



MUFG Pension & Market Services Sustainability Snapshot

JULY 2023-JUNE 2024



MUFG Pension & Market Services



About

Acknowledgement of Country

We acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past and present.

About MUFG Pension & Market Services

MUFG Pension & Market Services (MPMS) is a global, digitally enabled business that empowers a brighter future by connecting millions of people with their assets – safely, securely and responsibly.

Through our two businesses MUFG Retirement Solutions and MUFG Corporate Markets, we partner with a diversified portfolio of global clients to provide robust, efficient and scalable services, purpose built solutions and modern technology platforms that deliver world class outcomes and experiences.

A member of MUFG, a global financial group, we help manage regulatory complexity, improve data management and connect people with their assets, through exceptional user experience that leverages the expertise of our people combined with scalable technology, digital connectivity and data insights.

MUFG Retirement Solutions

Our MUFG Retirement Solutions division combines its proprietary technology, process and people to deliver a comprehensive financial data solution to its superannuation and pension clients. We support clients across all superannuation fund sectors including government, industry, retail and corporate.

By accompanying our core member and employer offerings with a full range of technology-enabled value-added services, we offer the most comprehensive superannuation and pension solution on the market. The scale, adaptability and ease of use of our proprietary systems, in conjunction with our integrated analytics and modular technology offering, allow us to innovate and grow with the needs of our clients.

MUFG Corporate Markets

Our MUFG Corporate Markets division provides clients with a comprehensive, end to end offering that connects issuers to their stakeholders. Our uniquely integrated range of capabilities includes shareholder management and analytics, stakeholder engagement, share and unit registry (transfer agency), custody, fund administration, and employee share plans. We also offer company secretarial support, as well as various specialist offerings such as all types of insolvency solutions and class action services. We operate in twelve countries throughout Australasia, Asia, Africa, the Middle East, United Kingdom and Europe.

Our sustainability strategy

Empowering a brighter future

By connecting people with their assets – safely, securely and responsibly

MPMS
PURPOSE

SUSTAINABILITY
PILLARS

SUSTAINABILITY
FOCUS AREAS


SUSTAINABLE
DEVELOPMENT
GOALS ALIGNMENT

SUSTAINABILITY
FOUNDATIONS



Environment and Climate Change

TARGETS

SOURCE 100% 

Source 100% of electricity consumption from controllable sites¹ from renewable sources by 2025

2025

Reduce absolute Scope 2 emissions by 20% by 2030 from 2024 baseline

Reduce emissions intensity² by 20% by 2030 from 2024 baseline

Reduce absolute scope 3 emissions by 30% by 2030 from 2024 baseline

75% SUPPLIERS ALIGNED

At least 75% of suppliers by spend have science-aligned net zero targets

2030

¹ Controllable sites are those where we can choose our electricity provider and procure renewable energy.

² Emissions intensity refers to total global GHG emissions per FTE employee



GROUP WIDE NET ZERO

by 2040 across Scopes 1, 2 and 3

2040

As a global organisation of more than 6,000 people across over 20 locations, we recognise that our operations have a significant environmental impact that we are seeking to reduce year on year.

We have been measuring our greenhouse gas (GHG) emissions since 2019, and have been working to reduce both our absolute emissions and emissions intensity year on year.

In 2024 we are expanding our reporting boundary to include our full Scope 3 Emissions inventory, including supply chain emissions, downstream distribution and employee commuting. We have also revised our emissions reduction targets using the Science-Based Targets initiative (SBTi) methodology.

However, the changes in our business and our reporting boundary have been so significant that our 2019 data is no longer a meaningful baseline, and we will therefore set a new baseline for the period of January – December 2024.

As a result, our first complete Scope 3 emissions report will be released in 2025. This report will also include more comprehensive information on our climate risk management, strategy and governance, and our roadmap to net zero.

For this reporting period of July 2023 – June 2024, we are reporting Scope 1 and 2 emissions only to assist our clients in reporting their own Scope 3 emissions.

FY2024 GHG Emissions:

SCOPE	INCLUDES	EMISSIONS (TCO2E)
SCOPE 1	FLEET EMISSIONS	318.98
SCOPE 2	ELECTRICITY CONSUMPTION FROM ALL GLOBAL TENANTED SITES	3601.25
SCOPE 3	GHG PROTOCOL SCOPE 3 CATEGORIES: <ul style="list-style-type: none"> • Category 1: Purchased goods and services • Category 2: Capital goods • Category 3: Fuel- and energy-related activities • Category 4: Upstream transportation and distribution (mail distributed on behalf of our clients) • Category 6: Business travel • Category 7: Employee commuting • Category 11: Use of sold products (data centres) 	NEW BASELINE TO BE CALCULATED FOR JANUARY-DECEMBER 2024
TOTAL	SCOPES 1 AND 2 ONLY	3920.23

Human Rights and Modern Slavery

We have a responsibility to respect human rights in our operations and supply chain, as well as opportunities to support and advance human rights within our sphere of influence.

Across our global business, we aim to operate responsibly and ethically, and are committed to implementing policies and practices to support and strengthen human rights protections. We also continually monitor, assess and mitigate human rights and modern slavery risks in our business across all jurisdictions in which we operate.

Our latest [Modern Slavery Statement](#) for 2023, which addresses both Australian and UK Modern Slavery reporting obligations, is available on our website. Our next Statement will be available in early 2025, and will cover the reporting period from July 2023 – December 2024.

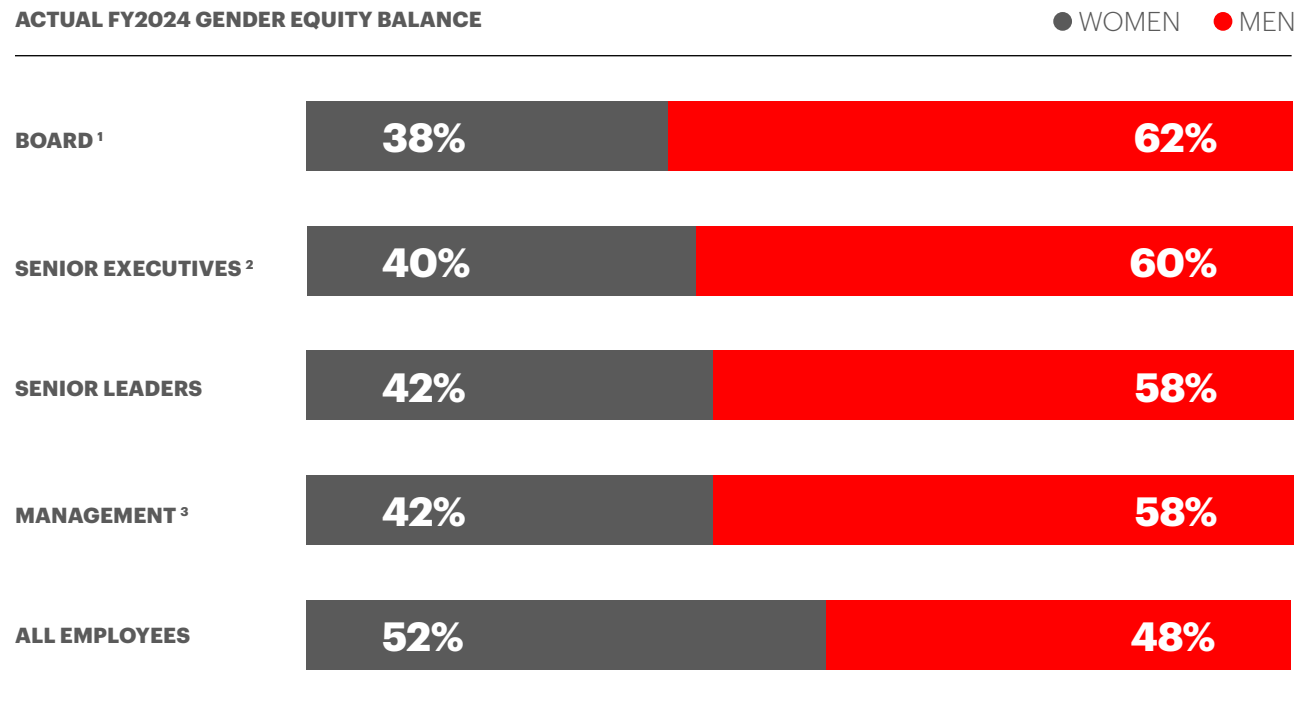


Diversity, equity, inclusion and belonging

We recognise and respect the importance of diversity and inclusion as an integral part of how we operate. We strive to be an organisation where our people are reflective of the make-up of the companies we serve as well as their customers throughout the world.

Gender balance and equity

We remain committed to achieving gender balance and women's equity across our business, with a 40:40:20 target (at least 40% male and 40% female representation) for management and leadership roles across our global operations. This year we have achieved our targets at all levels except Board, which was 38% female against a target of 40% for the period.



¹ Board includes the Managing Director.

² Senior Executives includes the Managing Director and members of the executive leadership team globally as at 30 June 2024.

³ Employees in senior leader roles (global) and people management roles globally excluding Germany and Link Intime in India.

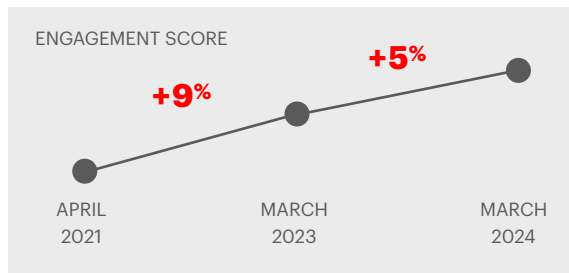
Diversity, equity, inclusion and belonging

Employee engagement

Our annual employee engagement survey has shown a 5% increase in staff satisfaction and engagement across the organisation in 2024 compared with 2023, continuing the positive trend since 2021.

OVERALL ENGAGEMENT

How committed, connected and enthusiastic our people are about working here



Community Investment

Together for Good is our global community engagement program focused on improving educational opportunities and reducing inequality in our key regions – Australia, the UK and India. We believe that education is crucial to improving lives and building a sustainable future.

Through Together for Good, we partner with organisations that share our vision of creating opportunities for people to learn, grow and thrive. We provide them with financial support and in-kind donations, and promote employee fundraising and volunteering.

For the period 1 July 2023 to 30 June 2024, our total charitable contribution was over A\$540,000, including more than 970 volunteer hours globally.





CONTACT

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