; J.P. Morgan Securities Australia Limited; J.P. Morgan Australia Group Pty Limited; J.P. Morgan Administrative Services Australia Limited; J.P. Morgan Securities plc; J.P. Morgan Securities LLC; and J.P. Morgan SE. Specifically with respect to this joint Statement on behalf of the following Canadian reporting entities under the Canadian Act: JPMorgan Chase Bank, N.A., Toronto Branch; JP Morgan Securities Canada Inc.; JPMorgan Asset Management (Canada) Inc.; and Chase Paymentech Solutions Inc. For additional information, please contact: OTS-London@jpmorgan.com.