



## **Mitsubishi UFJ Trust and Banking Corporation**

### **Slavery and Human Trafficking Statement for the financial year ended 31 March 2026**

#### **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 2026

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 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**

For the purposes of this statement, the term “modern slavery” is used as an umbrella term to describe a range of serious exploitative practices that undermine a person’s freedom. Depending on the applicable law, these practices may include slavery, servitude, forced or compulsory labour, debt bondage, deceptive recruiting for labour or services, forced marriage, human trafficking, and the worst forms of child labour.

Such practices commonly involve coercion, threats or deception and, in trafficking-related contexts, may also involve abuse of power or of a position of vulnerability. They may also include practices similar to slavery and, where relevant under applicable law, exploitation connected with the removal of organs.

“Human trafficking” broadly involves arranging or facilitating the travel of another person, including movement within a country or across borders, with a view to their exploitation.

While modern slavery risks may be heightened in certain contexts, including conflict-affected or high-risk areas, such matters are addressed as part of our risk assessment and due diligence processes, and are considered as contextual risk factors rather than separate elements of the definition above.

#### **Organisational structure**

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.

## **Supply chains**

Our supply chain includes the procurement of products and services necessary for the operation of our offices and the support of our employees. We are strengthening supplier management by establishing the “Approach to Purchasing Activity” and encouraging suppliers to comply with the MUFG Human Rights Policy, as well as the MUFG Environmental and Social Policy Framework. Where concerns related to modern slavery or human rights are identified in relation to suppliers, we assess the situation and consider steps to address such concerns, as appropriate.

In addition to the risks identified within our primary supply chain, we acknowledge that certain sectors and product categories globally are recognized as having an elevated exposure to forced labour, child labour, and human trafficking.

While MUFG does not operate directly within such sectors or product categories, we recognize that these risks may nonetheless be indirectly present through the goods and services procured to support our operations

### **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.

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 put in place 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 policies and procedures including:

- MUFG Human Rights Policy Statement and MUFG Human Rights 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 includes 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 was published in 2024 and the subsequent updates are reported on the website.

“MUFG Human Rights Report” can be accessed at:

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

MUFG’s website "Respecting Human Rights"

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

- 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.

Further details on the Framework can be accessed at:

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

- Approach to Purchasing Activity that outlines basic principle for our purchasing policies and our requests to suppliers in maintaining fair and sound business practices.

Further details on the Approach can be accessed at:

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

MUFG has also in place whistleblowing and grievance procedures, both of which provide appropriate mechanisms for people to safely raise concerns about any actual or potential instances of modern slavery, and for any such instances to be assessed and action taken as appropriate.

### **Due diligence processes and ongoing commitment**

MUFG has a Global Financial Crimes Policy Statement (please refer to our Global Financial Crimes Policy Statement website), which includes adverse media checks of Customers both during onboarding and periodically. Adverse media checks include searches of databases which highlight any regulatory, financial crimes and reputational concerns.

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.

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

Through MUFG's Code of Conduct, internal policies (including Human Resources and Compliance policies) and through our Corporate Social Responsibility activities, we ensure that 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. We seek to buy from suppliers whose ethical principles align with our own and expect them to operate fair and ethical workplaces.

## Management Oversight and Training

### (1) Management Oversight

Our senior management continue to fully recognise that modern slavery and human trafficking are issues of global importance and scale, and is committed to taking action, including ending relationships with suppliers, when our processes and controls identify unacceptable levels of risk. We facilitate effective oversight of modern slavery and human rights risks. The Modern Slavery Statement is subject to review and formal approval by the Board of Directors at the Tokyo head office.

### (2) 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.

## 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.

## Approval

This statement was approved by our board of directors in July 2026 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