Diversity & Inclusion Office, Human Resources Division
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At our three major companies, our joint numerical goal is to raise the ratio of female staff in managerial positions to 24% by the end of March 2021. We are also actively promoting numerical

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In February 2018, a caregiving seminar was held as part of the diversity and inclusion activities by local employees in London (see page 19). We provided opportunities to view DVDs of the caregiving seminars held in Tokyo primarily for temporary employees from Japan. The event gave approx. 40 participants the opportunity to consider the care of their relatives in future.

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MUFG Bank and Mitsubishi UFJ Trust and Banking have established special subsidiaries to employ people with disabilities. Other Group companies are also implementing a wide range of initiatives to enable employees with disabilities to work with a sense of vitality.

All companies strive to create improved workplaces that facilitate the activities of employees with disabilities.

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Employees with visual disabilities can be accompanied by a guide dog. Employees with hearing disabilities are provided with an iPad containing speech recognition software that converts sound information to text information. We also have emergency warning lights (Patlite) installed in the of ce.

The MUFG website* clearly expresses the Group's commitment to creating productive work environments where everyone can feel comfortable, and that prohibits harassment and discrimination on the basis of sexual orientation and gender identity.

In May 2018, MUFG sponsored "Tokyo Rainbow Pride 2018"[1] held in Yoyogi Park, Tokyo, for the first time. This event is one of the biggest events in the country where LGBT parties and their supporters (Ally[2]

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y father's surgery was the trigger for my sudden beginnings in nursing care. A few years later, my mother's illness got worse, meaning both my parents needed nursing care. I knew nothing about nursing care services and facilities, and it took a great deal of time and effort to learn and gather the information I needed. However, after gaining an understanding of the workplace, and with the cooperation of my sister, I managed to overcof