

Participation to Initiatives

MUFG participates in and endorses a variety of initiatives to meet the social responsibilities as a financial institution, meet the demands of the international community, and contribute to the realization of a sustainable society. (Listed in descending order of endorsement)

Environment

United Nations Environment Program Finance Initiative

MUFG is a signatory to the United Nations Environment Program Finance Initiative (UNEP FI). It is a public-private partnership "seeking to encourage the better implementation of environmental and sustainability principles at all levels of operations in financial institutions".



CDP

CDP (formerly the Carbon Disclosure Project) is a project that institutional investors from around the world work together and urges corporations to disclose their strategies on climate change as well as detailed data on their greenhouse gas emissions. MUFG has participated in the project since 2004.



Climate Change

Energy Transition Initiative-Center for Global Commons (ETI-CGC)

In November 2021, the University of Tokyo and 13 major domestic companies launched the Energy Transition Initiative – Center for Global Commons (ETI-CGC) as an initiative to help with decarbonization.

We advance discussions of pathways to achieve carbon neutrality in Japan.

As a founding member of ETI-CGC, MUFG is actively contributing to the activities of ETI-CGC from the standpoint of a financial institution.

Net Zero Asset Managers initiative (NZAM)

This initiative aims for global asset management companies that have endorsed the intent of the agreement, to achieve net zero greenhouse gas emissions by 2050, in order to achieve the targets agreed in the Paris Agreement (namely to keep global average temperature increases below 2°C and 1.5°C compared to pre-Industrial Revolution).

In November 2021, Mitsubishi UFJ Trust and Banking Corporation and its affiliated asset management companies, Mitsubishi UFJ Kokusai Asset Management Co., Ltd. , MU Investments Co., Ltd. , Mitsubishi UFJ Asset Management (UK) Ltd. have decided to participate in this initiative.

Asia Transition Finance Study Group (ATFSG)

Launched in October 2021, The ATFSG is an initiative formed and led by private financial institutions to facilitate transition finance in Asia. MUFG has led discussions with more than 30 participating financial institutions, based on which the ATFSG has compiled practical guidelines to be used by financial institutions when they consider transition finance along with the ATFSG activity report and a list of recommendation for support from governments and other stakeholders. These documents were then publicized at the Asia Green Growth Partnership Ministerial Meeting (AGGPM) hosted by the Ministry of Economy, Trade and Industry in September 2022.

Integrity Council for Voluntary Carbon Markets (IC-VCM)

The Integrity Council for Voluntary Carbon Markets is a governance body established with the aim of expanding the carbon credit market effectively and efficiently to achieve the goals of the Paris Agreement. IC-VCM is developing framework for verification and assessment of voluntary carbon credit. MUFG joined the Council in August 2021.

Partnership for Carbon Accounting Financials (PCAF)

In August 2021, MUFG joined the PCAF, an international initiative launched in 2015 with the aspiration to standardize the measurement and disclosure of financed emissions.



Glasgow Financial Alliance for Net Zero (GFANZ)

GFANZ is the largest pan-financial sector initiative in the world, bringing together independent, sector-specific alliances such as Net-Zero Banking Alliance (NZBA) and Net Zero Asset Managers initiative (NZAM). MUFG has actively contributed to international discussions in GFANZ workstreams.

We became a member of GFANZ by joining NZBA in June 2021. We have been actively participating in GFANZ workstreams to contribute to international discussions.

The GFANZ launched the GFANZ Asia-Pacific Network (GFANZ APAC) in June 2022 as its first regional office, where MUFG participates in the workstream tasked to develop the framework for the Managed Phaseout of Coal Fired Power Plants. In June 2023, the GFANZ Japan Country Chapter was launched under GFANZ APAC as the first GFANZ Country Chapter.

Masamichi Kono, Senior Advisor of MUFG Bank and Former Deputy Secretary General of the OECD, was appointed as GFANZ APAC Advisory Board Member and GFANZ Japan Advisor.

Net-Zero Banking Alliance (NZBA)

NZBA is an international industry-led initiative, convened by the United Nations Environment Programme Finance Initiative (UNEP FI) with banks committing to aligning their lending/investment portfolios with net-zero GHG emissions by 2050. MUFG became the first Japanese bank to participate in NZBA in June 2021, and became one of the NZBA Steering Group member representing Asia.

Also, MUFG chairs the NZBA Transition Finance Working Group tasked to develop concrete frameworks to expand transition finance.

The Poseidon Principles

The Bank has joined the Poseidon Principles, a global framework established by financial institutions for promoting shipping industry's decarbonization.



Keidanren Challenge Zero

Challenge Zero (Challenge Net Zero Carbon Innovation) is an initiative of Nippon Keidanren (Japan Business Federation) in collaboration with the Japanese government to strongly communicate and encourage innovative actions by companies and organizations to tackle the challenge of realizing a decarbonized society, which is the long-term goal of the Paris Agreement. MUFG participates in this initiative and contributes to the realization of a net zero society through sustainable finance.



Climate Action 100+

Climate Action 100+ was established by global investors in December 2017 as an initiative to encourage companies around the world that emit large amounts of greenhouse gases to take steps to climate change. Mitsubishi UFJ Trust and Banking Corporation has been participating in the initiative since 2018 and making relevant engagement with its investments.



Climate Change Initiative

MUFG has been participating in the Climate Change Initiative since 2018, a network to strengthen the dissemination of information and the exchange of ideas among companies, municipalities, NGOs and other organizations that are actively working to combat climate change, with the aim of achieving a decarbonized society.



Task Force on Climate-Related Financial Disclosures (TCFD)

MUFG supports the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), established by the Financial Stability Board (FSB). The recommendations developed by TCFD encourage companies to disclose climate change-related business risks and opportunities and to share information with investors.

Moreover, in May 2019, Mitsubishi UFJ Trust and Banking also declared support in its capacity as an asset management company.



Japan Climate Leaders Partnership (JCLP)

The Japan Climate Leaders Partnership (JCLP) is a Japanese corporate group established in 2009 under the recognition that industry should embrace a constructive sense of crisis and begin taking positive action to achieve a sustainable zero-carbon society. By leading the transition to a zero-carbon society, MUFG aims to be a needed presence in society. The Securities has taken part as a supporting member since October 2015.

Natural capital and Biodiversity

30by30 Alliance for Biodiversity

The Alliance was established in April 2022 as a coalition of the willing to implement the various measures incorporated in the 30by30 Roadmap formulated by the Ministry of the Environment.

Alliance participants make efforts to directly secure conservation areas or support conservation activities towards achieving the 30by30 target and disseminate the progress of such efforts.

MUFG supports the purpose of the Alliance and has been participating in it since its launch.



Taskforce on Nature-related Financial Disclosures (TNFD) Forum

The TNFD is an international initiative launched in June 2021 by the United Nations Environment Programme Finance Initiative (UNEP FI), the United Nations Development Programme (UNDP), the World Wide Fund for Nature (WWF) and Global Canopy. TNFD aims to shift global financial flows toward nature-positive outcomes through disclosure of nature-related information by companies. The TNFD Forum is a stakeholder organization to provides information and technical support related to TNFD.

MUFG, together with group companies Mitsubishi UFJ Trust and Banking Corporation and Mitsubishi UFJ Research & Consulting Co., Ltd., which began participating in the TNFD Forum in September and October 2021 respectively, will participate in the TNFD Forum to promote initiatives for natural capital and biodiversity as a group.

Declaration of Biodiversity by Keidanren

MUFG endorses the Declaration of Biodiversity by Keidanren and Action Policy, as revised in October 2018.



Others

The Sustainable Markets Initiative (SMI)

SMI is an initiative that Prince Charles of the United Kingdom called on companies to work together to promote and accelerate the realization of a sustainable future in 2020.

MUFG participate in the Financial Services Task Force and will contribute to the realization of a sustainable and environmentally friendly society and the promotion of decarbonization from the standpoint of a finance institute.



Japan Partnership for Circular Economy

MUFG has joined the Japan Partnership for Circular Economy (J4CE) that the Ministry of the Environment, the Ministry of Economy, Trade and Industry, and Keidanren (Japan Business Federation) launched in March 2021 with the aim of fostering a better understanding of the circular economy among a wide range of stakeholders, including domestic companies, and promoting its initiatives.



Operating Principles for Impact Management

The Bank is a signatory to the Operating Principles for Impact Management, a global market standard for impact investment developed mainly by the International Finance Corporation (IFC^(note)). The Bank is the first private financial institution in Japan to join the initiative.

Signatory to:



Operating Principles for
Impact Management

[Verifier Statement \(PDF / 125KB\)](#)

[Operating Principles for Impact Management \(PDF / 332KB\)](#)

(note) An institution of the World Bank Group. Established in 1956, one of the world's largest international financial institutions specializing in private sector development in developing countries. Through cooperation with the private companies in about 100 countries around the world, the organization helps to eradicate extreme poverty and promote shared prosperity.

Principles for Responsible Banking (PRB)

The Principles for Responsible Banking have been developed by the United Nations Environment Programme Finance Initiative (UNEP FI) to align the banking sector with society's goals as expressed in the SDGs, the Paris Climate Agreement, and other relevant frameworks. MUFG is a signatory in 2019.



Principles for Financial Action for the 21st Century

MUFG Bank (the Bank) and Mitsubishi UFJ Trust and Banking (the Trust Bank) have been signatories to Principles for Financial Action towards a Sustainable Society (also known as Principles for Financial Action for the 21st Century) since their first announcement in November 2011. These principles established mainly through the proactive efforts of financial institutions include seven principles for financial institutions that want to take an active role and responsibility in the creation of a sustainable society, and guidelines tailored to each sector to implement the principles. the Bank, the Trust Bank and the Leasing Business will continue to make active efforts for the environment and society based on the principles.



UN Global Compact

MUFG has endorsed the United Nations Global Compact, a principle-based framework of voluntary action which is announced by then UN Secretary-General Kofi Annan in 1999. It calls to companies and organizations around the world to align strategies and operations with universal principles on human-rights, labor, the environment and anti-corruptions, and take actions that advance societal goals. As a financial group aspiring to make "contribution to realize sustainable society", MUFG agrees and supports the principles of the Global Compact and addresses to fulfill our responsibility as a global citizen.



Principles for Responsible Investment (PRI)

UNEP FI and the UN Global Compact jointly promote the Principles for Responsible Investment (PRI), which were announced in 2006. The PRI are intended to improve long-term investment performance by incorporating environmental, social and corporate governance (ESG) issues into investment decision making within the fiduciary responsibility.



In May 2006, Mitsubishi UFJ Trust and Banking (the Trust Bank) was among the first financial organizations in Japan to sign up to the Principles. Since then, the Trust Bank has been actively promoting investment practices based on the PRI in Japan.

Equator Principles

Bank of Tokyo Mitsubishi UFJ adopted the Equator Principles (EP) as a framework ensuring environmental and social considerations when financing large-scale development projects.



Adoption and adherence to the Equator Principles, a risk management framework to determine, assess and manage environmental and social risks and impacts in projects

External Evaluation

A selection of sustainability-related assessments is provided. Please click [here](#) for all external assessments of MUFG.

External Assessment of Our Sustainability Initiative

New Elements of the ESG Index

FTSE Blossom Japan Index	FTSE Blossom Japan Sector Relative Index	S&P JPX Carbon Efficient Index	FTSE4Good Index Series
Bloomberg Gender–Equality Index	Sompo Sustainability Index	Morningstar Japan ex-REIT Gender Diversity Tilt Index	

Award for Our Sustainability Initiatives

Received ESG Finance Award

The Bank was awarded Gold in the Banking Category for the second straight year at the Fourth ESG Finance Awards Japan (Minister of Environment Award) hosted by the Ministry of the Environment. The Trust Bank was awarded Silver in the Investors (Asset Managers) Category . In addition, MUFG was selected as an Environmental Sustainable Company.



Best Bank for CSR Award from Asiamoney

Krungsri (Bank of Ayudhya PCL) received the Best Bank for CSR Award from the Best Bank Awards 2022: Thailand organized by Asiamoney, a leading financial publication. Krungsri has won this prestigious award for three years in a row, reflecting its outstanding performance in social contributions, especially in terms of promoting financial literacy among youths through developing the online edutainment animated series of the Krungsri Financial Literacy: 'Simple to Learn' Project.

Ensuring Equal Access to Financial Services

Best Sustainable Finance Adviser Award

In March 2023, MUFG Bank was chosen by Asset Publishing and Research Ltd. (The Asset) as its first winner for the Best Sustainable Finance Adviser award which was launched by The Asset in 2022 in light of the increasing importance of sustainable financing.

The Bank was highly acclaimed for providing financing in wide areas within ESG such as green, social and sustainability linked financing in the APAC region, and was chosen over European and U.S. financial institutions which are active in the ESG field.

Global Bank of the Year Award

In FY2022, MUFG received the Global Bank of the Year award from Project Finance International (PFI), a publication for project finance. The award recognized MUFG's global achievements and initiatives in the field of project finance.

4th NIKKEI SDGs Management Survey: 5 stars

MUFG earned the highest rating five stars in the 4th Nikkei SDGs Management Survey, conducted by Nikkei Inc., designed to evaluate and rate businesses' efforts toward the realization of the United Nations' SDGs.



4th NIKKEI SDGs Management Grand Prix: Grand Prix

MUFG became the first financial institution to win the Grand Prix in the 4th Nikkei SDGs Management Grand Prix, sponsored by Nikkei Inc.

Out of the companies that received the highest rating of 5 stars in the Nikkei SDGs Management Survey (eight companies including MUFG this fiscal year), the Grand Prix is awarded to the most outstanding company that exhibits high performance in both improvement in corporate value and contribution to SDGs. Through the assessment, SDGs strategy & economic value, social value, environmental value, and the governance platform to drive these values are taken into consideration.

MUFG was awarded with the Grand Prix for its efforts to solve environmental and social issues in a wide range of fields including business and social contribution.

NIKKEI SDGs 経営大賞



6th NIKKEI Smart Work Management Survey: 5 stars

MUFG was recognized as the highest rating five stars company in the 6th Nikkei Smart Work Management Survey, which selects leading companies taking on the challenge of revolutionizing productivity through work style reforms.

The survey, conducted by Nikkei Inc., covers both listed and leading unlisted companies across Japan, and defines "smart work management" as an initiative to maximize organizational performance through three elements: realization of diverse and flexible work styles, the system that creates new businesses, and the ability to develop markets. With corporate governance and other management foundations, companies are rated on a five-star scale.



HR Award 2023 by the Human Resources Division in Japan

MUFG received the HR Award 2023 in the corporate human resources category for its initiatives to support career formation.

The Bank develops and offers human resources systems and programs that support individuals in building fulfilling lives and back up employees' growth aspirations, grounded in career paths in the era of century-long lifespans and diversifying people's values.

With "supporting growth and challenge" and "from promotion to appointment" as its keywords, the Human Resources Division provides "opportunities for insights," "opportunities for practical action," and "opportunities for activity" under the behavior change program "Career Ownership for Development and Opportunities (CODO)." The division engages in initiatives to encourage autonomous behavior change in all employees, and in 2023, launched the Mirushiru program that allows employees to experience workplaces of interest for a day. Over 100 people have already applied for the program, which anticipates that experiencing the work will let employees expand their horizons and more easily envision their careers. We will continue to work toward a virtuous cycle of enhancing corporate value through our company and employees uniting to tackle innovation and challenges.



A-Rank evaluation for turning out human resources in Keidanren's "Startup Friendly Scoring."

The Japan Business Federation, or Keidanren, has released its "Startup Friendly Scoring" scheme aimed at changing the behavior of large companies, which make up a vital part of the startup ecosystem. Startup Friendly Scoring is a mechanism for visualizing how friendly large companies are toward startups and whether the companies fill critical roles in the startup ecosystem. It conducts evaluation based on the three criteria of providing resources to startups, taking in startup businesses and human resources, and turning out businesses and human resources into the startup ecosystem.

In addition to its overall initiatives to support human resource development and autonomous career development, the Bank was recognized for its Open EX system that provides opportunities for temporary assignments at startup companies, leading to an A-Rank evaluation in turning out human resources under the scoring.

Human Capital

Nadeshiko Brand

MUFG has been selected for inclusion in Semi- Nadeshiko Brand, a recognition jointly conferred by Japan's Ministry of Economy, Trade and Industry(METI) and the Tokyo Stock Exchange(TSE).



Gold Rating and Best Practice selection on PRIDE Index

In November 2022, a number of initiatives in Japan were evaluated and received the top gold rating^(note1) on the "PRIDE Index^(note2)", gold rating for the third consecutive year and the fourth time.

(note1) Rating based on the evaluation of initiatives by each company of MUFG Bank, Mitsubishi UFJ Trust and Banking, Mitsubishi UFJ Morgan Stanley Securities, Mitsubishi UFJ NICOS, MUS Business Service, and MUSIS

(note2) Japan's first index that evaluates companies' LGBTQ-related initiatives operated by a private organization "work with Pride".



Kurumin and Platinum Kurumin Certification

Each Group company is Kurumin certified under the Act on Advancement of Measures to Support Raising Next-Generation Children. This certification by the Ministry of Health, Labour and Welfare (MHLW) recognizes a business as a childcare support company based on set requirements in support of balancing work and childcare. Companies that meet even higher standards receive a Platinum Kurumin certification. Additionally, we have also received a new certification “Plus”, which was established to recognize a company which supports employees in balancing work and fertility treatments.

< Kurumin certified companies >

- MUFG Bank
- Mitsubishi UFJ Trust and Banking
- Mitsubishi UFJ Morgan Stanley Securities
- Mitsubishi UFJ NICOS
- ACOM
- Mitsubishi UFJ Research and Consulting
- Master Trust Bank of Japan
- Mitsubishi Research Institute DCS
- Mitsubishi UFJ Information Technology
- Mitsubishi UFJ Trust Systems
- Mitsubishi UFJ Kokusai Asset Management
- MU Communications
- JACCS
- Chukyo Bank
- Mitsubishi UFJ Factors
- MUS Information Systems
- Mitsubishi HC Capital

< Platinum Kurumin certified companies >

- MUFG Bank
- Mitsubishi UFJ Morgan Stanley Securities
- Master Trust Bank of Japan
- Mitsubishi Research Institute DCS
- Mitsubishi UFJ Information Technology
- Mitsubishi UFJ Trust Systems
- MU Communications
- MUS Information Systems
- MUS Business Service
- Mitsubishi HC Capital

< Platinum Kurumin Plus certified companies >

- MUFG Bank

(As of April 2023)



Eruboshi Certification

Each Group company is Eruboshi certified under the Act on the Promotion of Women's Participation and Advancement in the Workplace. Eruboshi certification is awarded by MHLW in Japan to companies that demonstrate excellence in promoting women's advancement. It is a three-level certification based on certain criterion.

< Eruboshi certified companies >

- JACCS (1st-level)
- Mitsubishi UFJ Information Technology (2nd-level)
- Mitsubishi UFJ Trust Systems (2nd-level)
- Mitsubishi HC Capital (2nd-level)
- Mitsubishi UFJ Research & Consulting (3rd-level)
- Master Trust Bank of Japan (3rd-level)
- MUS Business Service (3rd-level)
- Mitsubishi Research Institute DCS (3rd-level)

(As of July 2023)

< Platinum Eruboshi certified companies >

- Master Trust Bank of Japan

In January 2023, the Master Trust Bank of Japan received MUFG's first Platinum Eruboshi certification from the Minister of Health, Labour and Welfare under the Act on the Promotion of Women's Participation and Advancement in the Workplace. The certification recognized the bank's fulfillment of all five requirements (ratio of women employed, number of years of continuous employment for women, working hours, ratio of female managers, and availability of varied career courses), while also evaluating its efforts to improve the work environment and to develop female managers as particularly excellent.

(As of July 2023)



Tomonin

MUFG is certified to display the "Tomonin" symbol, a mark granted by the Ministry of Health, Labour and Welfare to companies that support balancing work and nursing care.



Assessment by ESG Rating Agencies

Entities	FY2020	FY2021	FY2022
MSCI ^(note)	BBB	A	A
FTSE ^(note)	3.4	3.3	3.9
Sustainalytics ^(note) (smaller figure stands for higher evaluation)	20.6	19.3	18.0
S&P Dow Jones ^(note)	56	53	62
CDP ^(note)	B-	B	A-
Nikkei SDGs	★4.5	★5.0	★5.0
Toyo Keizai	372.3	390.6	389.9

(note) Subject for the evaluation of executive remuneration

Various Reports/Data/Index

Various Reports

Sustainability Report

Progress Report
Moving towards Carbon
Neutrality

TCFD Report

Human Capital Report

Human Rights Report

MUFG Reports

Corporate Governance Report

Transition Whitepaper

Other Reports

Data

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