To sustain our service to customers and society as one group, we share the same values.

Sharing and Implementing Our Corporate Vision

With 140,000 employees in more than 40 countries, MUFG is committed to education and training to ensure that all employees worldwide can understand our Corporate Vision and put it into practice.

Outside of Japan, we launched a new corporate logo in July 2014 that will unite all group companies under the global MUFG identity. We held workshops in our major markets, Europe, the Americas, and Asia, to help employees implement the Corporate Vision as a unifying aspect of the new MUFG brand. Workshop participants are now advancing the Corporate Vision as brand ambassadors at their respective branches.

We pursue the challenges of continuous growth so our employees can make the most of their professional skills and collaborate with people in other regions and industries.
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Sharing and executing our Corporate Vision is critical for MUFG to fully capitalize on its comprehensive strengths. As stated in the Vision—to “be the world’s most trusted financial group”—we strive to be a trustworthy, competitive financial institution, always standing in the customer’s shoes and wielding a market strength our customers can rely on.

With 140,000 employees in over 40 countries, MUFG is an extremely diverse organization in terms of race, historical background, and culture. We believe that each employee’s respect and appreciation for this diversity and vision in their daily work has tangible benefits for our customers, communities, and global society.

In Japan, MUFG companies hold joint training events for new hires, new branch heads, new company directors, and employees in various other positions. For young employees up to their tenth year with the company, we hold workshops where they can engage in direct dialogue with company directors to further catalyze their understanding of the Corporate Vision.

These objectives also apply to the recruiting process, where we assist university students in their understanding of MUFG companies through the MUFG careers website, collaborative recruiting events, and introductory DVDs and other materials. Our aim is to attract employees who share similar values with the Corporate Vision, so they are immediately ready to put these values into practice and challenge themselves to grow.

Junichi Masuda
General Manager
MUFG Brand Development Office,
Corporate Planning Division
Mitsubishi UFJ Financial Group

Hiroko Takahashi
General Manager
Diversity & Inclusion Office,
Human Resources Division
The Bank of Tokyo-Mitsubishi UFJ

BTMU Diversity Report 2014

Ethical and Dynamic Workplace

From my experience as a manager and working overseas, I have learned that the appreciation of mutual differences and friendly competition between individuals of different nationalities, languages, cultures, genders, and even values and views on life can generate enormous power in an organization. The understanding and modeling of diversity in our individual work is vital to the company’s continued growth and value enhancement, which is why we will continue to support diversity through training and other programs.

Junichi Masuda
General Manager
MUFG Brand Development Office,
Corporate Planning Division
Mitsubishi UFJ Financial Group
Encouraging Excellence for All Employees

MUFG promotes diversity as part of its endeavor to create dynamic organizations. Diversity means recognizing and understanding mutual differences. Creating diversity requires an active effort to welcome diverse people, with the end result being a stronger organization.

We strive to provide an environment where everyone can use their abilities to the fullest and contribute to the organization, regardless of their gender, external appearance, cultural background, or other differences. To carry this effort forward, MUFG companies work on improving and expanding diversity measures and programs, while also cultivating an atmosphere that embraces diversity. These actions led to MUFG being selected as a FY 2013 Nadeshiko Brand, one of only 26 publicly-listed companies recognized for being supportive of women in the workplace.

BTMU issues an annual diversity report for all employees, and strives to raise awareness through various training events, including an annual Diversity Forum. These efforts were recognized by the Ministry of Economy, Trade and Industry (METI) in its "Diversity Management Selection 100" program.¹

¹ A joint initiative by METI and the Tokyo Stock Exchange that selects companies that have demonstrated leadership in promoting women in the workplace and introduces them to investors as an attractive long-term investment.

² A METI program to select and award companies that, by providing opportunities for individuals to maximize their potential, are leveraging diversity to drive innovation and value creation. METI plans to award 100 companies across several years starting from FY 2012.

BTMU promotes diversity in line with its vision, "Enlighten, Encourage, Empower—Exceed the expectations of our customers." From my experience as a manager and working overseas, I have learned that the appreciation of mutual differences and friendly competition between individuals of different nationalities, languages, cultures, genders, and even values and views on life can generate enormous power in an organization. The understanding and modeling of diversity in our individual work is vital to the company’s continued growth and value enhancement, which is why we will continue to support diversity through training and other programs.