

ESG Data (Environment)

Reducing Our Environmental Impacts through Core Business

CO₂ Emissions from Business Activities and Employee Travel

[Method of calculation for FY2020]

Scope of Reporting: Mitsubishi UFJ Financial Group, MUFG Bank, Mitsubishi UFJ Trust and Banking, Mitsubishi UFJ Morgan Stanley Securities, and Mitsubishi UFJ NICOS.

[CO₂ Emissions Calculation Method]

1. City gas, LPG, kerosene, light oil, heavy oil, steam/hot water, cold water, and gasoline are calculated according to factors based on the Act on Promotion of Global Warming Countermeasures.
2. Electricity is calculated according to the most recent basic emissions factors by electricity producers for FY2019 based on the Act on the Promotion of Global Warming Countermeasures.
3. The amount of renewable electricity is counted as zero CO₂ Emissions.
4. Overseas travel (international routes) is calculated according to a factor specified in the General Guidelines on Supply Chain GHG Emission Accounting (Ministry of the Environment / Ministry of Economy, Trade and Industry).

[CO₂ emissions from use of electric power]

This report contains the results of calculations based on the "basic emission factor (pre-adjustment emission factor)", in which power companies do not reflect Kyoto Mechanism credits or cuts in domestic certified emissions, etc. However, the amount of renewable electricity used at the MUFG Bank Marunouchi Building is counted as zero CO₂ Emissions.

Period covered: April 1, 2020 through March 31, 2021.

MUFG Environmental Impact Data and CO₂ Emission

Item		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Total floor space		1,000m ²	2,175	2,174	2,175	2,167	2,089
Direct energy consumption	City gas	1,000Nm ³	3,915	3,965	3,697	3,285	3,059
	Heavy oil	Kl	855	962	805	856	956
	Kerosene	Kl	81	75	76	68	49
Indirect energy consumption	Electricity	1,000kWh	409,823	397,386	381,211	395,463	370,594
	Steam, hot water	GJ	63,463	68,257	62,466	61,657	58,646
	Cold water	GJ	55,836	56,213	61,828	57,148	49,544
Energy use from employee travel and transportation	Overseas travel (international routes)	1,000km	56,568	52,672	52,359	36,280	64
	Company automobiles (gasoline)	Kl	2,927	2,684	2,570	2,133	1,517
Water usage efficiency	Tap water	1,000m ³	1,398	1,503	1,446	1,383	676
	Waste water	1,000m ³	1,155	1,176	1,208	1,154	484
Total energy consumption		MWh	-	431,961	415,737	428,464	400,647

Changes in CO₂ Emission

Item		Unit	FY2016	FY2017	FY2018	FY2019	FY2020	
CO ₂ emission	Scope1	Direct CO ₂ emissions	t-CO ₂	11,421	11,836	10,795	9,963	9,560
	Scope2	Indirect CO ₂ emissions	t-CO ₂	212,282	202,004	186,870	184,287	162,159
	Scope3	Other indirect CO ₂ emissions	t-CO ₂	11,487	10,598	10,309	7,959	3,526
	Offsets using CDM credits		t-CO ₂	-25,500	0	0	0	0
	Total		t-CO ₂	209,689	224,439	207,973	202,209	175,244
Basic unit of CO ₂ emission (CO ₂ emissions per unit of floor space)		t-CO ₂ /1,000m ²	96	103	96	93	84	
Basic unit of electricity use		kWh/m ²	188	183	175	182	177	

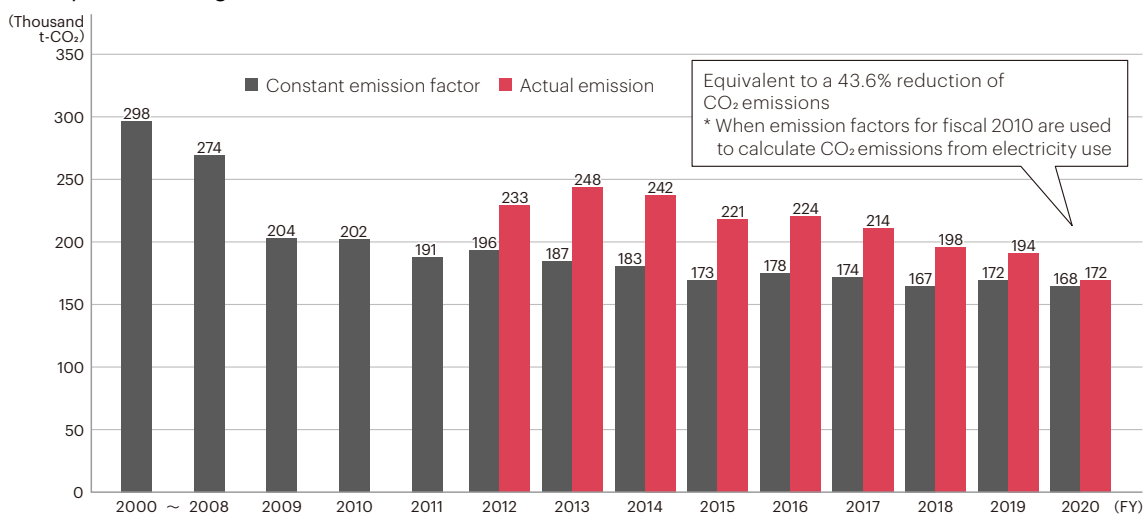
Details of Scope

● Details of CO₂ Emission

[t-CO₂]

Item		FY2016	FY2017	FY2018	FY2019	FY2020
Direct CO ₂ emissions (Scope 1)	City gas	8,897	9,036	8,420	7,472	6,847
	Heavy oil	2,318	2,608	2,180	2,321	2,590
	Kerosene	206	192	194	170	123
	Subtotal	11,421	11,836	10,795	9,963	9,560
Indirect CO ₂ emissions (Scope 2)	Electricity	205,482	194,910	179,785	177,248	155,992
	Steam, hot water	3,617	3,891	3,561	3,514	3,343
	Cold water	3,183	3,204	3,524	3,524	2,824
	Subtotal	212,282	202,004	186,870	184,287	162,159
Other indirect CO ₂ emissions (Scope 3)	Overseas travel (international routes)	4,695	4,372	4,346	3,011	5
	Company automobiles (gasoline)	6,792	6,226	5,963	4,948	3,520
	Subtotal	11,487	10,598	10,309	7,959	3,526
Offsets using CDM credits		-25,500	0	0	0	0
CO ₂ Emission Total		209,689	224,439	207,973	202,209	175,244

● Scope 1 + 2 Changes in CO₂ Emission



* The figures in the graph and in the table are different, because the scope of calculation of the graph is the four companies that set reduction targets based on CO₂ emissions in fiscal 2000.

* CO₂ emission factor from electricity use in fiscal 2010 is the one listed in the Environmental Action Plan by the Japanese Electric Utility Industry (The Federation of Electric Power Companies of Japan, September 2010).

Environmental Accounting Information for Our Offices

[Method of calculation for FY2020]

Companies included: Mitsubishi UFJ Financial Group, MUFG Bank, Mitsubishi UFJ Trust and Banking, Mitsubishi UFJ Morgan Stanley Securities and Mitsubishi UFJ NICOS

Accounting method: Based on Environmental Accounting Guidelines 2005, published by Japanese Ministry of the Environment.

Period covered: April 1, 2020 through March 31, 2021

As for the method of calculation, the depreciation expenses on investment amounts are included in expenses using the straight line method for a service life of five years (with no residual value). The service life is set at five years as the period during which repairs and improvements are required following the introduction of environmental equipment.

Cost for Environmental Measures

[Million yen]

Category		Details	FY2019		FY2020		Compared to FY2019	
			Investment	Expense	Investment	Expense	Investment	Expense
1. Operation area costs		-	3,207	7,500	3,971	5,917	764	△1,583
Details	1-1 Costs for pollution prevention	Costs for asbestos surveys, removal, measurement and inspection, etc.	0	167	0	67	0	△100
	1-2 Costs for addressing global environmental issues	Investments: Installation of energy-efficient lighting and air conditioning equipment, etc. Costs: Depreciation for energy-efficient equipment, etc	3,207	6,908	3,971	5,517	764	△1,391
	1-3 Costs for reuse of resources	Disposal of general and industrial waste	0	425	0	333	0	△92
2. Upstream / downstream costs		-	0	0	0	0	0	0
3. Costs for management activities		Development/operation of environmental management systems, environmental information disclosure, etc.	0	10	0	9	0	△1
4. Costs for research and development		-	0	0	0	0	0	0
5. Social activity costs		Charitable contributions related to environmental conservation, etc.	0	96	0	110	0	15
6. Environmental remediation costs		-	0	0	0	0	0	0
Total			3,207	7,606	3,971	6,036	764	△1,569

Environmental Benefits

Category	Environmental performance indicators	Unit	FY2019	FY2020	Environmental benefits
Environmental benefits related to resource inputs for business activities	City gas	1,000Nm ³	3,285	3,059	△412
	Heavy oil	kl	856	956	52
	Kerosene	kl	68	49	△8
	Electricity	1,000kWh	395,463	370,594	14,252
	Steam, hot water	GJ	61,657	58,646	△809
	Cold water	GJ	57,148	49,544	△4,680
	Tap water	1,000m ³	1,383	676	△63
	Energy consumption associated with road travel for executives and employees: company automobiles (gasoline)	kl	2,133	1,517	△437
The effects of environmental conservation efforts related to the environmental burden and waste emitted from our business activities	GHG emission	t-CO ₂	202,744	175,632	△6,061
	Waste water	1,000m ³	1,154	484	△54
Other environmental benefits	Energy consumption associated with travel for executives and employees: air travel (international routes)	1,000km	36,280	64	△16,079

Efforts to Reduce Plastic Waste

We recognize that regulations on single-use plastics are being strengthened worldwide in light of growing international awareness of resource recycling, the worsening waste problem, and the conservation of marine and oceanic resources. With this recognition, MUFG is tackling the following issues.

1. Sorting and collection of used PET bottles
2. Implementation of cleanup and other activities as part of the community contribution activities at sales offices and other locations
3. Based on the target of a waste recycling rate of 90% or higher, implementation of efficient use of resources and reduce waste (fiscal 2020 performance for the main building: 91.2%)
4. Provide information and support for initiatives led by plastic-related customers using references describing trends and impacts of plastic regulations and business strategies based on the plastic regulations

MUFG Bank

● Waste Reduction

Medium- to long-term plan	Establish a recycling rate of at least 90%.
FY2020 targets	Achieve a waste recycling rate of at least 90% at the headquarters buildings in Tokyo, Nagoya and Osaka.
FY2020 results	Head Office Tokyo Marunouchi Building: 91.2% Head Office Nagoya Building: 83.0% Head Office Osaka Building: 56.0%

▶ Details on other group company's initiatives are available on our website. (<https://www.muftg.jp/english/csr/environment/effort/>)

Other Efforts to Reduce Environmental Impact

Each group company has also set medium- to long-term environmental targets and is working to achieve them.

MUFG Bank

● Prevention of Air Pollution

Medium- to long-term plan	Work at reducing air pollution from vehicle emissions.
FY2020 targets	Promote eco-driving, while reducing number of sales vehicles, shifting to compact vehicles, and introducing low-emission vehicles.
FY2020 results	Reduced by about 430 vehicles.
FY2020 plan	Promote eco-driving, while reducing number of sales vehicles, shifting to compact vehicles, and introducing low-emission vehicles.

Reducing Our Environmental Impacts through Core Business

Reducing CO₂ and Achieving Economic Effects through Loans

Changes in CO₂ Reductions and Economic Effect through Financing

	Reduction unit cost	FY2016	FY2017	FY2018	FY2019	FY2020
Number of environmental loans, by fiscal year	No. of loans	9	26	23	9	6
Annual CO ₂ reductions due to financing, by fiscal year	1,000 t-CO ₂	19.1	167.6	135.3	1.7	0.4
Total CO ₂ reductions	1,000 t-CO ₂	1,018.2	1,185.8	1,321.1	1,322.8	1,323.2
Total economic effect of the reduction	Million yen	5,505	5,614	5,702	5,703	5,704
Reduction unit cost*	yen/t-CO ₂	1,500	650	650	600	540

* The average cost of Excess Reductions is detailed in the "Results of the assessment of trading prices," a Tokyo Metropolitan Government survey on total reduction obligations and the emissions trading structure in the metropolitan area (March, 2020). This was used as a measure that could be equated with a reduction cost within Japan.

Details of CO₂ Reductions and Economic Effect through Financing

● Details of Number of Environmental Loans, by FY

	Until FY2016	FY2017	FY2018	FY2019	FY2020	Cumulative	Ratio
Alternative energy (Wind power, etc.)	37	11	2	0	0	50	18.1%
Recycling (Construction waste, etc.)	14	0	0	0	0	14	5.1%
Proper disposal (Final disposal site, etc.)	7	0	0	0	0	7	2.5%
Installation of energy- efficient equipment/materials (mechanical equipment materials, etc.)	112	8	16	8	4	148	53.6%
Energy-efficient building construction (Shopping malls, office building, etc.)	42	7	5	1	2	57	20.7%
Total	212	26	23	9	6	276	100.0%

● Details of Annual CO₂ Reduction Effects from Loans, by FY

[1,000 t-CO₂]

	Until FY2016	FY2017	FY2018	FY2019	FY2020	Cumulative	Ratio
Alternative energy (Wind power, etc.)	399	159.2	125.7	0.0	0.0	683.9	51.7%
Recycling (Construction waste, etc.)	101	0.0	0.0	0.0	0.0	101.0	7.6%
Proper disposal (Final disposal site, etc.)	29	0.0	0.0	0.0	0.0	28.7	2.2%
Installation of energy- efficient equipment/materials (mechanical equipment materials, etc.)	448	3.7	8.5	1.7	0.3	462.8	35.0%
Energy-efficient building construction (Shopping malls, office building, etc.)	41	4.7	1.1	0.0	0.1	46.9	3.5%
Total	1,018	167.6	135.3	1.7	0.4	1,323.2	100.0%

* Totals may not add up due to rounding.

● Economic Effects of Annual CO₂ Reduction (Details of Cumulative Economic Effects by Reduction)

[Million yen]

	Until FY2016	FY2017	FY2018	FY2019	FY2020	Cumulative	Ratio
Alternative energy (Wind power, etc.)	2,393	103.5	81.7	-	-	2,577.6	45.2%
Recycling (Construction waste, etc.)	707	0.0	0.0	-	-	707.0	12.4%
Proper disposal (Final disposal site, etc.)	201	0.0	0.0	-	-	200.9	3.5%
Installation of energy- efficient equipment/materials (mechanical equipment materials, etc.)	2,087	2.4	5.5	1.0	0.1	2,096.6	36.8%
Energy-efficient building construction (Shopping malls, office building, etc.)	118	3.0	0.7	0.0	0.1	121.6	2.1%
Total	5,506	108.9	87.9	1.0	0.2	5,703.7	100.0%

* Totals may not add up due to rounding.

ESG Data (Social)

● Status of Employees (new criteria)

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020	
MUFG Bank	Number of employees* ¹	Persons	34,276	34,101	33,524	32,186	30,554
	Of these, domestic employees	Persons	28,496	28,302	27,855	26,347	24,647
	Age range : 20s	Persons	8,650	8,291	8,287	7,982	6,287
	Age range : 30s	Persons	8,377	8,502	8,170	7,676	7,843
	Age range : 40s	Persons	8,544	8,379	8,131	7,608	6,637
	Age range : 50 and over	Person	2,924	3,129	3,267	3,080	3,879
	Ratio of female employees	%	52	53	54	57	59
	Of these, overseas local hires	Persons	5,781	5,800	5,669	5,840	5,908
	Contract employees	Persons	1,641	1,609	1,562	1,501	1,429
	Temporary employees* ²	Persons	11,973	11,347	11,119	10,300	9,645
	Average age* ³	Years old	37.9	37.5	38.2	39.6	38.3
	Average years of continuous service* ³	Year	14.5	14.1	14.6	15.2	14.7
	Attrition Rate	%	2.1	2.1	2.6	2.8	2.1
	Mitsubishi UFJ Trust and Banking	Number of employees* ⁴	Persons	6,959	7,011	6,457	6,397
Of these, domestic employees (excluding contract salespersons)		Persons	5,949	6,085	5,601	5,566	5,502
Age range : 20s		Persons	1,210	1,272	1,226	1,223	1,212
Age range : 30s		Persons	1,541	1,554	1,418	1,478	1,473
Age range : 40s		Persons	1,789	1,642	1,342	1,237	1,154
Age range : 50 and over		Persons	1,409	1,617	1,615	1,628	1,663
Ratio of female employees		%	39	40	42	41	40
Of these, domestic contract salespersons		Persons	603	534	468	443	454
Of these, overseas local hires		Persons	407	392	388	388	417
Temporary employees		Persons	1,804	1,785	1,582	1,538	1,383
Average age* ⁵		Years old	42.8	42.8	42.8	42.9	43.1
Average years of continuous service* ⁵		Year	15.8	16.2	16.6	16.8	17.0
Attrition Rate		%	2.9	2.5	2.9	2.6	1.7
Mitsubishi UFJ Morgan Stanley Securities		Number of employees* ⁴	Persons	5,226	5,204	5,273	5,401
	Of these, domestic employees	Persons	5,194	5,161	5,231	5,365	5,873
	Age range : 20s	Persons	991	1,028	1,000	1,077	1,002
	Age range : 30s	Persons	1,272	1,159	1,135	1,057	1,203
	Age range : 40s	Persons	1,334	1,284	1,277	1,248	1,307
	Age range : 50 and over	Persons	1,597	1,690	1,819	1,983	2,361
	Ratio of female employees	%	34	34	35	34	34
	Of these, overseas local hires* ⁶	Persons	0	0	0	0	0
	Temporary employees(Average)	Persons	400	288	222	192	198
	Average age	Years old	40.8	41.1	41.5	41.9	43.9
	Average years of continuous service	Year	13.4	13.9	14.3	14.7	17.3
	Attrition Rate	%	3.2	4.5	5.3	5.0	5.0

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020	
Mitsubishi UFJ NICOS	Number of employees ^{*7}	Persons	3,402	3,181	3,111	3,059	3,463
	Age range : 20s	Persons	559	547	553	574	620
	Age range : 30s	Persons	1,021	914	841	749	831
	Age range : 40s	Persons	1,141	1,062	988	959	1,038
	Age range : 50 and over	Persons	681	658	729	777	974
	Ratio of female employees	%	46	47	48	49	51
	Average age	Years old	40.2	40.1	40.5	41.0	41.6
	Average years of continuous service	Year	16.0	16.1	16.5	17.1	17.3
	Attrition Rate	%	-	2.4	3.6	3.8	2.0
ACOM	Number of employees ^{*8}	Persons	1,854	1,936	2,020	2,063	2,112
	Age range : 20s	Persons	406	458	525	548	572
	Age range : 30s	Persons	455	449	390	357	396
	Age range : 40s	Persons	673	688	694	722	676
	Age range : 50 and over	Persons	320	341	411	436	468
	Ratio of female employees	%	36	39	39	40	40
	Temporary employees ^{*9}	Persons	161	116	113	84	87
	Average age	Years old	39.9	40.0	40.4	40.7	40.5
	Average years of continuous service	Year	15.2	14.9	14.4	14.8	14.8
Attrition Rate	%	3.7	3.2	3.6	3.0	2.9	
Overseas^{*10} employees	Asia	Persons	6,877	6,747	6,813	7,011	6,964
	Americas	Persons	13,326	13,628	13,908	13,818	14,400
	Europa	Persons	2,530	2,598	2,708	2,827	3,043
	Others	Persons	0	0	0	0	0
Ratio of employees with disabilities^{*11}		%	2.22	2.28	2.32	2.41	2.48

*1 Does not include executive officers, excludes MUFG Bank (the Bank) employees seconded to other companies, includes employees of other companies seconded to the Bank.

*2 Includes temporary staff.

*3 Excludes employees hired by overseas subsidiaries and employees of other companies seconded to the Bank.

*4 Does not include executive officers.

*5 Excludes executive officers, employees seconded from other companies and employees hired by overseas subsidiaries.

*6 Employees hired by the Beijing office.

*7 Does not include executive officers and seconded employees.

*8 Regular employees (including advisors and executive officers) and regular employees fixed to workplaces.

Excluded employees seconded from the Company but includes those seconded to the Company.

*9 Average number of people employed during the year on fixed-term contracts (associate employees and temporary employees)

*10 Scope of data of MUFG Bank and Mitsubishi UFJ Morgan Stanley Securities is home staff (expatriate employee from Japan) and national staff of overseas branches and affiliates which are substantially treated as a branch, such as MUFG Union Bank. Scope of data of Mitsubishi UFJ Trust and Banking Corporation is home staff and national staff of overseas branches.

*11 The employment rate in Japan for MUFG Bank, Mitsubishi UFJ Trust and Banking (including special subsidiaries and group affiliates for these two companies), Mitsubishi UFJ Morgan Stanley Securities, Mitsubishi UFJ NICOS and ACOM was calculated using the formula stipulated in the Employment Rate System for Persons with Disabilities. Figures for each year are as of June 1 of the following year.

● Number of Hires*1

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
MUFG Bank	Total	Persons	1,321	1,122	1,085	631	478
	New Graduate Recruitment	Persons	1,212	1,020	958	513	370
	Core Officer	Persons	447	391	608	346	271
	Core Officer (specific)	Persons	320	226	-*2	-	-
	Business-Specialist Track	Persons	445	403	350	167	99
Mid-career Recruitment	Persons	109	102	127	118	108	
Mitsubishi UFJ Trust and Banking	Total	Persons	369	279	348	304	192
	New Graduate Recruitment	Persons	303	229	249	194	134
	Core Officer	Persons	223	135	177	194	134
	Non-Core Officer	Persons	80	94	72	-	-
Mid-career Recruitment	Persons	66	50	99	110	58	
Mitsubishi UFJ Morgan Stanley Securities	Total	Persons	323	271	286	98	86
	New Graduate Recruitment	Persons	274	243	260	84	54
	Core Officer	Persons	179	190	217	84	54
	Area-Specific Core Officer	Persons	83	43	30	-	-
	Regional Track	Persons	12	10	13	0	0
Mid-career Recruitment	Persons	49	28	26	14	32	
Mitsubishi UFJ NICOS	Total	Persons	166	80	130	142	160
	New Graduate Recruitment	Persons	106	70	96	102	82
	Main Career	Persons	64	56	75	77	82
	Regular Service	Persons	42	14	21	25	0
Mid-career Recruitment	Persons	60	10	34	40	78	
ACOM	Total	Persons	99	196	170	148	174
	New Graduate Recruitment	Persons	80	91	114	83	107
	Core Officer	Persons	49	58	82	66	95
	Employment in Limited Positions	Persons	31	33	32	17	12
	Mid-career Recruitment	Persons	19	105	56	65	67

*1 These join the company on April 1 each next fiscal year (only new graduates).

*2 Not applicable because of the consolidation to a Core Officer.

● Training Hours

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
MUFG University *1	Total Training Hours	Hours			28	27	10
	Average training hours per employee	Hours			28	27	10
	Average training days per employee	Days			5	4	4
Cost of Training *2	Total	Million yen			595	851	655
	MUFG Bank	Million yen			418	609	452
	Mitsubishi UFJ Trust and Banking	Million yen			114	148	126
	Mitsubishi UFJ Morgan Stanley Securities	Million yen			63	94	77

*1 With regard to MUFG University programs, total training hours = average training hours per employee, as currently no single participant takes more than one program.

*2 Total training costs for mandatory and nominative-selective training organized by the Human Resources Department (including MUFG University).

● Number of Employees Using Support Programs and Leave

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
MUFG Bank	Childcare leave	Persons	2,640	2,940	2,886	2,815	3,253
	Of these, male	Persons	555	582	535	610	603
	Shorter work hours for childcare	Persons	1,387	1,216	1,367	1,460	1,496
	Nursing care leave	Persons	365	429	517	643	569
	Long-term nursing care leave	Persons	8	13	16	25	14
Mitsubishi UFJ Trust and Banking	Childcare leave	Persons	363	386	413	507	546
	Of these, male	Persons	8	8	22	106	163
	Shorter work hours for childcare	Persons	280	322	328	351	313
	Nursing care leave	Persons	2	5	7	5	26
	Long-term nursing care leave	Persons	1	3	3	7	6
Mitsubishi UFJ Morgan Stanley Securities	Childcare leave	Persons	218	282	233	286	272
	Of these, male	Persons	57	119	83	118	106
	Shorter work hours for childcare	Persons	143	177	143	147	138
	Nursing care leave	Persons	29	26	35	72	78
	Long-term nursing care leave	Persons	1	1	0	2	2
Mitsubishi UFJ NICOS	Childcare leave	Persons	156	149	134	156	236
	Of these, male	Persons	3	4	3	21	55
	Shorter work hours for childcare	Persons	282	280	306	297	381
	Nursing care leave	Persons	42	46	58	80	130
	Long-term nursing care leave	Persons	6	3	0	5	11

● Company Targets and Results for Female Representation in Managerial Positions in Japan

		Unit	Mar-2018	Mar-2019	Mar-2020	Mar-2021	Target*1	
MUFG Bank	Managers	%	15.5	17.1	20.2	21.8	23.0	
	Other Managerial Staff	%	22.2	24.3	27.0	30.2	35.0	
Mitsubishi UFJ Trust and Banking	Managers*2	%	7.4	8.4	10.0	10.2	11.0	
	Other Managerial Staff	%	22.6	23.8	25.2	26.2	29.0	
Mitsubishi UFJ Morgan Stanley Securities	Managers*3	%	3.1	3.5	4.0	6.5	11.0	
	Other Managerial Staff	%	13.1	14.3	16.0	18.2	22.0	
Total of the three companies		Managers	%	12.0	13.0	14.9	16.7	18.0
Mitsubishi UFJ NICOS	Managers and Team Leaders (Equivalent to Assistant Manager)	%	20.1	20.0	20.4	23.3	25 or more	

*1 The goal is to reach the end of March 2024.

*2 Partial change in the aggregation criteria from the current mid-term plan.

*3 The scope of aggregation has been changed to post appointees from the current mid-term plan.

● Female Executive Officer

		Unit	Mar-2018	Mar-2019	Mar-2020	Mar-2021
MUFG*	Executive officer	Persons	10	14	17	19

* Total of MUFG, the Bank, the Trust Bank, the Securities, and NICOS (Including outside directors and overseas local employees).

● Average Annual Salary

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
MUFG Bank	10,000 yen	773.8	773.3	771.5	774.4	773.1
Mitsubishi UFJ Trust and Banking	10,000 yen	864.6	859.7	844.4	850.1	869.9
Mitsubishi UFJ Morgan Stanley Securities	10,000 yen	877.3	854.1	860.2	748.0	772.6

Equal treatment for equal job responsibility, with no disparities by gender or region in Japan.

● Work-Related Accidents

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
MUFG Bank	Work-related accidents (resulting in leave)	Accidents	/	/	/	144 (40)	130 (34)
	Commuting related accidents (resulting in leave)		/	/	/	143 (57)	118 (56)
Mitsubishi UFJ Trust and Banking	Work-related accidents (resulting in leave)	Accidents	/	/	/	19 (7)	5 (2)
	Commuting related accidents (resulting in leave)		/	/	/	18 (9)	11 (5)
Mitsubishi UFJ Morgan Stanley Securities	Work-related accidents (resulting in leave)	Accidents	/	/	/	7 (1)	5 (0)
	Commuting related accidents (resulting in leave)		/	/	/	9 (1)	11 (2)

● Working Hours (per Employee)

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
MUFG Bank	Average number of overtime hours worked per month (Legal overtime)	Hours	/	/	/	19.5	19.6
	Ratio of overtime hours worked per month exceeding over 60 hours	%	/	/	/	0	0
Mitsubishi UFJ Trust and Banking	Average number of overtime hours worked per month (Legal overtime)	Hours	/	/	/	25.8	26.3
	Ratio of overtime hours worked per month exceeding over 60 hours	%	/	/	/	0	0
Mitsubishi UFJ Morgan Stanley Securities	Average number of overtime hours worked per month (Legal overtime)	Hours	/	/	/	20.1	20.3
	Ratio of overtime hours worked per month exceeding over 60 hours	%	/	/	/	0	0

● Labor Union Membership Rate

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
MUFG Bank	%	75.0	78.8	78.8	79.6	83.0
Mitsubishi UFJ Trust and Banking	%	75.5	76.5	74.9	75.1	75.2
Mitsubishi UFJ Morgan Stanley Securities	%	48.2	48.3	46.9	43.2	60.2

The Bank, the Trust Bank, and the Securities have entered into collective bargaining agreements with their respective employee unions, and are engaged in collective bargaining to improve the working conditions of their members and the development of the company, and to maintain and improve labor-management relations.

ESG Data (Governance)

		FY2018	FY2019	FY2020
Governance				
Composition of the Board of Directors	Numbers of Directors	16	16	16
	Of these, outside director	9	9	9
	Of these, female director	9	9	9
	Of these, foreign nationality director	3	4	4
	Of these, foreign nationality director	2	2	2
Board of Directors	Number of meetings held	9	10	10
	Average attendance rate	100%	100%	100%
Nominating and Governance Committee	Number of members	5	5	5
	Of these, outside director	4	4	4
	Chairman	Outside director	Outside director	Outside director
	Number of meetings held	13	14	12
	Average attendance rate	100%	100%	100%
Compensation Committee	Number of members	5	5	5
	Of these, outside director	4	4	4
	Chairman	Outside director	Outside director	Outside director
	Number of meetings held	7	8	6
	Average attendance rate	97%	100%	100%
Audit Committee	Number of members	5	5	5
	Of these, outside director	3	3	3
	Chairman	Outside director	Outside director	Outside director
	Number of meetings held	17	16	16
	Average attendance rate	99%	97.5%	100%
Compliance				
Number of reports to the Compliance Helpline	Number of reports (Total of MUFG, the Bank, the Trust Bank, the Securities, NICOS, ACOM)	-	-	570
Political Contribution				
Total Donations to Political Parties, etc		20 million yen	20 million yen	20 million yen