Time well lent

A guide to impactful employee volunteering
in your community and beyond

UBS

Dear colleagues and partners

At UBS, we recognize that each of us has a part to play in supporting the transition towards a fair society, a healthy environment, and an economy that recognizes the interconnectedness of economic activity, people, and the planet. We are committed to building a more sustainable world.

Our contribution takes many forms. Within UBS, this also includes our employee volunteering programs, which we're particularly proud of. In every region we operate in, UBS supports many partner organizations through a broad range of impactful and exciting volunteering programs, all delivered by our Social Impact teams. The Group Executive Board (GEB) members and our regional senior leaders are actively engaged in these activities, leading by example. It's very rewarding to see the tangible differences we can make together across the communities where we live and work.

Whether you're a UBS colleague, an interested employee from another company, a client or a business partner, this publication is for you. Its purpose is to inform and inspire you to support the causes you're passionate about by giving your time and skills. By sharing the wealth of knowledge and best-practice examples which our experienced volunteering teams have gathered over the years, we're highlighting just how easy and important it is to volunteer.

We hope it inspires you to actively take part in volunteering. Not only is it a great way to create positive environmental and social impact, it's also a fantastic means of bringing teams together, to learn and develop new skills, and ultimately, sustain a strong company culture. For employees and line managers alike, we all feel the benefits.

Thank you to those of you who have already given your time to support our communities, and welcome to everyone who wants to join us in making a difference in the world.

Sergio P. Ermotti
UBS Group CEO

Beatriz Martin Jimenez
Head UBS Non-core & Legacy, President UBS EMEA,
GEB Lead Sustainability & Impact

Table of contents

4 Why volunteer?

5 What's in it for you?

5 How will the partner organization benefit?

6 Why do (or should) employers offer volunteering?

7 Ready to volunteer?

8 What volunteer type are you?

8 Time to get moving!

9 What makes you a great volunteer?

11 A conversation on employee volunteering

13 Best practice examples from around the world

20 UBS's commitment to strengthening communities

22 Over 20,000 working days for local communities

23 About us

The purpose of volunteering, including corporate volunteering, is to address societal and environmental challenges. The United Nations Volunteer program defines volunteering as "a wide range of activities, including traditional forms of mutual aid and self-help, formal service delivery and other forms of civic participation, undertaken of free will, for the general public good and where monetary reward is not the principal motivating factor."[1]

1 United Nations Volunteers (UNV) program. (2021.) 2022 State of the World's Volunteerism Report. Building Equal and Inclusive Societies. https://swvr2022.unv.org/

01

Why volunteer?

It’s a win-win-win!

Corporate, or Employee Volunteering as it’s called at UBS, is a pillar of our Social Impact & Philanthropy strategy. That’s why we offer a variety of programs to our employees that help address social and environmental challenges around the globe – especially in the communities and environments where we live and work. Our program achieves threefold impact: for our partner organizations and their beneficiaries, our employees, and our company.

What's in it for you?

Have you thought of volunteering, but not yet taken the first step? Here are some good reasons why you might want to consider it:

Gain skills and knowledge
Volunteering creates valuable opportunities for personal and professional growth. For example, learning about alternative organizational or leadership styles, and acquiring new levels of expertise across diverse topics.

Broaden your perspectives
Through your volunteering activities, you can engage with people from various backgrounds and gain insights into different life realities. This can help you address unconscious biases and approach challenging situations with a different lens.

Grow your network
Through opportunities to connect with new people within and outside the firm, you can expand your personal and professional network.

Explore career opportunities
Volunteering can be a way for you to explore new subject areas, grow your experience and demonstrate commitment. Who knows where new connections and knowledge will lead you next?

Improve your well-being
Doing good for others and the community creates a sense of purpose and accomplishment. Empirical studies have also found that volunteering can increase happiness and improve well-being. Volunteering can even help build your fitness since some volunteering activities can be quite physical.

How will the partner organization benefit?

Many charitable, public or other non-profit organizations or social enterprises rely on volunteers to reach their impact goals. They recruit helpers from their communities or the wider public to work directly in communities where they want to make a difference. Here are some reasons why:

Cost pressure
Non-profits are often under pressure to direct as much of their budgets as possible directly into running programs, with as little as possible spent on overhead, like salaries. Getting help from volunteers can help solve this dilemma and create value beyond simply adding workers: they can benefit from a more diverse range of skills, experience and knowledge than they might have otherwise had.

The overhead trap
The cost pressure on non-profit organizations is often based on a paradox. It's understandable that funders and donors want to see their dollars go 100% to "where it matters": in the programs or even directly to community members (such as education scholarships for children). But good program execution requires good people, structures and processes – and these need funding. So, any funder or donor should be aware of the quality of the program they're supporting, based on transparent cost/impact statements. Because, in the end, it's the impact that counts.

Raise awareness
By engaging volunteers on a learning journey through the issues and solutions, the organization can enhance awareness and visibility, thereby gaining possible allies and ambassadors. They can help amplify the message of the cause and may even become opinion leaders on the issue, creating a community of its own that drives focus on the issue outside of the organizational structure.

Drive impact
Most organizations working with volunteers do so to support their impact targets, such as improving the lives of people with special needs. In contrast, there are also organizations with volunteering as the core purpose, which provide non-profits with volunteers or develop platforms to connect volunteers with organizations. Both kinds of organizations aim to advance their impact with volunteers.

Helping build ecosystems
Besides supporting individual organizations, corporate philanthropy can also strengthen whole sectors, such as supporting the volunteering ecosystem in a particular geography. UBS Helpetica, a central platform for volunteering in Switzerland, is such an example: it brings together people and charitable organizations keen to promote and work on sustainable projects, building structures and processes for volunteering on the way.

Why do (or should) employers offer volunteering?

Many companies such as UBS consider it to be part of their corporate responsibility to contribute to the well-being of the communities in which they are active. Through strong employee volunteering programs, they help organizations create impact. But positive social and environmental outcomes – locally or across boundaries – are not the only benefits of corporate volunteering programs. There are several advantages:

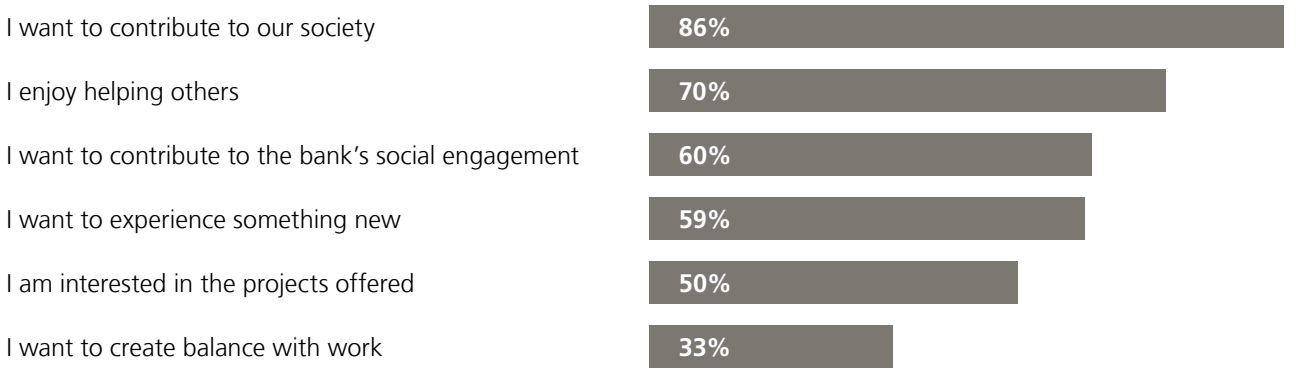
Build a great corporate culture
Volunteering activities can help improve qualities such as collaboration, trust, integrity or curiosity. They also provide a great opportunity to network with colleagues. These outcomes are helpful in building a resilient corporate culture.

Upskill the workforce
Volunteers bring what they've learned and experienced – including diverse perspectives – back to the company, contributing to a better and more successful workplace.

Become an employer of choice
Today, a company's culture and its contribution to society and the environment are important aspects that job seekers consider when taking their next career step. In the context of diversity, equity and inclusion, employee volunteering can be a measure to help a company engage a more diverse range of skills, experience and knowledge. Research shows that the majority of 16- to 25-year-olds consider the social or charitable engagement of a prospective employer as important, and that employees who feel supported by their employers in volunteering activities are more likely to stay loyal to the company.[2,3]

Create proof points of company engagement
When done genuinely, volunteering programs contribute to raising awareness and general outreach for the company in the community. This is a great opportunity to support employers in demonstrating commitment to being an active contributor to society and an enabler for impact achieved by non-profits.

When we asked our employees about volunteering, 94% said that their volunteer activity made them feel like UBS is a great place to work and 99% said that they had a positive volunteering experience and would recommend participation to their colleagues. These are their motivations to volunteer in the first place:[4]



2 Credit Suisse. (2022.) Credit Suisse Youth Barometer 2022. Insecure instead of carefree: Youth in times of crisis. https://www.credit-suisse.com/about-us/en/reports-research/studies-publications/youth-barometer.html
3 Habitat for Humanity. (2023.) The Benefits of Corporate Volunteering. https://hfhwm.org/2023/07/the-benefits-of-corporate-volunteering/
4 UBS internal survey (2018)

02

Ready to volunteer?

Here’s how.

You decided to sign up for a volunteering program? That’s great! But you may wonder how to go about it. Here are a few tips and tricks that can help you choose.

What volunteer type are you?

Do you feel hands-on...?
Hands-on volunteering doesn't normally build on your professional skills directly but focuses on physical and social tasks. They can be nature assignments – such as clean-up activities or helping improve habitats – or social interactions through support in soup kitchens or at charity events. Yet, they can still be a great way to develop your leadership and acquire knowledge. Hands-on volunteering projects are often suitable for teams and groups.

...or rather skills-based?
This type of assignment involves the use of the volunteer's professional skills and experience, as in social integration or job coaching projects. Due to the mostly bilateral nature of the tasks, skills-based volunteering is more suitable for individuals and less for groups.

An increasingly popular type of skills-based volunteering – with companies, volunteers and partner organizations – is capacity building. Volunteers use their professional skills to support growth, governance and operational aspects of the charitable organization itself rather than directly impacting the charitable cause. Frequently, serving on the Board of a non-profit organization is also categorized as capacity building.

Time to get moving!

Have you figured out what type of volunteering you'd like to do? Great. Now you can start thinking about how you would like to do it:

What are you passionate about?
Of course, your choice depends to a degree on what opportunities exist. But think about whether you prefer to work in nature, such as cleaning up a beach, or with people, as in mentoring a student.

What is your unique skill set or experience?
Are you a more experienced employee with a specific skill you would like to use to help others? Perhaps you are a line manager and have conducted many interviews. A job-search coaching assignment for young students or mock interviews for migrants could be something for you. Or maybe you're an avid gardener and good with tools. Then perhaps a forestry task is for you.

How much time do you have?
UBS gives its employees two fully paid working days per year, and other companies may have similar programs. Sometimes it is also the case that your line manager can agree to more volunteering days beyond the minimum.

Alone or in a team?
Are you planning to volunteer with your whole team? Doing something together with an impact on society or the environment is a fantastic opportunity to build that team spirit. It's worth a try! Talk to your volunteer coordinator about the options. In some regions, assignments suitable for larger groups are booked out quickly – so include this in your annual plan.

Online or in person?
The pandemic, with entire workforces interacting remotely, accelerated the trend of volunteering online. Many tasks can be done entirely online or by phone, such as befriending calls, coaching sessions or remote area mapping. These opportunities can be great if you don't have a lot of time available, as it can be done over lunch or after work.

Sign up!
Once you have chosen your favorite assignment from the list provided by your company's volunteering team, there's no stopping you. Register as early as you can to secure your spot, as some projects fill up very fast. Enjoy your volunteering day – you'll love it!

> "I think volunteering is important for UBS because we can get involved in really important tasks with our communities and the societies we live in. And we can contribute to our own communities with a lot of our skills. I think it's important because employees feel empowered and I think what you get out is so rewarding, that you can see the impact that you can make when you get involved in that type of activity."
>
> Beatriz Martin Jimenez
> Head UBS Non-core & Legacy, President UBS EMEA,
> GEB Lead Sustainability & Impact

Line Manager: your support makes or breaks
At UBS and in many other companies, volunteering days are entitled employment benefits. But as with vacation days, volunteer day planning must be aligned with business needs. This makes line managers key enablers for volunteering.

What you can do as a line manager
Be informed: Know your company's volunteering policy and processes, and pass on this information to your team.

Commit: Volunteering is a career development opportunity. Discuss with your employees and have them put it in their annual and performance plans, especially where it touches on professional skills.

Don't force: Despite the great team-building and learning opportunity, volunteering should never be forced. It may lead to poor attitudes toward the charitable partner organizations and the communities they serve, and a bad volunteering culture.

Plan ahead: High workloads are often the reason for short-term cancellations of volunteer assignments. You can help plan and make sure your employee is able to enjoy their volunteer day.

Be a role model: Try to volunteer yourself! Your team will hopefully follow your example. At UBS, the entire Group Executive Board, our most senior people across the globe, and regional leaders led the way in 2024, dedicating time to volunteering in different locations. We know from internal research that employees are three times more likely to volunteer if their line manager is also an active volunteer.

What makes you a great volunteer?

Your skills and motivation are the key ingredients to your impactful volunteering assignment. But there are just a couple more things to consider when you sign up:

Follow rules and instructions
As a corporate volunteer, you represent your company. And your company will want you to show the behaviors and qualities that you also bring to the office. Your employer's code of conduct is just as valid in a nature assignment or a school volunteer setting as it is at your desk. At the same time, you are working for a third party with its own set of rules. These can be security related – for example, if sturdy shoes are advised for a forest work assignment, it is expected that you follow the instructions. Or the rules could involve certain behaviors such as strict privacy and integrity protection policies, especially where vulnerable community groups are involved. Please respect these rules.

Keep your commitments
Remember that volunteering is first and foremost about community impact and supporting the partner organization and the communities it serves. The volunteering partner organization is doing its best to provide a safe, interesting, impactful and memorable experience for volunteers. They will organize guides, give you the necessary instructions or training, provide professional tools, and even provide snacks or lunch. People are counting on you. It is disrespectful or even harmful to the organization to cancel at short notice or not show up at all for any other reason than personal emergencies. In other words: volunteering is voluntary up until you've signed up – afterwards, it's a commitment like any other.

Give feedback
A volunteering program evolves over time. It is important that the hosting organization and your company volunteer coordinators hear how you liked the event so they can improve what hasn't worked so well. If there is no feedback process in place, you may want to reach out directly to give your opinion.

> "In our day-to-day work we focus very much on creating value for our top stakeholders: our clients, our employees and our shareholders. But, in effect, on a day-to-day basis, the way to pass added value to the communities where we live and work is by engaging in volunteering programs. So it's very important that we continue to do that and I'm very glad that a third of our workforce has volunteered."
>
> Sergio P. Ermotti
> UBS Group CEO

Voluntourism

International volunteering assignments are often part of a people development program. To reach the intended impact, you as the volunteer must ensure that you engage in work assignments prepared carefully in alignment with the needs of the partner organization and along clear, measurable criteria. Also, generally, you should only engage in activities for which you have the professional skills.

Undertaking such a project with a focus on just experiencing an exciting travel destination – hence dubbed voluntourism – but with disregard to the development sector's best practice, the program objectives, or ethical considerations may be without effect or even harmful.

To give an example, decades of research has confirmed orphanages are not the best model of care for children's development: children need nurturing family care to thrive. Orphanages are also an environment where child abuse and exploitation can occur unchecked because of a lack of regulation and oversight. Yet in many countries, orphanages prevail as the model of care for children, because resources are not given to support vulnerable families and alternative family care, like fostering. Volunteering in orphanages may seem attractive because people want to help children. But in fact, this supports a child care system that can be harmful to children and prevents a better system developing. In fact, volunteering directly with children should always be considered very carefully – as it opens vulnerable children up to safeguarding risks and carer inconsistencies. Do your research, and if in doubt, your company volunteer coordinator can provide you with more information.

"One of the most consistent pieces of feedback we get from volunteers is how enriching they find the experience to be, myself included. Whether it is meeting new people, learning something new, using skills you don't get to practice very often, or even just getting out of your daily routine and comfort zone – we all have something meaningful to gain from volunteering."

Robert Karofsky
President UBS Americas and Co-President UBS Global Wealth Management

03

A conversation on employee volunteering

With Stefan Seiler, Head UBS Group Human Resources and Corporate Services, and Curdin Duschletta, UBS Global Head of Employee Volunteering.

Curdin: Hi Stefan, good to talk to you about employee volunteering and how we address it at UBS. What is your perspective on volunteering?

Stefan: Hi Curdin, great to be here with you. In my view, volunteering is a win-win situation. The communities where we operate benefit from our colleagues who volunteer as they help address important topics and issues. And at the same time, we also know that employees who volunteer perform better and have a higher likelihood of staying at UBS.

I think we have fantastic volunteering programs with both face-to-face and virtual opportunities in all world regions where we have employees and clients. I'm very proud of that.

From your view as a specialist, why do our volunteering teams put such an emphasis on regional themes?

Curdin: To us, it is indeed crucial that employee volunteering is locally inspired. We have regions with a great diversity of countries and communities. Take, for example, Asia Pacific with operations across Southeast Asia, Greater China, India and Oceania. Social challenges and needs are fundamentally different across these countries, and centrally organized activities are likely not best suited to help communities in each sub-region. Or take Switzerland: Traditionally, volunteering has for many people been something they just liked to do during their free time – and, to some extent, this is still the case. But corporate volunteering has also created a whole new perception of community work for many. And this shift needs to be understood by our teams so they can create opportunities that fit into such a mindset, building programs with real impact in a way that a globally centralized program could not.

But having said this, we are still an international firm and many of our teams are spread across several geographies. In your view, how can our regional volunteering approach still fit in with our global focus and reach?

Stefan: This is a very important point. And it's not that much different from the way we serve our clients – with their personal needs and local values in mind but based on a strong global ecosystem with one shared culture. I feel that employee volunteering contributes strongly to this culture, by boosting pride, employee engagement and teamwork – not least in the context of the ongoing integration of the colleagues from Credit Suisse into UBS teams all around the world. While we often volunteer locally, we also need to see the benefits of volunteering together as global teams, be that in online engagement opportunities, during offsites or in other suitable settings.

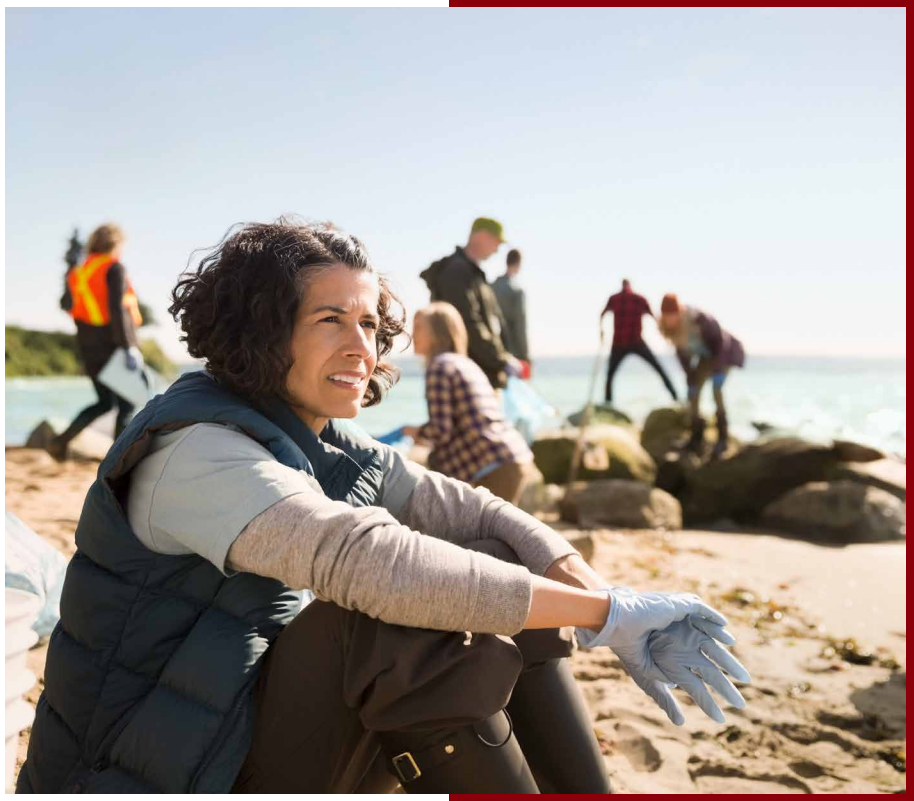
Take the Group Executive Board, for example, which is a truly global team. We are consciously making time during in-person Board meetings to volunteer together and engage with our communities. For example, in London in 2024, we coached social entrepreneurs and shared our knowledge and experience to support their path to success. In return we got to connect with amazing entrepreneurs and innovative ways of thinking – an unforgettable experience, and hopefully also a great example and motivation for our people. With this in mind, I think it's important to offer a broad program that has something for everyone, be it for individuals or bigger groups, and for teams in diverse settings.

Curdin: That's where our trusted partner organizations come in. We're putting great emphasis on working with partners long-term and across various initiatives, even beyond volunteering. We have found that this increases trust and efficiency of the collaboration, but also has considerable influence on the impact. And that's true for all regions: for example, our colleagues in Singapore have been working with Care Corner for years, same for the UK team with Hatch Enterprise, and many more around the world. Overall, it's great to see that we have the possibility and support at UBS to offer all these programs, both in-person and virtual, because I can feel the satisfaction of our many program participants who contribute to good causes.

Stefan: And from a leadership point of view, volunteering not only creates impact, but also offers employees the opportunity to go through a learning journey: volunteering initiatives often involve activities that build core skills, such as leadership, project management, communication and problem-solving. The experiences gained during volunteering initiatives contribute to personal and professional development and are not only beneficial for us as a company but also for each individual employee.

Curdin: Well, let's keep on building on these successes. There are a lot of fields where we can make a real difference with good employee volunteering activities and such a motivated workforce. Thank you, Stefan!

Stefan: A pleasure, Curdin.



04

Best practice examples from around the world

Southeast Asia

Aligned with our focus on mental health, employees in Singapore supported the non-profit partner **Samaritans** of Singapore for the recording of their new video podcast series, which aims to raise awareness on mental health and suicide. Our Video & Events team volunteered their time and skills and also sponsored the use of the UBS video studio.

Our Singapore team has a long-standing partnership with **Care Corner**, a Singapore-based UBS Optimus Foundation grantee providing preventive healthcare and early intervention to support children from low-income families. We offer singing workshops for the children in their Student Care Centres, kickstarted a monthly child-minding volunteering activity, and more than 100 volunteers supported the UBS-sponsored Care Corner Ruckathon fundraising event.

UK

Hatch Enterprise is a partner of UBS Social Impact & Philanthropy UK. Their aim is to create a more inclusive economic landscape for underserved and underrepresented impact founders by providing in-depth cohort-based programs, events and 1-2-1 support. New founders learn to imagine, launch and grow sustainable and impactful businesses. UBS has worked in partnership with Hatch for a number of years providing volunteer support and funding with a particular focus on female founders, ethnic minority founders and impact founders with disabilities.
In 2023 alone, 208 UBS volunteers gave 537 hours of support to over 140 social enterprises.

"The 'Consultancy Day' was an unparalleled opportunity for the three founders, offering them exclusive access to a diverse array of expert solutions. This unique experience delivered insights and strategies they couldn't find elsewhere, with immeasurable impact on their businesses. We're so grateful to the GIC team for giving their time and expertise!"

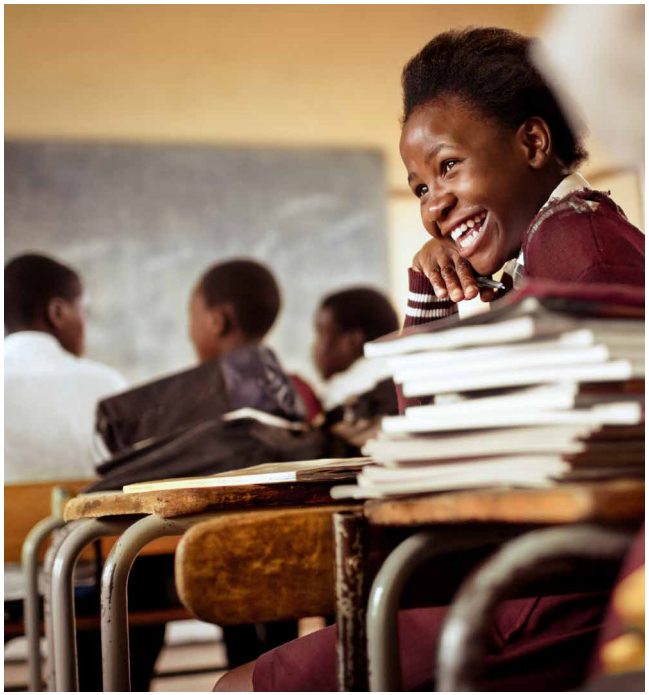
Naomi Nathan, Hatch Enterprise, UK

"The afternoon with Hatch and the individual founders was a terrific experience all round. We used our skills, learned from each other and worked together to help the entrepreneurs move forward. It was also great fun! We're looking forward to continuing our relationship with Hatch, pulling on our capabilities for a wider good and gaining as a team in the process."

Emma Jenkins, Group Internal Consulting, UK

South Africa

Funda Afrika supports the improvement of school management and teaching, and helps students to prepare for university and college or the world of work. There is a particular focus on improving mathematics, accounting and science. UBS funds the organization's STEP program (School Transformation and Empowerment Partnerships) to support management teams from five schools and holiday tuition for 2835 students in mathematics, accounting and science. Among other things, volunteers support an educational expo, a visit to the Johannesburg Stock Exchange and UBS Zero Waste Week.



India

Employees in India equip youth from **Lighthouse Communities Foundation** with essential skills to thrive in the future workforce. The volunteers conduct mock job fairs and career chats, help design industry-focused presentations to pave career paths, and run hands-on activities covering resume building, critical thinking, communication and problem-solving.

Also through **Lighthouse Communities Foundation**, employees in India educate youth on financial literacy, providing them with essential tools to manage their finances. They gain practical skills in budgeting, saving and investing through interactive workshops and hands-on activities, instilling a sense of responsibility and confidence in making informed financial decisions.

"I believe I have strong communication skills, and I've learned to effectively express myself and develop leadership abilities. I feel confident and motivated to establish and successfully run my own parlor."

Soniya, youth from Lighthouse Communities Foundation, India

Greater China

UBS and the Department of Social Work and Social Administration at the **University of Hong Kong** co-organize a unique multidisciplinary 9-month training and mentoring initiative that aims to develop leadership skills, business acumen, and social innovation concepts among current and new non-profit leaders. In the nine years of the program's existence, UBS has worked with over 250 non-profit leaders, demonstrating long-term commitment to support their competence and capacity. Many of the volunteer mentors, including market head Amy Lo, have been supporting this program since day one.

Europe

Career Turn Poland provides individuals with the hard and soft skill sets to match employers' demands and makes them more competitive in the local labor market. The project is supported by corporate volunteers and consists of two weeks of intensive workshops, individual mentoring and coaching sessions, as well as English conversations. It targets marginalized people, such as those over age 45, mothers after maternity leave, people with disabilities, repatriates, young people without a university degree, unemployed individuals and people working below their qualifications. In 2024 alone, 70 UBS volunteers engaged with the program.

"My participation in the training, the possibility of contacts with so many people at different levels, and the mentoring sessions have increased my self-confidence a hundred percent. That is why I sent my CV to big organizations and just today I am signing a contract with one of them. I cannot describe how happy I am and how much my way of thinking has changed. Many thanks to each person who contributed to the fact that today I am a different person, full of self-confidence and believing in my potential."

Agnieszka, Career Turn Program Participant, Poland

Americas

"We are deeply grateful to UBS for being a true partner in our mission to improve the lives of countless New Yorkers through essential volunteer programs across our city. UBS consistently steps up to provide invaluable impact – from serving meals to revitalizing our city's green spaces, to investing in youth and schools, and dedicating key leadership to our board of directors – helping us address pressing community needs across the five boroughs. Together, we are weaving a stronger, more equitable future for New Yorkers."

Sapreet K. Saluja, New York Cares

"I had the privilege of volunteering with Friends of Governors Island, Earth Matter NY and UBS volunteer partner New York Cares. Our team was able to contribute to their initiative of realizing Governors Island through hands-on gardening projects. It was a great opportunity to step outside the office and give back to our local community. A big thank you to the UBS team for making this event a success."

Tom Churton, Global Chief of Staff, UBS Global Banking

Australia and New Zealand

"UBS volunteers empowered our students with employable skills. This program was an incredible opportunity for the students to develop confidence, learn practical skills and create memorable experiences."

Arnold Woulf, Clontarf Foundation, Australia

"Over the course of the program, I saw the students increase in confidence. It was great to see the results they were achieving by applying the skills and concepts delivered through the program, too - this helped to make the students more engaged."

Hayley Gatt, UBS, Australia

Switzerland

"We are incredibly grateful for the commitment and passion that UBS has shown through its volunteer program. Their volunteers have played a crucial role, from supporting our participants as IT trainers during the IT bootcamp to helping them with mock interviews, to being job coaches during their internships. Their support creates lasting relationships that empower our participants to succeed in their careers. Together we make a real difference in the tech community and far beyond."

Susanne König, Powercoders, Switzerland

05

UBS's commitment to strengthening communities for 30 years

While volunteer work in society can be traced back thousands of years, it wasn't until the 1970s that corporates began using employee volunteering as a form of their philanthropy. Ice cream company Ben & Jerry's is reported to have been an early pioneer, offering employees time off to do voluntary community service. Employee volunteering then became a more common corporate social responsibility instrument from the 1990s onwards, especially in the United States.[5,6]

Philanthropy has been a part of UBS and its predecessor companies for many decades. The Credit Suisse Americas Foundation, for example, has been supporting communities financially for more than 60 years. Based on historic UBS documents, employee volunteering in the communities where we live and work has been an active part of our culture for almost 30 years:

1996 Volunteers from UBS Securities Inc. in New York City helped underprivileged high school students prepare for higher education entry examinations through a program by the organization Minds Matter.

1997 In the United Kingdom, UBS established the Social Investment Program, which not only matched donations but also championed volunteerism, for example, to help people in East London communities overcome poverty, unemployment and illiteracy.

2003 Employee volunteering activities were reported in several regions: Employees of PaineWebber in New York volunteered in camps for seriously ill children; in Tokyo, UBS Warburg staff members raised funds to establish schools in Tanzania; and UBS Private Banking colleagues tutored young migrants in Zurich to help them better integrate.

2005 In Switzerland, the Community Affairs team was established as the predecessor of today's Social Impact & Philanthropy team, running an Employee Volunteering and an Employee Donations program.

"Volunteering is a fantastic way to support great causes and develop a better understanding of our local communities. By working with our partner organization, Sportegration, I've been fortunate to experience firsthand the profound impact it can have. It's a deeply inspiring way to apply your skills and make a tangible difference helping to overcome what can seem almost insurmountable challenges."

Aleksandar Ivanovic
President UBS Asset Management

5 The Rise of Workplace Volunteering Programs: How Companies are Giving Back. (2023.) Frontstream blog. https://www.frontstream.com/blog/the-rise-of-workplace-volunteer-programs-how-companies-are-giving-back

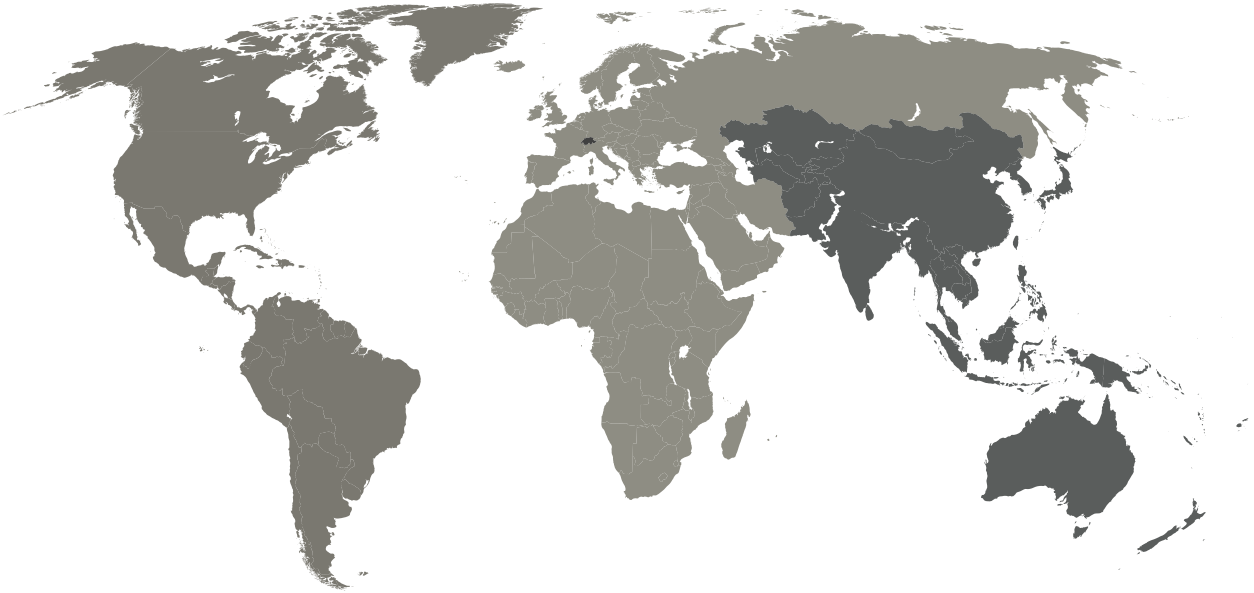
6 Shachar, I. Y., Hustinx, L., Roza, L., & Meijs, L. C. P. M. (2018.) A new spirit across sectors: Constructing a common justification for corporate volunteering. European Journal of Cultural and Political Sociology, 5(1–2), 90–115. https://doi.org/10.1080/23254823.2018.1435293

Over 20,000 working days for local communities

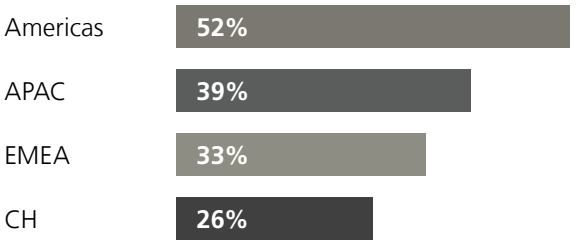
UBS and its employees are involved in numerous projects that benefit the communities in which we work and live around the globe. Our volunteering programs support and uplift people, projects and organizations in the areas of education, entrepreneurship, social welfare, humanitarian and disaster relief, arts and culture, health and environment.

In 2023:[7]

- 28,920 employees, 38% of staff, participated in volunteering programs
- UBS volunteers contributed 199,633 hours of volunteer work
- 45% of the hours volunteered were dedicated to skills-based volunteering
- UBS employees volunteered with over 2,000 organizations across all geographies
- UBS employees can take two paid workdays for volunteering activities per year



Percentage of employees engaged in volunteering by region 2023



7 UBS internal sources, including UBS Sustainability Report 2023: Thinking and acting with the long term in mind. (2024.) https://www.ubs.com/global/en/sustainability-impact/sustainability-reporting/sustainability-report-twenty-three.html; reported volunteering number rate excludes CS employees.

About us

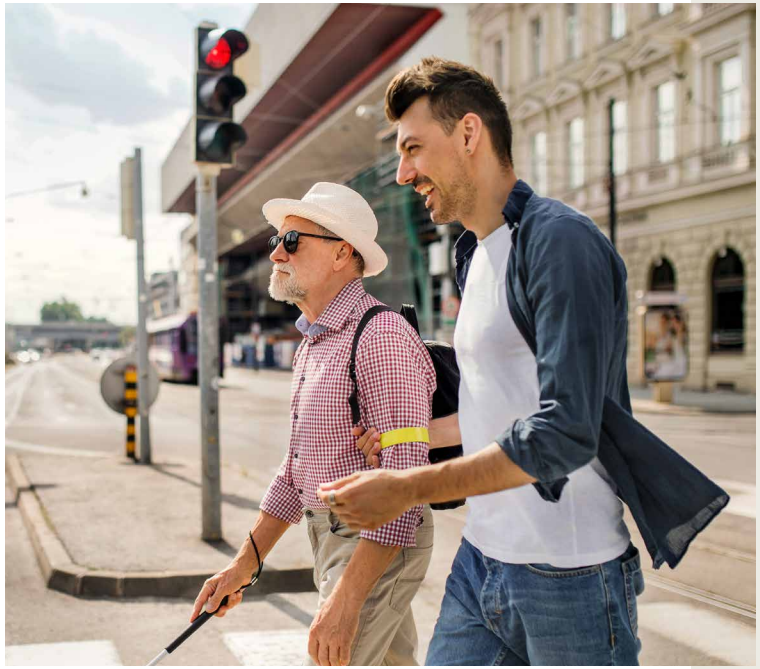
At the heart of our organization, social impact remains a key differentiator, supporting our overarching sustainability and impact strategy. We are committed to prioritizing our clients and our people, working together to create meaningful change both globally and locally.

Our vision is to contribute to and scale an impact economy. One that values the well-being of people and the planet. This vision drives us to foster partnerships that enhance transparency, promote impactful ventures, and develop innovative financing and payment models for social good.

As a recognized great place to work, we strive to be a responsible and supportive employer across all business areas, roles and life stages. Our commitment to our employees is to provide a collaborative culture where they can thrive and balance work and personal responsibilities in ways that work best for them.

Our employee volunteering program is a vital part of our Social Impact & Philanthropy strategy. It has been thoughtfully adapted to suit our hybrid work environment, offering both in-person and virtual opportunities to make a positive difference in our local communities. With global engagement targets built from the ground up, we empower employees to contribute on a best-efforts basis. In 2023, 38% of our global workforce engaged in volunteering, dedicating 199,633 hours, with nearly half of these hours focused on sharing specialized skills to benefit communities.

Our commitment to social impact through employee volunteering underscores our dedication to building a better, more inclusive world for all.



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