Credit Suisse Asset Management Ltd

MIFIDPRU 8 Disclosure

31 December 2024

UBS

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Introduction and Scope

The Investment Firm Prudential Regime (IFPR) applies to MiFID (Markets in Financial Instruments Directive) investment firms in the UK.

The IFPR introduced a requirement for firms to produce an IFPR Disclosure, replacing the former Pillar III disclosures. The aim of these disclosures is to increase transparency and confidence in the market and provide investors and stakeholders with an insight into how the firm operates, in particular with respect to risk management and remuneration practices.

The disclosures are in respect of Credit Suisse Asset Management Ltd (herein referred to CSAML) and have been prepared as at 31 December 2024 and in accordance with the disclosure requirements set out in MIFIDPRU 8.

UBS AG progress of integration of Credit Suisse

In 2024, UBS ("we" or "our") made substantial progress related to the integration of Credit Suisse. We continue to execute on our integration plans, de-risking and optimizing our balance sheet and delivering on our cost reduction ambitions. We maintained our cost focus momentum across the Group, achieving USD 3.4bn of gross cost savings in 2024 and USD 7.5bn compared with the 2022 baseline, which represents around 58% of our total cumulative gross cost save ambition.

The mergers of UBS AG and Credit Suisse AG as well of UBS Switzerland AG and Credit Suisse (Schweiz) AG were successfully completed last year. These mergers are critical steps in enabling us to unlock the next phase of the cost, capital, funding and tax benefits we expect to realize by the end of 2026.

Overall, we successfully transitioned employees from Credit Suisse to UBS entities, with a completion rate of 67%, including four of our top seven countries at 100%. We launched a global initiative "Crafting Our Future" designed to unite our senior leaders and line managers, fostering alignment around strategy and culture. This program has played a pivotal role in our successful cultural integration, strengthening collaboration, pride and engagement as we gradually transition from integration to growth We continue to execute on our ambitious integration priorities, and we remain on track to substantially complete it by the end of 2026.

Within Asset Management, integration continues to make good progress. On 1 May 2024, Credit Suisse Asset Management Limited became fully integrated with the UBS AM UK Group, therefore becoming subject to its risk and governance frameworks. CSAML is an 'enhanced' SYSC firm and is therefore subject to the applicable remuneration requirements. As at 1 July 2025, CSAML no longer has any employees.

Risk Management Objectives and Policies

Declaration of adequacy and effectiveness of risk management arrangements

CSAML measures the effectiveness of its risk management via its 3 lines of defense, governance frameworks inclusive of Subject Matter Expert Workshops, Working Groups, Committees, Boards and Group Internal Audit. It is the combination of these multiple touch points which measures and ensures that the risk management at the firm is conducted effectively and has the desired results.

The Board of CSAML has assessed the adequacy of risk management arrangements of the companies in the scope of this disclosure. Based on this assessment, management considers that risk management systems put in place are adequate with regard to the profile and strategy of UBS AM UK. This statement is given and should be interpreted in accordance with the provisions of Article 435(1(e)) of Regulation (EU) No 575/2013.

Risk Control Framework for CSAML

UBS Asset Management in the UK is subject to the UBS Group Risk Management and Control Principles, which are designed to support optimal risk-return decisions. Holistic governance, together with aligned risk, compliance and finance processes are designed to help protect CSAML from unacceptable damage to its financial strength, performance and reputation. The risk management and control processes of CSAML are formulated to ensure that risk and return objectives are appropriately balanced in order to achieve sustainable earnings growth within the risk appetite established by the CSAML Board.

Three Lines of Defence Model

UBS takes a 'Three Lines of Defence' approach to risk and control as follows:

1) 1st Line of Defence – the business Senior Management Function holders (SMFs), who are responsible for proper risk management and culture within their daily business activities.
2) 2nd Line of Defence – Independent Risk Management and Control. The UK Chief Risk Officer (SMF4) and the Head Compliance & Operational Risk Control AM UK (SMF16) are members of the UK Management and Risk Committee. They are mandated with monitoring and challenging the effectiveness of the management of risk by the business.
3) 3rd Line of Defence – Group Internal Audit, an independent and objective function which supports the business in achieving its defined strategic, operational, financial and compliance objectives, with the Head of GIA being the SMF5.

Risk Management Objectives

CSAML during its annual capital process looks to address three key objectives:

1) Own Funds Requirement - Our detailed capital assessment considers the existing position of our total platform, processes, control framework and stability of our business model for 2024. The assessment of risk and harm is multi factorial and not perfectly correlated to any one metric, however, for CSAML, we believe level of credit risk due to CLO risk retentions can be a key indicator of the potential for harm in our business across a period. We have modelled the incremental capital requirement in future years in line with increase in credit risk due to projected increase in CLO risk retention as per the business plan.
2) Concentration Risk - Credit Concentration Risk is actively managed by CSAML, its concentration risk has been relatively low in last couple of years. CSAML is also required to monitor the broader concentration risk measures and report these to the FCA on a quarterly basis. These include trading exposure on own account, location of client money, location of client securities and revenue from client as a % of total revenue.
3) Liquidity - CSAML uses business as usual and stressed cash flows to determine a minimum level of liquid resources to hold at all times, which sets the liquid assets threshold requirement (LATR) for each entity. The Boards review the results of a number of stress testing scenarios to assess whether the business plan is robust and could withstand severe but plausible scenarios. The impact on CSAML from a set of potential stress events is assessed by reworking the business plan and assessing liquidity strength under each of those stress scenarios.

IFPR Harm Assessment

The potential for harm associated with the business strategy is across both the firm and client. The AM UK Risk & Capital Assessment Working Group has designed and implemented a comprehensive approach to the identification and assessment of the risks CSAML is exposed to and the potential harm CSAML can pose to Firm, Client, and Market.

Risk identification in any business line, product or transaction is, in the first instance, the responsibility of the originating business unit, as the owner and manager of the risk. This applies not only when a business, a product or a transaction commences, but also during the life of the business and as its risk profile changes.
To complement the day-to-day responsibility and the consideration of any new risks at the monthly UK MRC and the quarterly Boards, CSAML conducts an annual risk identification process as part of the ICARA process where all relevant risks for CSAML are identified, including any harm to Firm, Client, and Market in the context of the business model

When risks are identified as being relevant for CSAML they are assessed for materiality through a variety of different mechanisms depending on the type of risk (e.g. Non-Financial Risk Workshops or Stress Testing Workshops) and consideration is given to whether capital would be a relevant mitigant or not. If capital is considered a relevant mitigant then those risks are considered as part of the harm assessment and a risk appetite statement is required.

UBS Asset Management UK Governance Structure

AM UK is committed to having a strong control environment, consistent with the UBS Group-wide policy, to maintain high standards of control and compliance which encompasses all elements of the ownership and governance environment, from the shareholders, the senior management through to its Board of Directors.

CSAML has well-defined management structure supported by a number of committees and forums, each of which operates with agreed terms of reference. There is a proper definition of management and staff responsibilities and reporting lines supported by documented procedures necessary for efficient day-to-day operation. These procedures are reviewed and updated periodically and where appropriate, are subject to approval by the independent control functions.

AM UK draws on the expertise within the Asset Management division and the wider UBS Group. Where the topics or concerns are of particular interest to the UK or if there is a statutory or regulatory requirement, a UK specific committee/forum will be established. In these instances, the Boards of the UK entities will ensure there is cross-representation on the global committee/forums to report updates, issues and concerns to the relevant UK Board or committee/forum. In some instances, AM UK leverages a global committee/forum to report updates, issues and concerns to the relevant UK Board or committee/forum.

Risk Appetite Framework

UBS AM UK's Risk Appetite Framework leverages the UBS Group frameworks and policies such as UBS Risk Appetite Framework (1-C-005068) and Risk Control Framework – UBS Entities (1-P-001915) as best practice and is designed to ensure that risk-taking is in line with the entity's strategic priorities, capital and liquidity plans, as well as the risk culture established through UBS pillars, principles and behaviors.

The Board of CSAML is responsible for setting and implementing the Risk Appetite Framework, together with monitoring business performance against it on an ongoing basis. The Boards review and approve the Risk Appetite Statements annually, as well as metrics against the Risk Appetite Statements on a regular basis and determine actions to be taken should risk appetite be exceeded.

Identification of Key Risks

CSAML conducts an annual Risk Identification Process which assesses relevant risks for the business in the context of its business model. The conclusion of the Risk Identification process was that CSAML is exposed to a number of risks while trying to achieve its strategic objectives, including:

I. Business Risk
II. Financial Risk
III. Non-Financial Risk

Reputational Risk is driven by all the other risk types and is considered explicitly under Group Risk and also under a significant number of operational risk taxonomies.

Conduct Risk is the risk that the conduct of the firm or its individuals unfairly impacts clients or counterparties, which undermines the integrity of the financial system or impairs effective competition to the detriment of consumers.
This risk comprises of aspects such as staff behaviour and mindset, accountability, resourcing, delineation of roles and responsibilities as well as supervision. CSAML sees Conduct Risk as a risk category that spans across all risks and is explicitly incorporated it into its Non-Financial Risk Framework.

Business Risk

The key business risks are:

Strategy Risk
The risk of CSAML's strategy failing to deliver the expected outcomes, earnings, and profitability, which can be influenced by both internal and external factors, including competitive, industry, regulatory & country and performance risk.

Group Risk
The risk that the financial position of CSAML may be adversely affected by its relationships (financial or non-financial) with other entities in the group, or by risks which may affect the financial position of the whole group (e.g. reputational, contagion).

Securisation risk
The risk that the own funds held by CSAML for assets which it has securitized are inadequate as to the quality and quantity, having regard to the economic substance of the transaction, including the degree of risk transfer achieved.

Financial Risk

The key financial risks are Capital Adequacy, Market, Interest Rate, Credit, Credit Concentration, Counterparty Default, Liquidity and Funding.

Capital Adequacy
The risk that CSAML has insufficient capital to comply with its regulatory requirements which are in place to ensure that CSAML has sufficient financial resources to conduct our financial services business and a sufficient buffer to protect our investors.

Market Risk / Interest Rate Risk
Market risk is the risk of loss arising from movements in market variables, interest rates, exchange rates, equity, bond prices, volatilities and correlations. The impact of interest rate changes can affect loans, bonds and other interest rate sensitive securities. In addition, for fixed rate funding agreements it could also have an impact.

Credit Risk / Concentration Risk / Counterparty Default Risk
Credit and counterparty risk is the potential for loss arising on an obligor's failure to meet the terms of any contract or otherwise as agreed. Concentration risk is the concentration of assets on CSAML's balance sheet to individual counterparties.

Liquidity & Funding Risk
Liquidity risk management assesses the ability to meet cash flow needs (under both normal and stressed conditions) without having a negative impact on day-to-day operations or overall financial position of the firm.

Non-Financial Risk

Within UBS, Non-Financial Risk (NFR) is defined as the risk of undue monetary loss and/or non-monetary adverse consequences to UBS, its clients or markets, resulting from:

Compliance risk
The failure to comply with laws, rules and regulations, internal policies and procedures, and the firm's code of conduct and ethics;

Financial crime risk
The failure to prevent financial crime; or

Operational risk
Inadequate or failed internal processes, people, systems, or from external events.

As a result of AM UK's agency business model, non-financial risks are the most material risk type to which AM UK is exposed.

AM UK assesses 19 categories of Non-Financial risk, as set out in the relevant section of the diagram below:

Risk Type	Risk Taxonomy	
Business Risk	Strategy	Securitisation
	Group	
Financial Risk	Capital adequacy	Interest Rate
	Credit	Credit Concentration
	Market	Liquidity & Funding
	Counterparty Default risk	
Non-Financial Risk	Employment or Licensing Practices	Market Conduct
	Product and Service Lifecycle	Investment Suitability
	Cross-border Business Conduct	Internal and External Fraud
	AML and KYC	Sanctions or Embargo Violations
	Bribery and Corruption	Corporate Governance and Frameworks
	Financial and Regulatory Reporting	Model Risk
	Privacy, Data Ethics and Records Management	Data Management
	Technology Production Stability	Transaction Processing and Execution
	Third Party Management and Inter-entity Outsourcing	Business Continuity, Resilience and Crisis Management
	Cyber and Information Security	

Governance

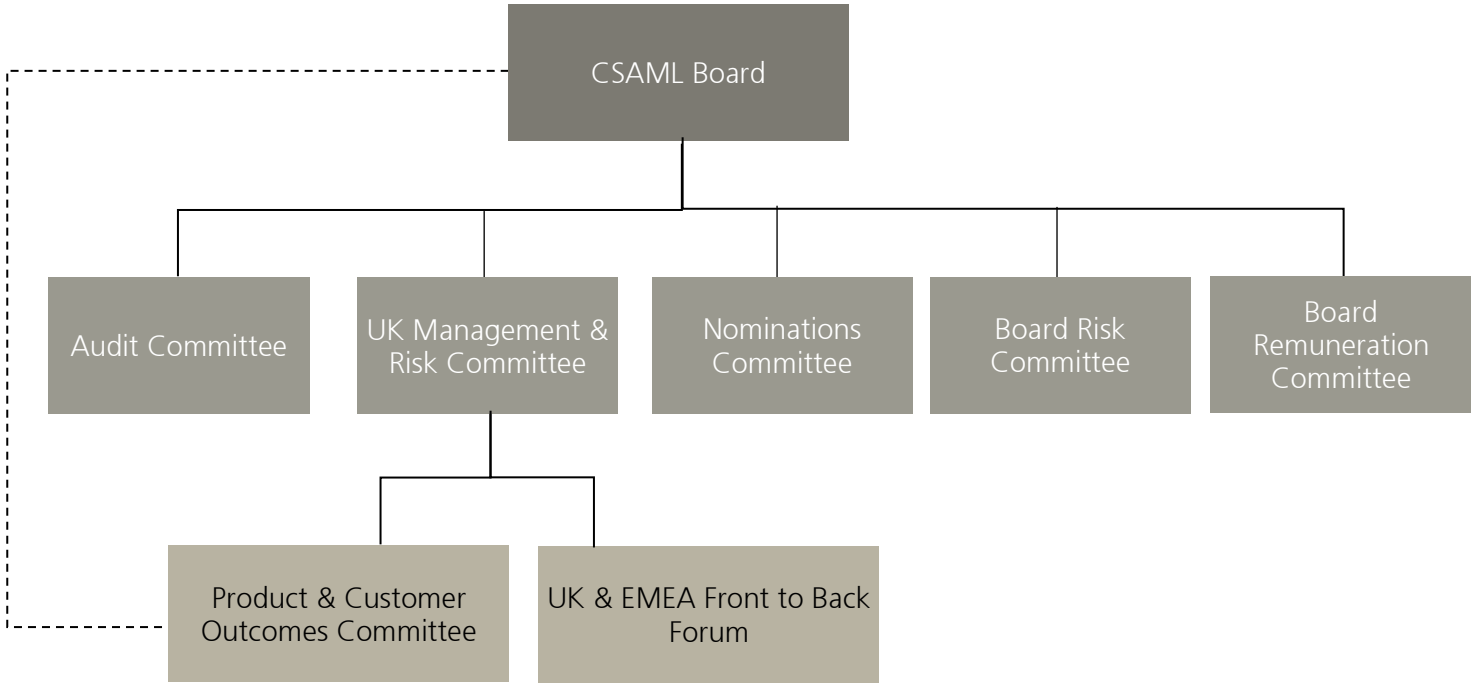
CSAML is committed to having a strong control environment, consistent with all UBS Group entities, in order to promote high standards of control and compliance, which encompasses all elements of the ownership and governance environment, from the shareholders, the senior management through to its Board of Directors.

AM UK has well-defined management structures, which are supported by a number of committees and forums and is aligned to the wider Asset Management governance framework. Throughout the organisation there is a proper definition of management and staff responsibilities, with respective reporting lines supported by documented procedures necessary for efficient day-to-day operation of AM UK. These procedures are reviewed and updated periodically and, where appropriate, are subject to approval by the independent control functions of the UBS Group. AM UK draws on the expertise within the Asset Management business division and the wider UBS Group.

UBS Asset management is compliant with SYSC 4.3A which requires that the firm must ensure that the management body defines, oversees and is accountable for the implementation of governance arrangements that ensure effective and prudent management of the firm, including the segregation of duties in the organisation and the prevention of conflicts of interest, and in a manner that promotes the integrity of the market and the interests of clients.

The UK governance framework supports the Boards of the main regulated entities, as well as the AM divisional governance bodies. The legal entity Boards are supported by several committees and forums, including but not limited to, the UK Management & Risk Committee, the UK & EMEA Front to Back Forum and the UK Product and Customer Outcome Committee, as set out in the following diagram:

CSAML Governance Structure as at 31 December 2024



Board

The Board has the ultimate responsibility for overseeing the management of the business and affairs of the Company. It oversees and is accountable for the implementation of the governance arrangements. The Board is responsible for seeking to ensure that the Company complies with its obligations pursuant to applicable law and regulation.

The Board utilises UBS AG staff, systems, policies and processes in the execution of this duty. The Board approves the approach and oversees the implementation of key policies pertaining to CSAML's: capital and liquidity plans; compliance policies and obligations; remuneration policy for the entity; and the internal control system, including oversight of the CASS function ensuring compliance with the respective regulatory obligations under the FCA CASS Rulebook and Principles.

Committees & Forums

Ultimate responsibility for the oversight CSAML's activities with the individuals who hold Senior Management functions (SMFs) and/or prescribed responsibilities under the FCA Senior Managers and Certification Regime.

The Board delegates authority to committees to help it in its supervisory function. Committees draw on the specific knowledge and areas of expertise of individual management body members.

Committee or forum	**Chair**	**Purpose**
Audit Committee	Non-executive Director	The committee ensures independent oversight of financial reporting and disclosures, internal controls and oversees the relationship with internal and external auditors.
Nomination Committee	Non-executive Director	The mandate of the Nomination Committee is to identify and recommend for approval any changes in the composition of the Board, while ensuring that the Committee can use any resources it deems appropriate.
Board Risk Committee	Non-executive Director	The mandate of the Risk Committee is to assist the CSAM Ltd Board in fulfilling its risk management responsibilities as defined by applicable law and regulations, as well as the articles of association and internal regulations.
Remuneration Committee	Non-executive Director	The Remuneration Committee reviews recommendations on matters relating to remuneration for CSAM Limited employees, including Senior Managers and other Material Risk Takers, as well as on the compliance of the UBS Group Compensation Policy with all relevant UK compensation regulations.
UK Management & Risk Committee	Chief Executive Officer	The committee supports the Boards in their mandate to oversee material risks both on an identified and forward-looking basis and the operational environment within AM UK whilst facilitating a sound and comprehensive alignment of the business and business support / control.
Product & Customer Outcomes Committee	Head Products UK	The committee ensures that all products manufactured and distributed in the UK are designed appropriately for the identified target market and continue to meet expectations throughout the life-cycle of the product.
UK & EMEA Front to Back Forum	Head of UK Business Management	The forum supports the UK Management & Risk Committee and the Boards to oversee the front-to-back operating activities of AM UK including, but not limited to, the front-to-back control framework and management of business and operational risk issues.

Firm's Risk Committee

CSAML is a significant SYSC firm, as well as a large non-SNI firm and therefore requires a risk committee which holds at least four ordinary meetings per annum with the mandate to assist the CSAML Board in fulfilling its risk management responsibilities as defined by applicable law and regulations, as well as the articles of association and internal regulations.

Recruitment Policy for the Management body

The Board of CSAML appoint directors, taking into consideration a broad range of qualities and competencies, and evaluate the balance of knowledge, skills, experience, and independence of the candidates.
We aim to hire and retain the best people for the right roles, to deliver for our clients, our businesses, our shareholders and the communities we serve. We have a diverse workforce with a variety of skills, experiences and backgrounds that reflects the diversity of our clients. In the various locations in which UBS operates, we are subject to separate, and sometimes conflicting regulations and regulatory expectations. In each location, we act in accordance with the current laws and regulations and monitor any changes to ensure we remain consistent. We invest in our employees and promote initiatives that build engagement and a cohesive and collaborative culture.

Our commitment to pay fairness, diversity and inclusion
Fair and consistent pay practices are designed to ensure that employees are appropriately rewarded for their contribution. We pay for performance, and we take pay equity seriously. We have embedded clear commitments in our compensation policies and practices and apply the same fair pay standards across all locations. We annually review our approach and policies, in line with established equal pay methodologies, to support our continuous improvement.
As part of our commitment to equal pay, we regularly conduct internal reviews on pay equity, and our statistical analyses show a differential between male and female employees in similar roles across our core financial hubs of less than 1%. If we find any gaps not explained by business or by appropriate employee factors, such as role, responsibility, experience, performance or location, we look at the root causes and address them.
We also aim to ensure that all employees are paid at least a living wage. We regularly assess employees' salaries against local living wages, using benchmarks defined by the Fair Wage Network. Our analysis in 2024 showed that employees' salaries were at or above the respective benchmarks.

Board Composition as at 31 December 2024

	Total Number of Directorships held as at 31 December 2024	Directorships under SYSC 4.3 A.7 (2) R that do not count for the limits under SYSC 4.3A 5R & 6R	Directorships as at 31 December 2024 after SYSC 4.3A7(2) adjustments (E= Executive, NE = Non-Executive)
K Jecks (Non-Executive Director)	3	2	1NE
I Hale (Non-Executive Director)	6	5	1NE
M Berryman[1]	14	13	1E
A Marshak	1	-	1E

All board members have equal voting rights on resolutions and decisions. The composition of the boards for the above-named entities reflect appointments approved by UK regulator and is reviewed on an ongoing basis to ensure appropriate representation.

The Board

The details of the directors of CSAML, together with the number of other directorships each member held as at 31 December 2024 are shown below:

Keith Jecks - Non-Executive Director, Credit Suisse Asset Management Ltd

Keith joined UBS in 2018 and the Board of CSAML in May 2024. His early career began in 1975 at Friends' Provident, with moves to Hymans Robertson, IBM and Noble Lowndes (now part of Mercer) and Lloyds Investment Managers in 1986. In 1989 he became a Member of the Global Executive Committee at Kleinwort Benson Investment Management (KBIM) Holdings and CEO North America, based in New York for 3 years. He also held positions at Lloyds Investment Managers and Lazard Brothers Asset Management and was a partner at Watson Wyatt Partners until 2004. Between 2004 and 2008 he was Global Head of Pension Fund Advisory for ABN AMRO where he established the global function providing investment banking solutions for pension funds, with teams in the UK, Netherlands, Asia, Japan, Switzerland, Italy and Nordic region. Keith's most recent executive career position was from 2008 to 2013 as Senior Investment Consultant with Towers Watson Ltd.

Ian Hale – Non-Executive Director, Credit Suisse Asset Management Ltd

Ian is a Non-Executive Director of CSAML and was appointed Chief Executive Officer of the UK Private Bank, Credit Suisse UK Ltd, in June 2023. During his 15 -year career at Credit Suisse he held a series of senior risk management roles including Chief Risk Officer for the international locations within EMEA and UK Private Bank. Before joining Credit Suisse, Ian served as Chief Investment Officer at Access Bank and his earlier career included positions at Barclays, contributing to risk and operational leadership. In addition to his executive roles, Ian was a Director of Ambition Institute from 2017 to 2024, supporting the organisation's mission to improve educational outcomes through leadership development and training.

Marc Berryman – Chief Executive Officer and Executive Director, Credit Suisse Asset Management Ltd[1]

Marc has served as CEO of Credit Suisse Asset Management Ltd since July 2023 and played a pivotal role in integrating the UK activities of Credit Suisse into UBS. He joined UBS in October 2023 as Head of UK Business Management, where he is responsible for EMEA regional governance, including regulatory reporting. Prior to this, Marc spent nine years at Credit Suisse.. He is an ACA-qualified Fellow Chartered Accountant and a Business and Finance Professional. He also holds the ICAEW Sustainability Certificate. In addition to his executive responsibilities, Marc is a member of the Investment Funds Committee at the Investment Association (IA), a Director on the Board of ODI Global, and Chair of its Finance and Audit Committee.

[1]Marc Berryman has resigned from the Board of Credit Suisse Asset Management Ltd effective 3 January 2025, replaced by Malcolm Edwards

Andrew Marshak - Executive Director, UBS Asset Management, Credit Suisse Asset Management Ltd

Andrew Marshak is a Managing Director and Head of Europe for CIG, with primary responsibility for European loans and high-yield bonds. Mr. Marshak has global responsibility for overseeing CIG's portfolio management and trading. Mr. Marshak is a member of the Corporate Credit Forum, Structured Credit Forum, and PCO Investment Committee. Prior to joining CIG, Mr. Marshak was a Managing Director and a founding partner of First Dominion Capital, LLC, which he joined in 1997 from Indosuez Capital, where he served as a Vice President. Prior to joining Indosuez Capital in 1992, Mr. Marshak was an Analyst in the Investment Banking Department of Donaldson, Lufkin & Jenrette. He holds a B.S., summa cum laude, from the Wharton School of the University of Pennsylvania and is currently a resident in London.

Own Funds

The tables below show the composition of the total available regulatory capital for CSAML, based on the audited financial statements for the year ended 31 December 2024. Tier 1 capital is the total of share capital and retained earnings. Share capital is made up of 450m ordinary shares of £0.1 each. As at 31 December 2024, CSAML did not have any Additional Tier 1, Tier 2 or Tier 3 capital. Capital deductions are made up of Deferred Tax Assets and 0.1% Pru-val adjustment on Investments in CLOs.

Composition of regulatory own funds

	Item	Amount (GBP thousands)	Source based on reference numbers/letters of the balance sheet in the audited financial statements
1	OWN FUNDS	210,298	
2	TIER 1 CAPITAL	210,298	
3	COMMON EQUITY TIER 1 CAPITAL	214,697	
4	Fully paid up capital instruments	45,020	Called up share capital
5	Share Premium	20,989	Share premium
6	Retained earnings	91,445	Retained earnings
8	Other reserves	57,243	Capital contribution reserve
11	(-)TOTAL DEDUCTIONS FROM COMMON EQUITY TIER 1	4,399	
19	CET1: Other capital elements, deductions and adjustments	4,399	Pru-val and DTA adjustment

Own funds: reconciliation of regulatory own funds to balance sheet in the audited financial statements

		Balance sheet as in published/audited financial statements As at 31.12.2024	Under regulatory scope of consolidation As at 31.12.2024	Cross-reference to template OF1
Assets				
1	CLO Assets	269,545	269,275	19
2	Cash and cash equivalents	235,849	235,849	
3	Deferred tax asset	4,129	-	19
4	Debtors & Other Receivables	12,641	12,641	
	Total Assets	**522,164**	**517,765**	
Liabilities				
1	Creditors, Borrowing & Other Payables	307,467	307,467	
	Total Liabilities	**307,467**	**307,467**	
Shareholders' Equity				
1	Called up share capital	45,020	45,020	4
2	Capital contribution reserve	57,243	57,243	8
3	Share premium account	20,989	20,989	5
4	Retained earnings	91,445	87,046	6,8,19
	Total Shareholders' equity	**214,697**	**210,298**	1,2,3

Own funds: main features of own instruments issued by the firm

450,204,387 ordinary shares of £0.1 each, fully paid.

Own Fund Requirements

Calculation of Own Funds Requirement

As a MIFIDPRU regulated firm, CSAML is required at all times to maintain own funds at least equal to the highest of its

- Permanent minimum capital requirement: £0.08m;
- Prescribed K-factor Requirement: £1.4m; and
- Fixed Overheads Requirement (FOR): £3.7m.

In addition to above, the firm is also required to hold additional capital for wind down costs and harm assessment to determine the additional amounts of capital that should be held on top of the prescribed (rule based) K-Factor calculation.

The Prescribed K-factor Requirement (KFR)

The K-factors are a method of calculating the capital requirements by measuring the risk posed by a firm to clients, the market and the firm itself based on the volume of activity performed within the entity. After considering the activity performed within CSAML only three prescribed K-Factors apply and the levels as at 31 December 2024 are shown in the table below;

- K-AUM (assets under management) is calculated as 0.02% of the average AUM held over a 12-month period.
- K-CMH (client money) is calculated at 0.4% of average daily client money held over a 6-month period.
- K-COH (client order handled) is calculated as 0.1% and 0.01% of average daily cash and derivative trades respectively over a 3-month period.

GBP m	CSAML
K-AUM (Asset under management)	1.4
K-CMH (Client money)	0.0
K-ASA (Safeguarding assets)	0.0
K-COH (Client order handled)	0.0
K-NPR (Market risk)	0.0
K-CMG (Clearing risk)	0.0
K-DTF (Trading activity on firm's own account)	0.0
K-DTF (Trading activity in client's names)	0.0
K-TCD (Trading counterparty risk)	0.0
K-CON (Concentration risk)	0.0
Other risk (Ongoing activities not captured in K-Factors)	0.0
Total Capital required for prescribed K-factors	**1.4**

Fixed Overheads Requirement (FOR)

The FOR is equal to one quarter of the CSAML's relevant annual fixed expenditure and is currently £3.7m. This is defined as the total expenditure from the most recent audited annual report and accounts, less discretionary variable expenditure, which is limited to variable compensation in the case of CSAML.

The costs are split int two categories and are considered as part of the total costs base for the FOR to be applied.

- Direct costs are those borne directly by the Asset Management employees performing the key activities of CSAML. This also includes costs received as part of the UBS AM global transfer pricing framework, for support services provided by other UBS group Asset Management companies outside of the UK, who support portfolio managers and client relationship managers in the UK.
- Allocated costs are from the UBS Group Function division, who support all UBS legal entities and use allocation keys to charge costs to the front office locations, for services such as Finance, Group Technology, Human Resources, Legal, Risk, Compliance and Operational risk, Premises etc.

Firm Approach to assessing the adequacy of Own Funds

The internal capital adequacy and risk assessment process (ICARA) is an ongoing process which is owned by the Board, but embedded into the ongoing processes used to govern the entity on a day to day basis. The ICARA process identifies risks and potential harms that could be caused from ongoing operations and also during a wind-down and enables the Board to determine the capital and liquidity assessment for the firm.

Capital Assessment

The Board determine the minimum amount of capital required, to set the **Own Funds Threshold Requirement (OFTR)** which is the higher of the following:

Permanent Minimum Requirement (PMR): the initial capital an investment firm requires to be authorised with its current permissions.

Assessment A from ongoing operations. This generates the **K-factor Requirement (KFR):** the prudential framework to account for potential harms to clients, markets and the firm itself. An investment firm is required to calculate the various K-factors which are relevant to its business model and the sum of these K-factors derive the capital requirement. This assessment is performed twice:

- **Prescribed:** Calculation is performed as per the IFPR rules
- **Harm Assessment**: Identification and quantification of harm the business model may pose to clients, market, and the firm in order to determine the additional amounts of capital that should be held on top of the prescribed (rule based) K-Factor calculation. The assessment includes Non-Financial risks and other risks comprising credit risk, market risk, concentration, and trading risk.

Assessment B from wind-down: The rationale is to ensure that firms are always able to organise an orderly wind-down, or undertake a restructuring of their activities. They should always hold sufficient financial resources to withstand operational expenses over an appropriate period of time to complete this wind down. If capital ever fell below this level it would act as a trigger to begin the wind down. This assessment has two components:

- **Fixed Overheads Requirement (FOR):** defined as the one quarter of total annual expenditure from the most recent audited annual report and accounts, less discretionary variable expenditure. This acts as the own funds wind-down trigger.
- **Additional Wind down costs:** The firm completes an assessment of the costs of an orderly wind down. If this is greater than the FOR derived from fixed costs above, there is an additional balance added to the FOR to ensure it is enough to cover the full wind down costs.

Individual Capital Guidance (ICG): This can be instructed by the FCA at any time to an individual firm. At this point there is no individual capital guidance (ICG) for AM UK or any individual firm within the group (including CSAML).

The own funds threshold requirement, which is the higher of the above measures, is applied against the capital resources of the firm, which should always be in excess of the requirement.

Liquidity Assessment

The Board determine the minimum amount of liquidity required, to set the **liquid assets threshold requirement (LATR)**, which is calculated as follows:

Basic liquid assets requirement (BLAR) is to hold minimum liquid resources equal to 1/3 of the fixed overhead requirement (FOR), which reflects approximately 1 month of fixed costs.

However, CSAML must also be able to make their own assessment of additional liquidity needs to ensure they can satisfy the overall financial adequacy rule, which requires a firm to hold adequate liquid assets to ensure that:

(a) the firm is able to remain financially viable throughout the economic cycle, with the ability to address any potential harm that may result from its ongoing activities; and

(b) the firm's business can be wound down in an orderly manner.

To comply with the overall financial adequacy rule, a firm must therefore hold the sum of the basic liquid assets requirement and the higher of:

(a) the amount of liquid assets that the firm requires to fund its ongoing business operations, taking into account potential periods of financial stress during the economic cycle; or

(b) the additional amount of liquid assets that a firm would need to hold when commencing its wind-down process to ensure that the firm could be wound down in an orderly manner.

As a result, CSAML use the business as usual and stressed cash flows to determine a minimum level of liquid resources to hold at all times, which sets the **liquid assets threshold requirement (LATR)** for each entity, using the following calculation:

LATR = Higher of (i) Basic Liquid Asset Requirement (BLAR) + most severe stress test or (ii) wind down

The liquid asset threshold requirement, is applied against the liquid resources of the firm, which should always be in excess of the requirement

Overall financial adequacy rule

The Board continually monitors the suitability of the OFTR and LATR to ensure it complies with the overall financial adequacy rule. The risk management framework and assessment has considered all material aspects of capital and liquidity risk that apply to CSAML during ongoing activities and stressed scenarios, which are most relevant and proportionate to the respective business model. The stress test results are used to inform the risk tolerance and resulting risk appetite set by the Board. This will allow the Board to continue to measure and monitor the risk and potential harm it could cause and provide early warning of any increasing risk to allow them to act accordingly. With all of this considered and the results showing CSAML are within the risk appetite set throughout the year, the Board believes that they comply with the overall financial adequacy rule.

Remuneration Policy and Practices

Scope and purpose

These disclosures are made in accordance with Chapter MIFIDPRU 8 of the FCA Handbook (the "Handbook") in respect of the remuneration period ending 31 December 2024 with respect to Credit Suisse Asset Management Limited.
Credit Suisse Asset Management Limited ("CSAML" or the "Company") is a private company limited by shares that is domiciled and registered in the United Kingdom ("UK"). CSAML is an asset management entity that forms a part of the Asset Management business within UBS Group AG.

CSAML, as a solo FCA regulated firm, is required to make annual disclosure on an individual basis in the manner set out under MIFIDPRU 8. CSAML is classified as a non-small and non-interconnected ('non-SNI') MIFIDPRU investment firm under the IFPR's firm categorization thresholds. The disclosed information is proportionate to CSAML's size and organization, and to the nature, scope and complexity of its activities.

This document sets out remuneration practices for all employees in relation to CSAML. For Material Risk Takers ("MRTs"), references reflect requirements under the FCA remuneration rules under the MIFIDPRU Remuneration Code and the Handbook.

Total Reward Principles

Our Total Reward Principles are fully aligned with our strategy and encourage employees to live our strong and inclusive culture that is grounded in our three keys to success: our Pillars, Principles and Behaviors. These guiding principles underpin our approach to compensation and define our compensation framework. In 2024, we refined our Total Reward Principles to further align them to our strategy and our three keys to success. This aims to ensure that the interests of our employees are aligned with those of our clients and other stakeholders. In the short-to-medium term, they also enable UBS to drive the economic and cultural integration of Credit Suisse and the long-term value creation of the combined firm.

Therefore, our compensation approach supports our capital strength and risk management, and provides for simplification and efficiency. It encourages employees to focus on client centricity, connectivity and sustainable impact in everything we do. Moreover, we reward behaviors and conduct that help build and protect the firm's reputation, including Accountability with integrity, Collaboration and Innovation. Compensation for each employee is based on individual, team, business division and Group performance, within the context of the markets in which we operate.

Reinforce our culture and strategy	Compensation reinforces and aligns with the firm's culture and strategy, fosters engagement among employees and aligns their long-term interests with those of clients and stakeholders.
Attract, retain and motivate a talented workforce	We provide competitive and fair pay to support our global and diverse workplace based on meritocracy. Pay at UBS reflects fair and equal treatment and is competitive. Our investment in a motivated workforce supports the sustainability of the organization.
Foster pay-for-performance aligned with sustainable achievement and our ways of working	We pay for sustainable and holistic performance. Clear objectives as well as a thorough evaluation of what was achieved and how it was achieved, combined with effective communication, promote clarity, accountability and establish a strong link between pay and performance. This approach emphasizes behaviors and conduct, including Accountability with integrity, Collaboration and Innovation.
Reinforce sustainable long-term value creation and growth	Compensation is appropriately balanced between fixed and variable elements and delivered over an adequate period to support our growth ambitions and sustainable performance.
Support risk awareness and appropriate risk-taking	Our compensation structure encourages employees to have a focus on risk management and behave consistently with the firm's risk framework and appetite, thereby anticipating and managing risks effectively to protect our capital and reputation.

The Total Reward Principles are reviewed periodically by the Compensation Committee of the Board of Directors of UBS Group AG (the "Compensation Committee"), which is made up of non-executive directors, and by the full Board of Directors of UBS Group AG.] The CSAML Remuneration Committee ("CSAML RemCo") approves the outcome of the annual compensation review for CSAML. The CSAML RemCo has a specific duty to advise and/or make recommendations to the Board of Directors of CSAML on any of the following matters under the remuneration rules, including:

- Compliance of the Total Reward Principles and UBS compensation framework with the FCA remuneration rules and other relevant UK compensation regulations;
- Individual compensation awards, with particular focus on members of the CSAML Executive Committee and MRTs;
- The identification, and the performance of, MRTs;

- Malus/clawback decisions in respect of deferred compensation awarded to CSAML employees; and
- Approve the regulatory reporting and disclosures that CSAML are required to make under relevant UK compensation regulations.

Currently, the CSAML RemCo consists of two non-executive members. The CSAML RemCo typically meets one time throughout the performance year, in advance of any regulatory submissions and/or in advance of the compensation year-end decisions. In 2024, the CSAML RemCo held one meeting.

Our Total Reward Approach

Compensation can positively influence employee behavior and motivation as well as the firm's culture. Therefore, our goal is to have a compensation approach that is fully aligned with our purpose and supports our strategic imperatives. This aims to ensure that the interests of our employees are aligned with those of our clients and stakeholders.

Our compensation approach supports our capital strength and risk management and provides for simplification and efficiency. It encourages employees to focus on client centricity, connectivity and sustainable impact in everything we do. Moreover, we reward behaviors that help build and protect the firm's reputation, specifically Accountability with integrity, Collaboration and Innovation.

Our compensation principles reflect a pay-for-performance approach that considers a number of factors, including Group, division, team and individual performance, as well as Behaviors that help build and protect the firm's reputation. Employees are reviewed and rewarded for their contribution and impact against a range of financial and non-financial objectives which are ambitious and in line with the Group strategy. Our performance management enables us to fairly differentiate performance, and consequently provide compensation, in an objective, transparent and disciplined manner. It further aims to enable an agile work environment supporting cross-functional collaboration in the organization and a continuous feedback culture.

Our Total Reward approach is structured to support sustainable results and growth ambitions. At UBS, we apply a holistic Total Reward approach, generally consisting of fixed compensation (base salary and role-based allowances, if applicable), performance awards, pension contributions and benefits.

To support hiring and retention, particularly at senior levels, we may offer other compensation components such as:
- retention payments to key employees to induce them to stay, particularly during critical periods for the firm, such as a sale or wind-down of a business;
- on a limited basis, guarantees that may be required to attract individuals with certain skills and experience, these awards are fixed incentives subject to our standard deferral rules and limited to the first full year of employment;
- awards granted to employees hired late in the year to replace performance awards that they would have earned at their previous employer but have foregone by joining UBS, these awards are generally structured with the same level of deferral as for employees at a similar level at UBS; and
- award granted to new hires to replace performance awards that they would have foregone by joining UBS. These awards contain provisions on periods of retention, deferral, vesting and ex post risk adjustment that are no shorter than any corresponding periods that applied to the unvested part of the performance awards that they replaced.

In the event of termination, the Company may make payments to terminating individuals as long as any such payments reflect performance achieved over time while not rewarding failure or misconduct. Our severance terms comply with the applicable local laws. In addition, we may make severance payments that exceed legally obligated severance payments where we believe these are aligned with market practice and appropriate under the circumstances.

For employees whose total compensation exceeds certain levels, performance awards are delivered in a combination of cash, deferred contingent capital awards and deferred share-based awards. A substantial portion of performance awards is deferred and vests over a five-year period on a pro-rata basis. This deferral approach supports alignment of employee and investor interests, our capital base and the creation of sustainable shareholder value. This ensures that the interests of our employees are aligned with those of our clients and other stakeholders.

LTIP awards granted to UK MRTs and Senior Management Functions (SMFs) are subject to an additional non-financial conduct-related metric as required by UK regulation.

These other variable compensation components are subject to a comprehensive governance process, which may involve the CSAML RemCo, depending on the amount or type of such payments.

External advisors

The Compensation Committee may retain external advisors to support it in fulfilling its duties. In 2024, HCM International Ltd. (HCM) provided independent advice on compensation matters. HCM holds no other mandates with UBS. Additionally, Willis Towers Watson provided the Compensation Committee with data on market trends and pay levels. Various subsidiaries of Willis Towers Watson provide similar information to UBS's human resources department in relation to compensation for employees, including advisory services and secondments to UBS on benefits and year-end compensation activities. Willis Towers Watson holds no other compensation-related mandates with UBS. CSAML RemCo had no external advisor in 2024.

Control functions and Group Internal Audit

Our control functions must be independent in order to monitor risk effectively. Therefore, their compensation is determined separately from the revenue areas that they oversee, supervise or monitor. Their performance award pool is based not on the performance of these businesses, but on the performance of the Group as a whole. We also consider other factors, such as how effectively the function has performed and our market position. Decisions on individual compensation for the senior managers of the control functions are made by the function heads and approved by the Group CEO. Decisions on individual compensation for the members of Group Internal Audit (GIA) are made by the Head GIA and approved by the Group Chairman.

Risk awareness and role of Risk Committee

The Risk Committee, a committee of the UBS Group AG BoD, works closely with the Compensation Committee with the goal of ensuring that our compensation framework appropriately reflects risk awareness and management, and supports appropriate risk-taking. It supervises and sets appropriate risk management and risk control principles and is regularly briefed on how risk is factored into the compensation process. It also monitors the involvement of Group Risk Control and Compliance and Operational Risk Control in compensation and reviews risk-related aspects of the compensation process.
Our compensation framework and programs are designed to:

- support sustainable performance, growth ambitions and appropriate risk-taking, including sound conduct and risk management practices.
- promote an environment where we are all risk managers, detecting emerging risks early, managing risk diligently, courageously raising concerns, protecting the reputation of our firm and enhancing the quality of our financial results.

We look at the firm's risk profile and culture, the extent to which operational risks and audit issues have been identified and resolved, and the success of risk reduction initiatives. The performance award process incorporates risk aspects across pool funding, allocation, delivery and deferral. Having a risk category in the performance objectives supports risk anticipation for employees.

Employees are rewarded for achievement against a range of financial and non-financial objectives, including their management of operational risk, and not only on the basis of individual revenues. Gains, as well as losses, are examined when considering an employee track record of performance and risk management, and in the context of market conditions. UBS's performance measurement will be adjusted for activities and future risks that are not adequately reflected in annual profits to consider the time horizon of risk.

Compensation for control functions is determined independently from the revenue areas that they oversee, supervise or

monitor. Their performance award pool is based on the performance of the Group as a whole, how effectively the function has performed and our market position. Control functions, including Group Risk Control and Legal are involved in designing and implementing our compensation policy.

To further promote sustainable performance, all of our deferred compensation plans include employment conditions and malus conditions. These enable the firm to reduce or fully forfeit unvested deferred awards under certain circumstances, pursuant to performance and harmful acts provisions. In addition, forfeiture is triggered in cases where employment has been terminated for cause. In addition to malus, the MRT population may be subject to clawback in certain circumstances, as described in the section on "Clawback Provisions " below.

More generally, all employees are subject to our Incidents & Consequences (I&C) framework, which outlines the minimum reward and performance impacts of disciplinary sanctions. Our I&C framework includes the minimum in-year performance award reductions applicable to specific disciplinary sanctions.

Fair and equitable pay

Pay equity and equal opportunity are fundamental to support our strategy. Being an employer of choice and inclusive of all experiences, perspectives and backgrounds is critical to our success. Factors such as gender, culture, race, ethnicity, sexual orientation and identity, disability, family, veteran status, generations and part-time status should not impact opportunities available to our employees.

Fair and consistent pay practices are designed to ensure that employees are appropriately rewarded for their contribution. We pay for performance, and we take pay equity seriously. We have embedded clear commitments in our compensation policies and practices and apply the same fair pay standards across all locations. We annually review our approach and policies, in line with established equal pay methodologies, to support our continuous improvement.

As part of our commitment to equal pay, we regularly conduct internal reviews on pay equity, and our statistical analyses show a differential between male and female employees in similar roles across our core financial hubs of less than 1%. If we find any gaps not explained by business or by appropriate employee factors, such as role, responsibility, experience, performance or location, we look at the root causes and address them.

We also aim to ensure that all employees are paid at least a living wage. We regularly assess employees' salaries against local living wages, using benchmarks defined by the Fair Wage Network. Our analysis in 2024 showed that employees' salaries were at or above the respective benchmarks.

The Remuneration Policy and practices are impartial, gender-neutral and support equal pay, and we are strongly committed to ensuring that all employees are paid fairly.

Performance award pool funding

Our compensation philosophy focuses on balancing performance with appropriate risk-taking, retaining talented employees and supporting shareholder returns. Our overall performance award pool funding percentage decreases as financial performance increases. In years of strong financial performance, this prevents excessive compensation and results in an increased proportion of profit before performance awards being available for distribution to shareholders or growing the Group's capital. In years where performance declines, the performance award pool will generally decrease; however, the funding percentage may increase.

Our performance award pool funding framework is based on Group and business division performance, including achievements against defined performance measures. In assessing performance, we also consider relative performance versus peers, market competitiveness of our pay position, as well as progress against our strategic and integration objectives, including returns, risk-weighted assets and cost efficiency. The Risk and Compliance functions support our holistic reflection and consideration of the financial and non-financial impact (including reputation) of risk matters. We further consider the firm's risk profile and culture, the extent to which operational risks and audit issues have been identified and resolved, and the success of risk reduction initiatives including accountability for significant events.

The funding for Group functions is linked to overall Group performance and also reflects factors such as headcount and workforce location. For each functional area, quantitative and qualitative assessments evaluate service quality, risk management and financial achievements.

Our decisions regarding the total Group performance award pool also balance consideration of financial performance with a range of factors, including the impact of litigation, regulatory costs, the effect of changes in financial accounting standards, capital returns and relative total shareholder return.

For 2024, the performance award pool was determined by applying our usual approach described above and also reflects market competitive considerations to protect our franchise and investment.
Sustainability and diversity are well embedded into the culture of our organization and our employee base across all levels. These topics, including serving our clients' needs, delivering on our reporting requirements and supporting an inclusive workplace based on meritocracy where all employees can be successful and thrive, continue to be a priority. Considering our standing in these areas over the last several

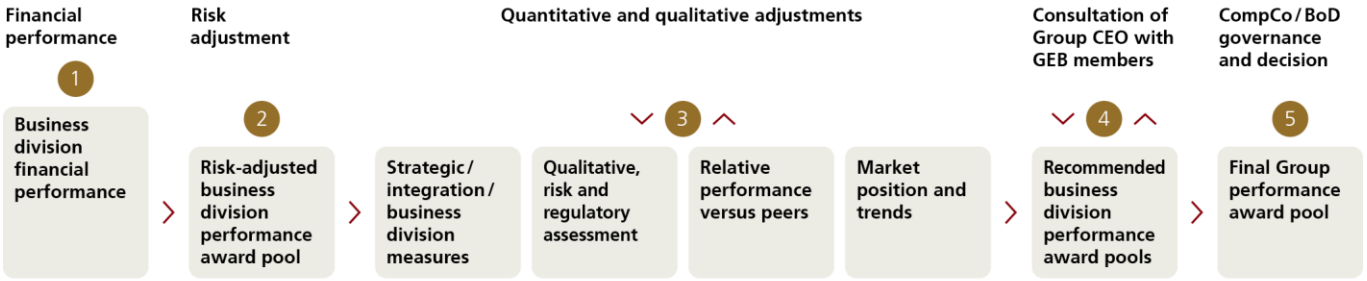
years, for 2024 these had no impact in our decision-making.

Before making its final proposal to the BoD, the Compensation Committee considers the Group CEO's proposals and can apply a positive or negative adjustment to the performance award pool

As part of the process, CSAML relevant risk events (if any) are reviewed and discussed with the CSAML RemCo and taken into consideration as part of the pool determination process. The CSAML RemCo reviews the proposed allocations to individual MRTs to ensure alignment with pay-for-performance principles and alignment with the CSAML applicable remuneration rules.

› Refer to the "Group performance" section of the UBS Group AG Annual Report 2024 for more information about our results

Performance award funding process – illustrative overview



1	**Business division financial performance**	The starting point for the funding process is the business division financial performance, which may be adjusted for items that are not reflective of the underlying business division performance.
2	**Risk-adjusted business division performance award pool**	Predetermined business division-specific funding rates are applied to risk-adjusted performance, which excludes items that are not reflective of the underlying business performance.
3	**Strategic / integration / business division measures**	Each division is assessed based on specific measures (e.g. net new fee generating assets, return on attributed equity). In the short-to-medium term, to support the economic and cultural integration of Credit Suisse and the creation of long-term value of the combined firm for our shareholders, our decision making also reflects the progress on and the complexity of the transaction, including the need to retain key talent, support pay fairness across the entire organization, and stabilize the franchise during the integration period.
	Qualitative, risk and regulatory assessment	Decision-making considers the firm's risk profile and the extent to which operational risks and audit issues have been identified and resolved, as well as other items such as the impact of litigation and regulatory costs. The Risk and Compliance functions support our holistic reflection and consideration of the financial and non-financial impact (including reputation) of risk matters.
	Relative performance versus peers	Performance is assessed relative to our peers, including financial performance, returns and relative total shareholder return.
	Market position and trends	Market intelligence, based on external advisors, helps assess the competitiveness of our pay levels and compensation structure. It also provides a prospective view of market trends in terms of absolute compensation levels, compensation framework and industry practice.
4	**Recommended business division performance award pools**	The business division performance award pool determination process, based on quantitative and qualitative assessments, results in a proposal from the Group CEO (after consultation with the GEB) to the Compensation Committee for consideration.
5	**Final Group performance award pool**	The Compensation Committee considers the proposal in the context of the factors outlined above and verifies that it is in line with our strategy and our Total Reward Principles to create sustainable shareholder value and support our growth ambitions. The Committee may alter the proposal of the Group CEO (upward or downward, including proposing a zero award) before making its final proposal to the BoD.

Material Risk Takers

The 2024 MRTs of CSAML consist of individuals identified through the FCA's MIFIDPRU Remuneration Code (SYSC 19G) criteria. The CSAML MRT population includes individuals holding an FCA Senior Management Function, the non-executive and executive members of Boards of CSAML, managers of Business Units undertaking specified regulated activities, control and corporate functions, as well as other individuals who meet IFPR MRT criteria. The population may also include other categories of employee identified based on regulatory feedback and/or internal assessments of those taking material risk. Our approach to the identification of MRTs is reviewed on at least an annual basis by the Compliance function and approved by the CSAML RemCo.

Variable compensation awarded to CSAML MRTs is subject to additional deferral and other requirements. CSAML MRTs are subject to a minimum deferral rate of 40% or 60% (depending on role / variable compensation level) on performance awards. The deferred portion of the performance award is delivered in notional funds (the Fund Ownership Plan (the FOP) to align their compensation more closely with industry standards) and Deferred Contingent Capital Plan (DCCP), which are subject to 6-month blocking periods post vesting and do not pay out dividends or interest during the deferral period. In certain circumstances, severance payments and certain other compensation elements made to MRTs are also treated as variable compensation and follow similar structuring rules as described above.

As of 31 December 2024, CSAML identified total 19 MRTs (of which 16 were active as of 31 December 2024).

Under SYSC19G.4.6R of the MIFIDPRU Remuneration Code, CSAML has set an appropriate maximum ratio between the variable and the fixed component of the total remuneration awarded to MRTs. Where necessary, the maximum ratios differ for different categories of employee, and from one performance period to the next.

Clawback Provisions

All MRTs identified in relation to UBS regulated entities are subject to Clawback provisions. Under these, MRTs can be required to be subject to clawback provision for the period of vesting plus any blocking or deferral period to repay variable performance awards if they participated or were responsible for conduct which resulted in significant losses or harm to the firm and/or failed to meet appropriate standards of fitness and propriety.

Remuneration awarded for 2024 in respect of UBS Asset Management MRTs

The following tables show details of the awards made to UK-regulated MRTs identified in relation to CSAML in accordance with the MIFIDPRU Remuneration Code. All data is as of 31 December 2024. In accordance with Chapter 8 of the Prudential sourcebook for MiFID Investment Firms, awards have been split between "senior management", "material risk takers", and "other employee" where applicable. As stated in the section on "Material Risk Takers" above, there were 19 Material Risk Takers identified for the 2024 performance year.

Appendix A: Remuneration awarded for all CSAML employees and MRTs

All monetary values are denoted in GBP m

Table1: Total Remuneration (GBP m) awarded for the 2024 performance year

		Senior Management[1]	Material Risk Takers	Other Employees
	Number of employees	10	9	2
	Total fixed remuneration[2]	**1.7**	**4.3**	**0.4**
	Total variable remuneration[3]	**0.8**	**5.3**	**1.1**
	Total remuneration	**2.5**	**9.7**	**1.5**

1. Senior Management comprises of Non-Executive Directors who sit on the Board, and individual in Senior Management Functions (SMFs) who oversee the management decision-making. Non-Executive Directors are awarded fixed fees only and are not eligible to receive any variable remuneration for their supervisory roles. Non-Executive Directors of CSAML, who are employees of other UBS Group AG companies are not remunerated for their non-executive role. No remuneration details are included for these individuals.
2. Fixed remuneration, that is typically awarded in cash, includes base salaries, total remuneration relevant allowances as well as pension and benefits paid in 2024.
3. Discretionary variable incentive awards granted to the employees relating to the 2024 performance year as communicated via 2024 compensation statements. Values include severance amounts awarded to Senior Management and MRT employees only who left the firm in 2024 performance year. Further detail on severance awards is available in table 5 in this disclosure.

Appendix B: Remuneration for CSAML MRTs only

All monetary values are denoted in GBP m

Table 2: Remuneration awarded for the 2024 financial year - CSAML MRTs only

		Senior Management	Material Risk Takers
	Number of identified employees	10	9
Fixed remuneration[1]	**Total fixed remuneration**	**1.7**	**4.3**
Variable remuneration[2]	**Total variable remuneration**	**0.8**	**5.3**
	Cash-based	0.3	1.0
	Of which: non-deferred	0.3	1.0
	Of which: deferred	-	-
	Funds / Shares	0.3	2.8
	Of which: non-deferred[3]	0.2	0.5
	Of which: deferred[4]	0.2	2.3
	Share-linked instruments	-	-
	Of which: non-deferred	-	-
	Of which: deferred	-	-
	Other forms of remuneration[5]	0.1	1.5
	Of which: non-deferred	-	-
	Of which: deferred	0.1	1.5
Total remuneration		**2.5**	**9.7**

1. MRTs fixed remuneration, that is typically awarded in cash, includes base salaries, total remuneration relevant allowances as well as pension and benefits paid in 2024.
2. MRTs discretionary variable incentive awards relating to the 2024 performance year as communicated via 2024 compensation statements. Values include severance amounts for MRTs who left the firm in 2024 performance year. Further detail on severance awards is available in Table 5 in this disclosure.
3. MRTs employed by CSAML are eligible to receive portion of their upfront performance award in restricted FOP (Fund Ownership Plan) (subject to a 6-month retention period). MRTs employed by other UBS Group companies are eligible to receive portion of their upfront performance award in restricted stock awards (subject to a 12-month retention period).
4. MRTs employed by CSAML are eligible to receive the deferred portion of their performance award in notional funds (the Fund Ownership Plan (FOP). MRTs employed by other UBS Group companies are eligible to receive the deferred portion of their performance award in UBS shares (the Equity Ownership Plan (EOP).
5. Other forms represent the Deferred Contingent Capital Plan (DCCP), which is subject to 6-month retention period.

Table 3: Remuneration awarded for the 2024 financial year – '*de minimis*' CSAML MRTs

In accordance with SYSC 19G.5.9(R), CSAML applies the exemption for individuals from the provisions under:
(a) SYSC 19G.6.19(R) to SYSC 19G.6.21(G) (*Shares, instruments and alternative arrangements*);
(b) SYSC 19G.6.22(R) and SYSC 19G.6.23(G) (*Retention policy*);
(c) SYSC 19G.6.24(R) to SYSC 19G.6.29(R) (*Deferral*); and
(d) SYSC 19G.6.35(R)(2) (*Discretionary pension benefits*).

The below table relates to CSAML MRTs who have benefitted from this exemption:

		Senior Management	Material Risk Takers
de minimis' MRTs	Number of employees	2.0	3.0
	Total fixed remuneration	**0.4**	**0.5**
	Total variable remuneration	**0.1**	**0.1**
	Total remuneration	**0.5**	**0.7**

Table 4: Deferred Variable Remuneration Awards as at 31 December 2024

		Senior Management	Material Risk Takers
Deferred and retained remuneration[4]	Total amount of deferred remuneration awarded for previous performance periods (1)	1.3	16.7
	Of which: is due to vest in the financial year in which disclosure is made	0.1	7.1
	Of which: will vest in subsequent financial years	1.3	9.5
	Total amount of deferred remuneration due to vest in the financial year in respect of which disclosure is made	-	6.8
	Of which: is or will be paid out (2)	-	6.8
	Of which: was due to vest but has been withheld as a result of performance adjustment (3)	-	-

1. Value of deferred variable remuneration awarded to MRTs in relation to the previous performance periods. Outstanding awards are valued as of 31 December 2024; awards vested and settled in 2024 are valued at the point of settlement. Excludes any awards that were forfeited during the performance year, e.g., due to resignation. Amounts do not include dividend equivalents or interests attached to the awards.
2. Actual value delivered to MRT for the awards vested in 2024. Based on share price as at the time of vest. Values do not include dividend equivalents and interest payments attached to the original awards. Values include carried interest award payments made during 2024.
3. Adjustments consist of cancelled or forfeited awards due to explicit performance adjustments. All outstanding deferred remuneration is exposed to potential risk adjustment.

Table 5: 2024 Special payments to employees whose professional activities have a material impact on institutions' risk profile

Guaranteed variable remuneration

Guaranteed variable remuneration can be awarded in the context of a contractual obligation, for the first year of employment, to attract new employees into the firm where they have no established performance or reputation. All guaranteed variable remuneration is taken into account when calculating the bonus cap. There is no CSAML MRT with guarantee in 2024.

Severance payments

Below table includes severances paid and awarded to CSAML MRTs. Typically, severance payments are not deemed variable remuneration (i.e., statutory severance awards made due to restructuring), however in certain circumstances, severance awards made to MRTs are treated as variable remuneration and follow similar structuring rules as all other variable remuneration.

		Senior Management	Material Risk Takers
Severance payments awarded during the financial year	Severance payments awarded during the financial year - Number of identified employees	-	1.0
	Severance payments awarded during the financial year - Total amount	-	0.5
	Of which highest payment that has been awarded to a single person	-	0.5

Severance amounts awarded to 2024 MRT leavers. This includes severance agreements made in 2024 to future MRT leavers.

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