

MUFG Pension & Market Services Sustainability Policy

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1. What is this policy?

MUFG Pension & Market Services is committed to conducting business in a sustainable manner that minimises the impact on the surrounding community and environment. This includes an appropriate balance of environmental, social and economic demands with sustainable success being built on a foundation of responsible business practices.

The **Sustainability Policy** (Policy) supports the Code of Conduct and Ethics that sets the standards for the way we work.

Words in **bold** have the meaning stated in Section 7 (Definitions) and appear in bold when first used.

2. Why do we need this policy?

As a global organisation, MUFG Pension & Market Services' sustainability strategy supports our business to help build a responsible future. We strive to act responsibly to shape a better future, support our clients, contribute to employee well-being, diversity and inclusion, and deliver mutual business and social benefits in the communities we operate in.

Our Sustainability Strategy (Strategy) supports our purpose of connecting people with their assets – safely, securely and responsibly.

The strategy is comprised of three pillars that incorporate environmental, social and governance (ESG) focus areas considered to be material to our business.

1. **A Responsible Business:** A focus on our strong governance foundation, demonstrating our business ethics and respect for human rights that we adopt in all aspects of our business. This includes our general operations, business continuity and supplier management. We are also committed to acting responsibly with regards to the impact our operations have on the environment.
2. **Aligning and building our Capability:** Continued investment in our people and our systems to deliver global client solutions. This includes supporting employee wellbeing, development, engagement, career progression, collaboration, diversity and inclusion, and gender equity.
3. **Sustainable Growth:** Demonstrating how we build a sustainable future by creating innovative solutions for our clients. We invest in technology and platforms to deliver superior technology enabled solutions, and are identifying ways to reduce our emissions and contribute positively to the communities we operate in through our community engagement program, LinkTogether For Good.

Our strategy continues to align to the Paris Agreement and four of the 17 UN Sustainable Development Goals (SDGs) that we can contribute to progressing. These are Goal 4: Quality education, Goal 5: Gender equality, Goal 8: Decent work and economic growth, and Goal 13: Climate action.

Our community engagement program, Together for Good, supports a global cause: education for disadvantaged and vulnerable people in our communities. This aligns all of our people around a common cause that has flexibility to suit local interests while increasing our impact and reach.

This Policy aims through its implementation to:

- identify ways to improve our environmental performance
- continue to innovate and create new solutions for clients
- operate ethically and support human rights
- ensure inclusion and gender equity for our people
- invest in our people's development and support their well-being; and
- deliver mutual business and social benefits in the communities we operate in.

3. Who does the policy apply to?

The Policy applies to all Employees of MUFG Pension & Market Services. It is our expectation that people comply with this Policy.

This Policy does not form part of a contract of employment. We may remove, replace or vary this Policy as appropriate, in response to business requirements.

We encourage our suppliers to conduct business in an ethical and sustainable manner and to share our sustainability commitments where possible within their operations.

4. How to comply with this policy?

At every level, our people have accountability for ensuring the successful integration of our strategic approach for Sustainability as appropriate, in response to business requirements.

Board Responsibilities

The Board is responsible for approving this Policy and monitoring its effectiveness.

Executive Leadership Team Responsibilities

The **ELT** is responsible for overseeing the implementation of this Policy.

5. How will policy compliance be monitored?

The ELT with support from business division representatives and the Manager, Sustainability will oversee implementation of this Policy and monitor its effectiveness. This includes the adoption of measurable objectives to assist MUFG Pension & Market Services to achieve the Strategy.

Business division representations will monitor, analyse and report adherence to this Policy and progress towards achieving MUFG Pension & Market Services' Sustainability objectives on a regular basis and provide updates to the Manager, Sustainability and ELT. The Audit Committee will be provided with updates as appropriate by the ELT and Manager, Sustainability.

6. Are there any interrelated policies?

MUFG Pension & Market Services has a range of interrelated policies which cover our obligations as an employer, underpinned by our core values:

- Code of Conduct and Ethics Policy
- Discrimination/ Equal Employment Opportunity (EEO) policies as they apply in the countries in which we operate
- Diversity and Inclusion Policy
- Flexible Working Policy
- Human Rights Policy
- Health, Safety and Wellbeing Policy
- Vendor Management Policy

7. Definitions

Term	Definition
MUFG Pension & Market Services	MUFG Pension & Market Services Holdings Limited and each of its subsidiaries
Employees	Any permanent employee, temporary worker and contractor, full time and part time of MUFG Pension & Market Services.
ELT	Executive Leadership Team comprising the Managing Director and direct reports to the Managing Director
Sustainability	MUFG Pension & Market Services adopts the United Nations definition of sustainability in the Guide to Corporate Sustainability, i.e. companies “must operate responsibly in alignment with universal principles and take actions that support the society around them.”
United Nations Sustainable Development Goals (SDGs)	The SDGs are the blueprint to achieve a better and more sustainable future for all. They are a set of seventeen interconnected goals that are based on human rights and define global sustainable development priorities and aspirations for 2030. They address the global challenges we all collectively face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice.
Diversity	<p>This has the same meaning as that in the Diversity and Inclusion Policy.</p> <p>It means accepting each person as an individual irrespective of differences used to differentiate groups and people from one another. Differences may be visible or invisible.</p> <p>Differences may include but are not limited to gender, gender identity, age, ethnicity, cultural background, sexual orientation, marital or family status, carer responsibilities, pregnancy, breastfeeding, physical abilities/disabilities, religious or political belief and flexible working arrangements.</p>
Inclusion	<p>This has the same meaning as that in the Diversity and Inclusion Policy.</p> <p>Inclusion refers to supporting all individuals across the course of their career, irrespective of their diverse backgrounds, to bring their whole selves to work. Embracing workplace inclusion and diversity involves developing people management strategies that accommodate differences in the background, perspectives and family responsibilities of employees.</p>
Gender equity	Gender equity is about ensuring that every individual has an equal opportunity to make the most of their careers and talents taking into account their aspirations.