

## 2017 Annual Compensation Summary

### NIJU MOHAN

<b>Total Compensation (Fixed Pay + Incentives)</b>	<b>INR 2,779,500</b>
<b>Fixed Pay as of December 31, 2017</b>	<b>INR 2,550,000</b>
<b>Annual Incentive Awards</b>	<b>INR 229,500</b>
<i>Cash Incentive</i>	<i>INR 229,500</i>

**Your Annual Fixed Pay effective February 1, 2018 will be INR 2,730,000.**

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#### **Cash Incentive**

Your Cash Incentive of INR 229,500 for performance year 2017 is expected to be distributed by January 29, 2018.

#### **Notes**

- You will not receive an Incentive Award if you are not employed by JPMorgan Chase on the payment date and/or the grant date or if you have given notice of termination prior to those dates.
- Incentive Awards are subject to the JPMorgan Chase Performance-Based Incentive Compensation Plan and the JPMorgan Chase Bonus Recoupment Policy.
- Your Cash Incentive Payment will be subject to any applicable taxes and deductions.
- Please refer to the addendum for your Fixed Pay breakup.
- Most employees with work location or home base location in the United States, United Kingdom, India or Philippines can access My Rewards on me@jpmc to see a full, personalized summary of the benefits received as a JP Morgan Chase & Co. 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.

## Addendum to Annual Compensation Summary

Name: NIJU MOHAN

SID: D302664

Fixed Pay Effective Date: February 1, 2018

Fixed Pay Currency: INR

<b><u>Fixed Pay Per Annum</u></b>	<b><u>February 1, 2018</u></b>
Basic Salary	819,000
House Rent Allowance	409,500
Special Allowance	1,319,020
Conveyance Allowance	19,200
Medical Assistance	15,000
Leave Travel Assistance	50,000
Provident Fund	98,280
<b>Fixed Pay</b>	<b>2,730,000</b>

Note:

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