

MUFG Receives Gold Rating on PRIDE Index

Tokyo, November 7, 2023 --- MUFG is pleased to announce that it has received the top gold rating on the PRIDE Index, managed by “work with Pride”, a Japanese voluntary association that supports the establishment and promotion of LGBTQ-related diversity management practices^[1]. This index evaluates companies' inclusivity efforts toward LGBTQ employees.

The PRIDE Index was established in 2016 as Japan's first index that evaluates companies' LGBTQ-related initiatives. It is based on five pillars, Policy (action declaration), Representation (LGBTQA network), Inspiration (raising awareness), Development (human resources management policy and programs), and Engagement / Empowerment (social responsibility and external activities), used to evaluate companies on a three-rank scale: gold, silver, and bronze.

MUFG has been working to foster a workplace where everyone, regardless of sexual orientation or gender identity, can play an active role in their own way, and since fiscal 2016, we have been endeavoring to clarify our anti-discrimination policy, continue training for employees, and introduce a same-sex partnership certification program. In fiscal 2023, MUFG organized various initiatives including online participation at Tokyo Rainbow Pride, articles on our internal website aimed at promoting understanding of LGBTQ issues and fostering an inclusive workplace culture. Additionally, during Pride Month in June^[2], MUFG collaborated with Mizuho Financial Group, Inc. and Sumitomo Mitsui Financial Group Co., Ltd. to host the ‘PRIDE Project NEXT ~ Watching Movies Event~.’ In this event, which was open to employees, their families, and friends, participants deepened their understanding of LGBTQ issues and each individual expressed their support for specific areas through voting, such as education, employment, and welfare related to social challenges faced by the LGBTQ community. MUFG received the top gold rating on the PRIDE Index because of these efforts.

MUFG has designated Diversity, Equity & Inclusion as one of its 10 priority issues in sustainability management to realize our purpose of “Committed to empowering a brighter future”. We will continue to pursue various initiatives to foster a workplace environment where all of our diverse employees can thrive.

^[1] The gold rating was bestowed upon MUFG and seven group companies (MUFG Bank, Ltd., Mitsubishi UFJ Trust and Banking Corporation, Mitsubishi UFJ Morgan Stanley Securities Co., Ltd., Mitsubishi UFJ NICOS Co., Ltd., MUS Business Service Co., Ltd., MUS Information Systems Co., Ltd. And Mitsubishi UFJ Information Technology, Ltd.)

^[2] Pride Month is a period dedicated to awareness Initiatives for LGBTQ (an acronym for Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning – the latter is a generic term to describe those questioning their sexual orientation and/or gender identity.), to promote their rights, equality, and visibility within the community. During this Pride Month, MUFG also conducted initiatives to celebrate and raise awareness.

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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>