

1. Remuneration

1.1 Remuneration policy and compensation structure

Remuneration at UBS operates within the UBS Total Reward Principles. These principles and supporting processes provide a compensation structure for all employee remuneration at UBS, including those in the UK.

The principles are published as part of the Compensation Report in the UBS Group Annual Report that can be found on the UBS group website accessed via the link below:

[UBS - 2011 - Compensation Report](#)

1.2 Remuneration awarded for 2011 in respect of UBS Code Staff

The following tables show details of the awards made to UBS Code Staff in respect of the 2011 financial year. All figures are shown in GBP 000s.

The disclosure is made covering all staff that were designated 2011 Code Staff under the FSA Remuneration code. This includes Code Staff across all entities beyond just UBS Limited.

Number of beneficiaries and Total Remuneration, broken down by Business Area:

Division	Number of Beneficiaries	Total Remuneration for 2011
Corporate Center	36	24,823
Investment Bank	111	77,082
Wealth Management	12	8,715
Global Asset Management	18	16,381
Total	177	127,002

Total Remuneration broken down by "Senior Manager" and "Other":

Category	Number of Beneficiaries	Fixed Remuneration	Variable Remuneration
Senior Managers	19	10,145	19,946
Other	158	39,685	57,225
Total	177	49,830	77,171

Notes

"Senior Manager" categorized as UK Code Staff that are Group Managing Director or above.

In addition, a special one-time deferred equity award was granted to certain employees in the Investment Bank. This was granted in April 2012 as a forward-looking performance award to support the Investment Bank in the accomplishment of its overall strategy, and is subject to certain performance conditions. If the conditions are met, the awards are scheduled to vest in 2015.

Breakdown of forms of variable remuneration awarded:

Category	Number of Beneficiaries	Immediate Cash	Deferred Cash	Immediate Shares	Deferred Shares
Senior Managers	13	4,724	2,257	1,423	11,542
Other	134	12,722	-	9,422	35,082
Total	147	17,446	2,257	10,845	46,624

Note: An additional 30 Code Staff received no variable remuneration.

There has been no reduction of deferred remuneration granted in respect of the 2011 performance year as yet, although those awards granted to Code Staff do continue to have a performance condition attached to them.

Awards granted to Investment Bank Code Staff in respect of 2010, which were granted in February 2011, were subject to a downwards adjustment on the first tier that vested 1st March 2012 based on the performance of the Investment Bank in 2011.

Summary of outstanding deferred remuneration, broken down into vested and unvested portions, and vehicle type:

Category	Number of Beneficiaries	Vested Remuneration			Unvested Remuneration		
		Cash-based	Equity-Based	Other Vehicle	Cash-based	Equity-Based	Other Vehicle
Senior Managers	17	0	13,288	0	4,630	68,844	298
Other	144	0	18,316	0	10,433	151,072	291
Total	161	0	31,604	0	15,062	219,916	588

Notes

Equity includes awards tied to UBS share price (eg. Options and SARs). Value reported is based on the accounting value. An additional 16 Code Staff hold no outstanding deferred remuneration

Summary of sign ons and guarantees paid to new hire employees, and severance payments made:

Sign Ons

Category	Number of Beneficiaries	Amount
Senior Managers	0	0
Other	1	1,300
Total	1	1,300

Guarantees

Category	Number of Beneficiaries	Amount
Senior Managers	0	0
Other	7	6,095
Total	7	6,095

Severance

Category	Number of Beneficiaries	Amount
Senior Managers	0	0
Other	0	0
Total	0	0

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