



Mitsubishi UFJ Trust and Banking Corporation

Slavery and Human Trafficking Statement for the financial year ended 31 March 2025

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 of the United Kingdom and provides detail on the robust controls Mitsubishi UFJ Trust and Banking Corporation, ("MUTB" or "we" or "us" or "our") have taken to ensure that modern slavery and human trafficking are not taking place in our supply chains or any part of our business during the financial year ended on 31 March 2025

We continue to strive to maintain the highest professional and ethical standards and we expect the same from our suppliers. Slavery and human trafficking are entirely contradictory to the "MUFG Way" (the basic policy in conducting our business activities, which provides guidelines for all MUFG Group activities) and MUTB's Code of Conduct, and has no place in or around our organisation, and we are pleased to reinforce that principle through this statement.

Modern slavery and human trafficking

The term "modern slavery" is used to describe a range of situations in which coercion, threats or deceptions are used to exploit individuals and undermine their freedom. These situations include slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour and the worst forms of child labour.

"Human trafficking" occurs when a person arranges or facilitates the travel of another person with a view to the other person being exploited.

Organisational structure and supply chains

We are a financial institution incorporated and headquartered in Japan. MUTB is a subsidiary of Mitsubishi UFJ Financial Group, Inc. ("MUFG" or "Group"), listed on the Prime Section of the Tokyo Stock Exchange, the Nagoya Stock Exchange Premier Market, and the New York Stock Exchange. We operate through branches throughout the world, including London, U.K. The global management team sits in Japan and ensures the branches comply with the MUFG Way and Code of Conduct.

Our operations cover commercial banking services as well as asset management and administration, real estate, and stock transfer agency services. Our supply chains include procuring products and services for operating our offices and supporting our staff.

The risks of modern slavery and human trafficking

We understand that we operate in the banking and financial services industry, where risk of modern slavery within our direct business operations is low. However, we remain vigilant and prepared to uncover any such risks and take our responsibility to identify, measure risks, and effectively respond to any incidents of modern slavery and human trafficking taking place in our business, as well as our supply chains.

As part of our overall risk strategy and in accordance with our obligations, we have in place compliance and risk management frameworks incorporating systematic processes for the identification, assessment, treatment and monitoring of customers for financial and financial

crime risks including criminal or unethical activity (such as modern slavery and human trafficking), that their activities may pose to operations. Adverse media checks are performed on customers both during onboarding and periodically. Adverse media checks include searches of databases which highlight any regulatory, financial crimes and reputational concerns.

We view that the risks of modern slavery sit within our main supply chain, as described above, such as procuring products and services for operating our offices and supporting our staff as these procuring activities may have an adverse impact on the employees of the suppliers. To avoid such risks, we have placed policies and procedures as we are committed in respecting human rights within our supply chain. Please refer to “Policies and procedures” below.

Policies and procedures

As a member of MUFG, we are committed to the MUFG Way and Code of Conduct which has been reviewed and updated during the year to give our staff additional guidance to MUFG’s expectations in relation to their conduct. The Code of Conduct, requires, amongst other things, that we respect the human rights of all our employees, act with integrity and always comply with the letter and spirit of laws, regulations and rules that apply to us and combat criminal activity. We have explicitly stated in our Code of Conduct that we strive to respect human rights while contributing to local communities’ development.

MUFG has also published a MUFG Human Rights Policy Statement and MUFG Human Rights Policy Report, which applies to the Group globally and which articulates the Group’s dedication to the respect of human rights across all operations. This includes an expectation that our suppliers will avoid human rights violations. The MUFG Human Rights Policy Statement has been updated to include our policy on human rights due diligence and our efforts to identify risks related to human rights, with expanded descriptions regarding human rights considerations for each stakeholder. Additionally, the MUFG Human Rights Report 2024 has been published.

MUFG’s Environmental and Social Policy Framework sets out the approach to managing environmental and social risks arising from the business activities of the Group. The framework explicitly prohibits the Group and all of its entities from providing finance to any transaction involving the use of child and/or forced labour or human trafficking. The framework is regularly reviewed and updated where appropriate to support expectations laid out in the Code of Conduct and group policy statements including the Human Rights Policy Statement. During the period of this statement, the MUFG Environmental and Social Policy Framework was updated to reflect our recognition of environmental and social impacts, including human rights violations such as child and /or forced labour, in a specific sector.

MUFG adopts its own approach to purchasing activity which outlines the basic principle for its purchasing policies and its requests to suppliers in maintaining fair and sound business practices.

We have also implemented measures to mitigate the risk of modern slavery and human trafficking in our business operations including:

- Human resources policies that aim to create a working environment that is based on core values of respect, fairness, collaboration, team work, support, trust and transparency;
- Whistleblowing and grievance procedures, through which employees can raise any concerns relating to slavery or human trafficking; and
- Anti-bribery and Anti-money laundering policies, recognising that slavery and human trafficking can be a precursor to bribery and money laundering activity.

Due diligence processes and ongoing commitment

We do not condone or support any forms of bullying or harassment, and we are committed to embracing diversity and building an inclusive culture where all employees are valued, respected and their opinions count. We make our employment decisions in a non-discriminatory manner in accordance with our obligations under the law and a commitment to pay a living wage. We seek to buy from suppliers whose ethical principles align with our own and expect them to operate fair and ethical workplaces.

We have identified steps and measures being taken to mitigate the risk of slavery and human trafficking in our business and supply chains, such as supplier on-boarding and risk assessment procedures which identify, and measure risks related to slavery and to inform the enhancement of controls where required. We will continue to review the steps we are taking to combat modern slavery and human trafficking in our business and supply chains.

Training

Annual training on the Code of Conduct and Anti-money laundering was conducted during the period covered by this statement. It is provided to our employees, globally.

Senior Management

Our senior management continue to fully recognise that modern slavery and human trafficking are issues of global importance and scale. Where the processes and controls we have implemented identify an unacceptable level of risks of modern slavery or human trafficking we are committed to taking action, including ending relationships with suppliers.

The effectiveness of actions taken

We will continue to work towards enhancing risk assessment processes to identify and measure risks related to modern slavery and to request our supply chains the enhancement of controls where required.

Consultation process

MUTB closely communicates with all overseas branches. Appropriate divisions work to enhance the communication between related overseas branches on issues, including modern slavery and human trafficking.

This statement has been approved by our board of directors on 29th September 2025 and has been signed by Mr Katsuya Ishida on behalf of the board of directors.


Katsuya Ishida

Chief Compliance Officer
Director and Managing Executive Officer
Mitsubishi UFJ Trust and Banking Corporation
A member of MUFG, a global financial group