

Mitsubishi UFJ Trust and Banking Corporation

Agreement of Alliance with Shareworks by Morgan Stanley

Tokyo, August 31, 2020--- Today Mitsubishi UFJ Trust and Banking Corporation (“the Trust Bank”) (Iwao Nagashima, President & CEO) and Shareworks Japan K.K., a Japan subsidiary of Morgan Stanley, together with its affiliate branded as Shareworks by Morgan Stanley, announced that they have entered in to a strategic partnership agreement to provide services regarding the implementation of share-based compensation systems to Japanese companies through the Trust Bank’s compensation consulting business. Mitsubishi UFJ Financial Group, Inc. (Hironori Kamezawa, President & CEO) has had a strategic alliance with Morgan Stanley since 2009.

1. Overview of the Strategic Alliance

The Trust Bank and Shareworks to offer services from August 2020 using the market leading share-based compensation platform that Shareworks currently offers to numerous leading global companies, with the full scope of services to eventually include:

- Calculating and administering the total number of points (units) awarded or shares granted to executives and employees (both foreign and domestic) based on business performance per the rules of the client’s share-based compensation system.
- Providing an interface on the platform through which corporate clients as well as their executives and employees (both foreign and domestic) may view the total number of points (units) awarded or shares granted to the executives and employees (both foreign and domestic) at any time from smartphones or computers.
- Enabling the uploading and downloading of information managed on the platform.
- Providing an interface on the platform through which executives and employees (both foreign and domestic) may sell the shares granted to them through partnered securities companies via their smartphone or computer. Sales by executives or employees (both foreign and domestic) may be restricted when they possess insider information.
- Providing the latest information on relevant foreign laws and tax systems as needed (covering the laws and tax systems of more than 100 countries).

2. Purpose of the Strategic Alliance

- By utilizing the Shareworks platform, the Trust Bank will be able to offer its clients the ability to implement a more diverse compensation system through which they will be able to distribute shares to many of their foreign executives and employees, centrally manage the total number of points (units) awarded to executives and employees (both foreign and domestic) and realize greater convenience, such as through the ability to sell shares through smartphones and other devices.
- Through the alliance, the Trust Bank aims to provide through its compensation consulting business a one-stop service that meets the diverse needs of its corporate clients, who are globalizing at an accelerated rate, for the implementation of share-

based compensation systems. The service will include both compensation plan design services that strengthen and maintain the international competitiveness of the clients, as well as the provision of a highly efficient and convenient share-based compensation plan administration platform .

Through the combination of the Trust Bank's consulting capabilities, which have been cultivated through its track record in designing numerous share-based compensation systems with the Shareworks share-based compensation platform, the alliance will be able to respond to the diverse needs of corporate clients, who are globalizing at an accelerated rate.

(Reference: Overview of Shareworks by Morgan Stanley)

- Established in 1999, headquartered in Canada (Calgary)
- Acquired by Morgan Stanley and rebranded Shareworks by Morgan Stanley in 2019
- Offers software for share-based compensation plans, management services, and trading solutions as a one-stop service. For more details, please find the website (<https://www.shareworks.com/>)
- Has 14 offices in Europe, Asia and North America
- Shareworks Japan K.K. incorporated in February 2020
- Has over 3,900 companies as clients, including leading global companies
- Has more than 2.7 million users (executives and employees) in more than 150 countries

-End-

About the Trust Bank

Mitsubishi UFJ Trust and Banking Corporation, as a core member of Mitsubishi UFJ Financial Group, Inc. provides its customers with a wide range of comprehensive financial solutions leveraging unique and highly professional functions as a leading trust bank. Such financial solutions include real estate, stock transfer agency, asset management and investor services, and inheritance related services, in addition to banking operations. We aim to realize our vision to be the trust bank that creates "a safe and affluent society" and "a bright future with our customers together" by always supporting our customers' and society's challenges based on *Trust*, and thus created a new key concept: "*Trust Drives Our Future*".

For more information, visit <https://www.tr.mufg.jp/english>