September 2025

Integration of sustainability risk considerations in the remuneration process

Introduction

Pursuant to Regulation (EU) 2019/2088, this statement provides information as to how the remuneration policy for the entity listed below is consistent with the integration of sustainability risks. 'Sustainability risk' is defined as an environmental, social or governance (ESG) event or condition that, if it occurs, could cause an actual or a potential material negative impact on the value of an investment.

The statement is provided in relation to the following entity:

- UBS Asset Management (Europe) S.A.

Integration of sustainability risks in remuneration policies

UBS's approach to compensation globally is underpinned by the Total Reward Principles, which establish a framework with a focus on conduct and sound risk management practices. Employees are assessed and rewarded for their achievement against a range of financial and non-financial goals, including risk management. Where applicable, the risk management goal will include a consideration of sustainability risk. Where sustainability risks form part of an employee's performance objectives, they are taken into account into the qualitative performance assessment, which, in turn, is one of the factors that determines an employee's total remuneration. This approach to employee's remuneration is outlined in the remuneration policy.

Publication history

Review # / Version	Date of review	Description of Review
1.0	March 2021	Initial publication of the policy
2.0	September 2025	New legal entity name