

## **Publication of the MUFG Human Rights Report 2023**

**Tokyo, July 26, 2023** --- MUFG today announced that it has released the English version of MUFG Human Rights Report 2023, which summarizes our efforts to respect human rights.

Information about the MUFG Human Rights Report 2023 is available here:

<https://www.mufg.jp/english/csr/report/humanrights/index.html>

Since April 2021, MUFG has been implementing our Medium-term Business Plan, continuously strengthening our commitment to contributing to the resolution of environmental and social issues by defining our corporate purpose as "Committed to empowering a brighter future." Respect for human rights is closely related to many environmental and social issues, and is an important issue for our management.

MUFG has enhanced its initiatives related to respect for human rights and published the MUFG Human Rights Report 2023, which summarizes our efforts to respect human rights. To realize our purpose, MUFG commits to contributing to achieving a sustainable environment and society, as a group and globally.

### **Key Points of the Report**

1. Human Rights Policy commitment /System for Promoting Respect for Human Rights
  - ① The MUFG Human Rights Policy Statement is based on the MUFG Group Code of Conduct, which is set out under the MUFG Way, and pledges to respect human rights in our business activities. MUFG respects human rights in its business activities and informs stakeholders of the MUFG Human Rights Policy Statement.
  - ② The MUFG Human Rights Policy Statement is established and reviewed by the Board of Directors. Initiatives for respecting human rights are deliberated by the Risk Management Committee and Group Compliance Committee, as well as the Sustainability Committee and the Executive Committee, and are supervised by the Board of Directors and the Risk Committee
  - ③ MUFG invited outside experts in the field of business and human rights to hold a dialogue on respect for human rights and discuss what financial institutions should do in this area.

## 2. Due Diligence Process

- ① MUFG identified salient human rights issues highly relevant to MUFG, assessed their severity and likelihood of occurrence, and created a human rights issues map.. Based on the results, the Sustainability Committee discussed future policies for addressing salient human rights issues and MUFG has enhanced related initiatives with regard to each stakeholder.

### < Key points of enhanced measures in 2022 - 2023 >

Employees	<ul style="list-style-type: none"><li>• Positioning “Health Management” as a priority issue in human capital management</li><li>• Designating November 2022 as Inclusion &amp; Diversity (I&amp;D) Month, conducted an e-learning program as well as discussion sessions within departments and branches on the theme of psychological safety</li><li>• By investing in Mirairo Inc., further expanded employment and financial services for people with disabilities</li></ul>
Customers	<ul style="list-style-type: none"><li>• Contributing to ensuring equal access to financial services in Asia through investments in DMI Finance Private Limited and Silvrr Technology Co., Ltd. (Akulaku)</li></ul>
Borrowers/ investees	<ul style="list-style-type: none"><li>• Enhancing human rights due diligence against child labor, forced labor, and human trafficking (introduced screening process using external vendor data, etc.)</li><li>• Adding businesses that cause or contribute to human rights abuses, or have direct linkage with human rights abuses in conflict areas</li><li>• Reinforcing policies on initiatives for specific sectors (forestry and palm oil) and requested enhancements in supply chain management and traceability</li></ul>
Suppliers	<ul style="list-style-type: none"><li>• Revising our “Approach to Purchasing Activity” and enhanced its descriptions of respect for human rights and environmental considerations as requirements for suppliers</li><li>• Revising our “Guidelines for Purchasing Activity” in line with the “Approach to Purchasing Activity” and disseminated to suppliers to disseminate the policy</li><li>• Conducting trialed screening for child labor, forced labor, and human trafficking using external vendor data</li></ul>

## 3. Grievance Mechanism<sup>[1]</sup>/Remedies for Human Rights Abuses

- ① Compliance helpline/consultation desk for harassment, etc.  
② System for appropriately responding to opinions and complaints  
③ Joining the Engagement and Remedy Platform (JaCER<sup>[2]</sup>) and established remedial contact points for adverse human rights impacts occurring throughout the value chain

[1] Voices from stakeholders concerned about adverse effects of corporate activities

[2] Japan Center for Engagement and Remedy on Business and Human Rights. They provide an Engagement and Remedy Platform, a non-judicial grievance platform in compliance with the UN Guiding Principles on Business and Human Rights

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### **About MUFG**

Mitsubishi UFJ Financial Group, Inc. (MUFG) is one of the world's leading financial groups. Headquartered in Tokyo and with over 360 years of history, MUFG has a global network with approximately 2,000 locations in more than 50 countries. The Group has about 160,000 employees and offers services including commercial banking, trust banking, securities, credit cards, consumer finance, asset management, and leasing. The Group aims to "be the world's most trusted financial group" through close collaboration among our operating companies and flexibly respond to all of the financial needs of our clients, serving society, and fostering shared and sustainable growth for a better world. MUFG's shares trade on the Tokyo, Nagoya, and New York stock exchanges. For more information, visit <https://www.mufg.jp/english>.