Modern Slavery and Human Trafficking Statement 2025

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Introduction

UBS Group AG and its subsidiaries and affiliates (collectively, "UBS") are committed to maximizing positive effects and reducing, as far as possible, actual and potential negative impacts on society and the environment. As part of this commitment, we strive to improve our practices to prevent and combat modern slavery and human trafficking.

The United Nations Sustainable Development Goals ("SDGs") bring together the enormous societal and environmental challenges the world faces. We recognize that it is important to understand these challenges, as well as the opportunities arising from them, to consider their relevance to UBS and to identify potential actions our firm may need to take. Our approach to sustainability is detailed in the UBS Group Sustainability Report 2024.

We are committed to respecting and promoting human rights - understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. When assessing the firm's potential human rights impacts, we focus on three key stakeholder groups (employees, clients and vendors), as well as society at large. Our commitment is set out in the UBS Human Rights Statement.

This Modern Slavery and Human Trafficking Statement ("Statement") is made pursuant to section 54, Part 6 of the UK Modern Slavery Act 2015 for the following entities, jointly following a process of consultation between each reporting entity, for the financial year ending 2024:

- UBS AG, London Branch
- UBS Asset Management (UK) Ltd
- UBS Business Solutions AG UK Branch
- UBS Optimus Foundation UK
- UBS UK Donor-Advised Foundation
- Credit Suisse (UK) Limited
- Credit Suisse Asset Management Limited
- Credit Suisse International
- Credit Suisse Investments (UK)
- Credit Suisse Securities (Europe) Limited
- DLJ Group

This Statement is also made pursuant to the Australian Modern Slavery Act 2018 (Cth) for the following entities jointly following a process of consultation between each reporting entity, for the financial year ending 2024:

- UBS AG, Australia Branch
- UBS Securities Australia Limited
- UBS Holdings Pty Limited
- UBS Asset Management (Australia) Ltd.
- UBS Optimus Foundation Trustee Pty Ltd
- UBS Optimus Foundation Australia International Ltd
- UBS Optimus Foundation Australia
- Credit Suisse Management (Australia) Pty Limited
- Credit Suisse Holdings (Australia) Pty Limited

The process of consultation to prepare and draft this Statement was coordinated globally and involved a collaborative multi-jurisdictional and cross-functional approach involving stakeholders from various relevant Group functions.

A note on the Credit Suisse acquisition

On 12 June 2023, UBS Group AG (UBS) acquired Credit Suisse Group AG, succeeding by operation of Swiss law to all assets and liabilities of Credit Suisse Group AG, and became the direct or indirect shareholder of all the former direct and indirect subsidiaries of Credit Suisse Group AG. UBS Group AG is a holding company and conducts substantially all its operations through UBS AG, and subsidiaries thereof. UBS aims to substantially complete the integration of Credit Suisse into UBS by the end of 2026.

In 2024, our focus continued to be on the integration of Credit Suisse, with our progress described in the shareholder letter in the UBS Group AG Annual Report. We have also continued the integration process across our sustainability and culture activities. Further information about the integration of Credit Suisse can be found within our *UBS Group Annual Report 2024*.

In 2024, the UBS Responsible Supply Chain Management framework was rolled out to the Credit Suisse subsidiaries.

Business, operations and structure

This Statement has been approved by the principal governing body of each of the respective entities listed above. Each of the principal governing bodies was given an opportunity to consider and provide feedback on the Statement prior to publication.

UBS provides financial advice and solutions to private, institutional and corporate clients worldwide, as well as retail clients in Switzerland. Headquartered in Zurich, Switzerland, UBS is present in all major financial centers, with the firm's employees working in 51 countries and jurisdictions worldwide. The operational structure of UBS is comprised of five business divisions (Global Wealth Management, Personal & Corporate Banking, Asset Management, Investment Bank, Non-core and Legacy) and Group functions. More information can be found in our Annual Report 2024.

In the UK, UBS core businesses are investment banking, including sales and trading, asset management and wealth management. In Australia, UBS core businesses are investment banking and global markets, including research, sales and trading, asset management and wealth management (the latter conducted by Credit Suisse AG until the Parent Bank Merger, which took place on 31 May 2024).

Governance

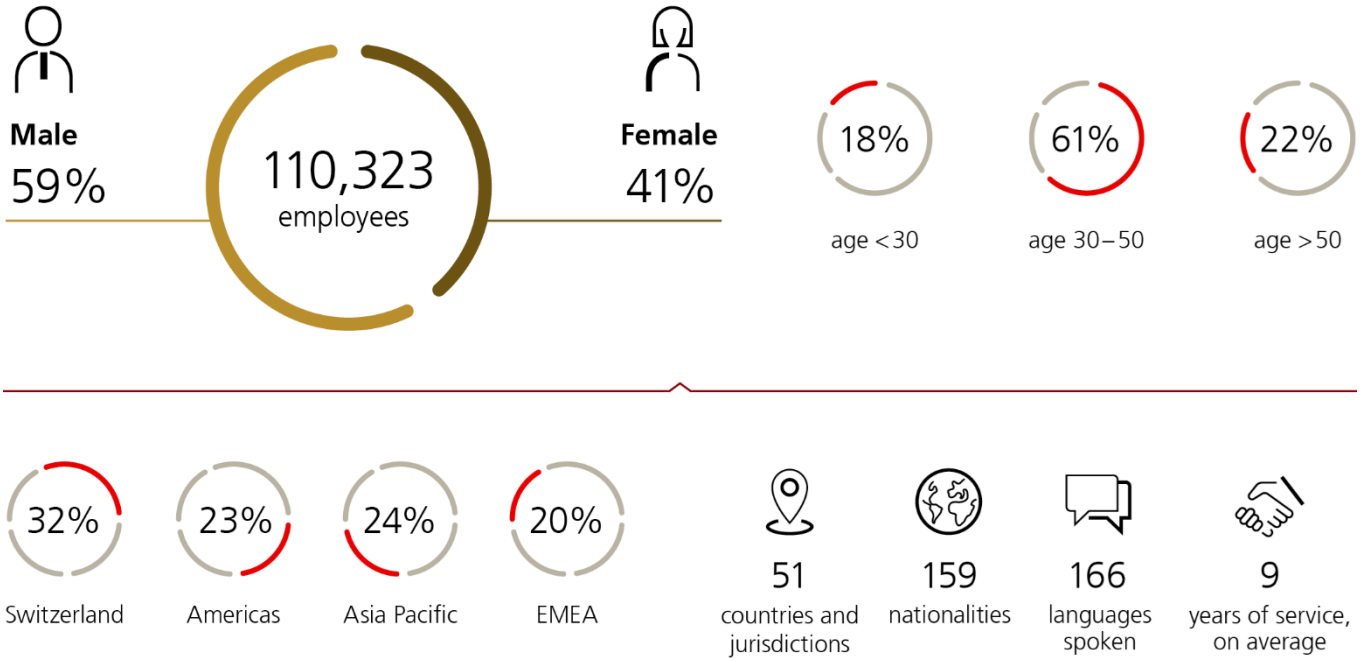
Our approach to human rights is overseen by the Board of Directors (the "BoD") of UBS Group AG, notably by the Corporate Culture and Responsibility Committee (the "CCRC") (as embedded in the *charter of the Committee*). The CCRC oversees our Group-wide sustainability and impact strategy and key activities across environmental and social topics. These include climate, nature and human rights. Annually, it considers and approves the firm's sustainability and impact objectives. Five committees support the BoD in fulfilling its duty through the respective responsibilities and authority given to them. Each of them has specific responsibilities pertaining to ESG (environmental, social and governance) matters. For example, the Risk Committee supervises the integration of ESG risks in risk management, the Governance and Nominating Committee supports the BoD in establishing best practices in corporate governance, the Compensation Committee is responsible for financial and non-financial compensation topics, and the Audit Committee has oversight of the control framework underpinning ESG metrics.

Our Group Executive Board (the "GEB") has overall responsibility for establishing and implementing risk management and control. For the management of risks, UBS maintains a risk governance framework. This framework also governs ESG risks. The responsibility for setting the sustainability and impact strategy and developing Group-wide sustainability and impact objectives, in agreement with fellow GEB members, has been delegated to the GEB Lead for Sustainability and Impact (S&I) by the Group Chief Executive Officer (Group CEO). The GEB drives our efforts pertaining to human rights.

Our workforce

As of 31 December 2024, we had 108,648 employees as full-time equivalents (FTEs). In addition, a total of 20,335 contractors, consultants and outsourcers engaged at the end of 2024. 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 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%.

Our workforce in a nutshell[1,2]



1 Calculated as of 31 December 2024 on a headcount basis of 110,323 internal employees only (108,648 FTE). The number of external staff as of 31 December 2024 was approximately 20,335 (workforce count). 2 Gender data is self-reported in HR systems and does not include those who have chosen not to disclose as a male or female employee.

Our policies and principles

We have a number of important policies, principles and tools relevant to the prevention of modern slavery and human trafficking. Our policies and principles are reviewed on a regular basis and updated in line with our commitment to meeting the obligations that a responsible company is expected to comply with.

Code of Conduct and Ethics of UBS

Our Code of Conduct and Ethics[2] (the "Code") sets out the principles and practices that define our ethical standards and the way we do business, which apply to all aspects of our business. All employees must affirm annually that they have read and will adhere to the Code and other key policies, supporting a culture where ethical and responsible behavior is part of our everyday operations. By following and affirming the Code, we foster a culture where responsible behavior is ingrained in a way that protects our clients, our people and our reputation, and ensures stability and sustainable performance. This safeguards our ability to create lasting value for our shareholders, clients and societies. Violations, whether of our Code, UBS policies or external laws, rules or regulations, may result in a disciplinary action, up to and including dismissal. Furthermore, employees' conduct is taken into account in year-end performance and reward decisions. As set out in the Code, UBS aims to only develop products, offer advice, and conduct business in a way that reflects the firm's high standards.

The Code is also the basis for all our human resource (HR) policies, guidelines and procedures, and it includes a commitment to protect the health and safety of employees and external staff. The Code is complemented by global and country-specific HR policies designed to ensure effective management practices, a strong culture and a safe and respectful working environment. The Code is reviewed on an annual basis.

2 Refer to *ubs.com/code*.

Human Rights Statement

The *UBS Human Rights Statement* shows UBS commitment to respecting internationally recognized human rights across our firm globally. It shows the structures (governance, policies) and mechanisms (procedures, processes) UBS has in place to support its commitment. Our Human Rights Statement demonstrates our desire to maximize positive impacts on society and reduce as far as possible actual and potential negative impacts. This is in line with key pledges of our firm, notably to the UN Global Compact (UNGC). The Statement also reflects the elements of the UN Guiding Principles on Business and Human Rights, which, in turn, are aligned with and complement the OECD Guidelines for Multinational Enterprises. In our Human Rights Statement, we outline what we do and what we avoid in order to ensure respect for human rights.

Whistleblowing Policy

UBS is committed to conducting its business lawfully and ethically. The firm has a global Whistleblowing Protection for Employees Policy and framework, with established internal whistleblower reporting channels. Employees are encouraged to raise concerns openly and to report potential misconduct. Group-wide, staff have multiple ways, including a telephone hotline and an online whistleblowing form that offers confidential and, if preferred, anonymous ways, to raise concerns about any potential breaches of laws, regulations, rules or other legal requirements, policies, professional standards, sexual misconduct or harassment, or any violation of the Code. We do not tolerate any form of retaliation against any employee who reports a concern that they reasonably believe is a breach or violation.

Group Sustainability and Impact governance and framework

The scope, principles, responsibilities and structure of Group Sustainability and Impact, our sustainability organization, are set out in more detail within our Group Sustainability and Impact governance and framework document. It provides an overview of the governance and key responsibilities applying to sustainability and impact at UBS.

Risk principles and risk culture

We focus on maintaining a strong risk culture. Our risk appetite framework combines all the important elements of our risk culture, expressed in our Pillars, Principles and Behaviors, our risk management and control principles, the Code, our Sustainability and Climate Risk Policy Framework (see below) and our Total Reward Principles. Together, these aim to align the decisions we make with UBS strategy, principles and risk appetite. They help provide a solid foundation for promoting risk awareness, leading to appropriate risk-taking and the establishment of robust risk management and control processes, including in relation to modern slavery and human trafficking. These principles are supported by a range of initiatives covering employees at all levels.

Sustainability and Climate Risk (SCR) Policy Framework

SCR is defined as the risk that UBS negatively impacts, or is impacted by, climate change, natural capital, human rights and other environmental and social matters. Group Risk Control (GRC) is responsible for our firm-wide SCR policy framework and the management of exposure to sustainability and climate (financial) risks on an ongoing basis as a second line of defense, while Group Compliance, Regulatory and Governance (GCRG) monitors the adequacy of our control environment for non-financial risks, applying independent control and oversight.

Our SCR policy framework is embedded in our culture and:

- is applied Group-wide, across business divisions, Group functions, locations, and legal entities;
- is integrated into management practices and control principles and overseen by senior management; and
- supports the transition toward a lower carbon future.

Products, services and activities deemed as having high sustainability or climate risk are subject to a framework that includes (i) risk identification and measurement; (ii) risk monitoring and appetite setting; (iii) risk management and control; and (iv) risk reporting and disclosure.

Standard financial and non-financial risk processes ensure that material sustainability and climate risks are identified, assessed, approved and escalated in a timely manner. These include controls during client onboarding; transaction due diligence and product development and as part of investment decision processes, own operations, supply chain management and portfolio reviews.

We have set standards and guidelines in product development, investments, financing and supply-chain management decisions. These include the stipulation of controversial activities and other areas of concern in which we will not engage or will only engage subject to stringent criteria.

UBS SCR Standards

We will not knowingly provide financial or advisory services to clients whose primary business activity, or where the proposed transaction, is associated with severe environmental or social damage to or through use of:

- world heritage sites as classified by UNESCO;
- wetlands on the Ramsar list;
- endangered species of wild flora and fauna listed in Appendix 1 of the Convention on International Trade in Endangered Species;
- High Conservation Value forests as defined by the six categories of the Forest Stewardship Council (FSC);
- illegal fire: uncontrolled and / or illegal use of fire for land clearance;
- illegal logging, including purchase of illegally harvested timber (logs or roundwood);
- child labor according to International Labour Organization (ILO) Conventions 138 (minimum age) and 182 (worst forms);
- forced labor according to ILO Convention 29; and
- indigenous peoples' rights in accordance with International Finance Corporation (IFC) Performance Standard 7.

We will only do business under stringent criteria in the following areas:

- Soft commodities: palm oil, soy, forestry, fish and seafood
- Power generation: coal-fired power plants, large dams, nuclear power
- Extractives: arctic drilling and oil sands, coal mining and mountain top removal, liquefied natural gas, ultra-deepwater drilling, hydraulic fracturing, metals and mining, diamonds
- Others: project finance, shipping

Clients, transactions or suppliers potentially in breach of our standards, or otherwise subject to significant climate, environmental and human rights controversies, are referred to our SCR unit, which approves or rejects the cases after assessing their compliance with the firm's risk appetite standards. Advanced data analytics on companies associated with such risks is integrated into the web-based compliance tool used by our staff before they enter into a client or supplier relationship or a transaction. The systematic nature of this tool significantly enhances our ability to identify potential risk.

In 2024, 5,452 referrals were assessed by our SCR unit, of which 380 were rejected or not pursued, 484 were approved with certain qualifications and 464 were pending. The overall number of SCR referrals increased by 23% compared with 2023. The increase is mainly driven by the combination of SCR standard and risk appetites of Credit Suisse and UBS.

› **Refer to our "Sustainability and Climate Risk Policy Framework", which includes further information about SCR assessments undertaken in 2024 (including human rights-related), available at *usb.com/sustainability-reporting***

Combating financial crime

UBS is committed to complying with applicable laws and regulations, as well as meeting industry standards regarding the effective prevention of money laundering and financing of terrorism. We take comprehensive measures to prevent and detect non-compliance with laws and regulations and do not tolerate or facilitate criminal activity or breaches of the letter or spirit of applicable laws, regulations, rules and policies designed to prevent such activities.

We assess the money laundering, fraud, sanctions and bribery and corruption risks associated with all of our business operations annually against our control framework and take action, where appropriate, to further mitigate these risks. Modern slavery and human trafficking are specifically referenced in the UBS Group Anti-Money Laundering (AML) & Know-your-client (KYC) Policy as being predicate offences for money laundering reporting. Any member of staff who has knowledge or suspicion about such activity is required to report their concern to their local financial crime prevention team.

Application of relevant international standards

Our commitment to respecting human rights, as highlighted in the UBS Human Rights Statement, refers to internationally recognized human rights, understood at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. In 2024, the Environmental Management System (EMS) of the UBS Group, excluding Credit Suisse and Social Impact and Philanthropy, was certified under the ISO 14001:2015 standard for all business activities, i.e. the activities, products and services of Global Wealth Management, Personal & Corporate Banking, Asset Management, the Investment Bank and Group Functions, with environmental aspects. In accordance with this standard, UBS analyzed its portfolio of products and services, own operations, and supply chain to assess the significance of environmental and social (including human rights) risks.

UBS sustainability metrics, as disclosed in the UBS Group AG Sustainability Report 2024, have been assured by Ernst & Young (EY). The Report covers topics such as respecting human rights and managing our supply chain responsibly. EY's procedures covered 29 metrics subject to reasonable assurance and 230 metrics subject to limited assurance.

Our clients

Investment approach

We aim to provide our clients with innovative investment solutions in themes related to human rights, such as health, gender and/or equality. In addition, we take human rights risks into account in solutions that address a broader range of sustainability issues. We identify and manage actual and potential adverse impacts on human rights to which our clients' assets and our own assets are exposed.

UBS Asset Management (AM) applies a sustainable investing approach, which guides processes in integrating environmental, social (including human rights) and governance factors in investment decisions and contains an exclusion process based on the UNGC principles. It also regards stewardship, in the form of proxy voting and engagement, as an integral part of its fiduciary duty. We execute our shareholder rights by generally supporting resolutions promoting human rights and we have set expectations on management of investee companies regarding human capital management and human rights which guide our stewardship activities.

We engage with investee companies as part of our ESG integration process, where we identify company-specific risks and opportunities, and as part of our social thematic and collaboration programs. Our human rights engagement focuses on successful implementation of the UN Guiding Principles on Business and Human Rights (UNGPs), which provides guidance on how identify, remediate, prevent and mitigate human rights issues, and on labour rights with respect to ILO definitions. In our collaborative engagement on human rights we use the Corporate Human Rights Benchmark (CHRB) provided by the World Benchmarking Alliance. Additionally, our Human Capital program encourages global companies to ensure appropriate workforce composition and to make positive change and commit to improve policies, practices and disclosures where needed. Through these programs, we encourage companies to enhance policies, practices and disclosure to evidence provision and promotion of good working environment and remediation if any human rights issues occur. We also engage with leading sustainability index providers and industry initiatives to promote human rights.

We regularly report on our activities to clients. AM's approach to stewardship is described in the annual UBS AM Stewardship Report.

UBS Optimus network of foundations

Through the UBS Optimus network of foundations (the "UBS Optimus Foundation" or "Optimus"), which is an independent network, and in partnership with philanthropists, employees, implementation organizations and institutional partners, we want to find innovative ways to drive systemic and catalytic impact for marginalized communities at scale, both globally and locally, especially for children and young people. Optimus works with UBS and private philanthropists to support organizations working to address adverse childhood experiences, in recognition of the harm and lifelong negative impact such childhood trauma has on a person's development and prospects. This includes working with organizations addressing extreme exploitation, such as child trafficking and slavery. Optimus partners with organizations that have long term strategies aimed at reducing the prevalence of trafficking in communities, businesses and residential care institutions, and building the evidence of what is impactful. It is particularly interested in the role safe, stable, nurturing families and communities play in creating protective and enabling environments for children and young people to flourish. Optimus partners focus on countries where there is a high trafficking burden, including Brazil, USA, UK, Romania, Malaysia, Cambodia, Bangladesh, India, Kenya, Sri Lanka and Thailand, and supports philanthropists working to tackle the issue in their own communities. In 2024, it supported 9 partners from the not-for-profit sector, who work with governments, local organizations, and affected communities to tackle the issue of child trafficking and slavery.

Our supply chain

We have embedded environmental, social, and governance (ESG) standards, including pertaining to human rights and modern slavery, into our sourcing and procurement activities. In order to run our business, we engage numerous suppliers, consultants, agents, contractors, temporary workers and other third-party individuals or firms that have direct contracts with UBS to provide various products and services. As our business partners, we view our vendors as an extension of UBS and expect our vendors to demonstrate the highest standards of business conduct, integrity and adherence to the law. This expectation is embedded in our Supplier Code of Conduct, which sets out our expectations for suppliers to support our sustainability priorities, embody positive environmental, social and governance practices in their operations and supply chain and operate according to the highest standards of business conduct, integrity and adherence to the law as well as our global supplier policies, including our global supplier policy on anti-bribery and corruption, sanctions, fraud, and anti-facilitation of tax evasion. The sub-contractors of our suppliers are expected to meet the relevant standards as well.

Our sourcing and procurement services are provided by a UBS External Procurement Services Provider, which applies our RSCM framework and processes. The UBS External Procurement Services Provider performs vendor due diligence and establishes remediation measures, overseen and approved by a centralized team of experts within UBS.

To ensure that our social and environmental values are being followed throughout the supply chain, we have in place a firm-wide Responsible Supply Chain Management (RSCM) guideline which provides systematic assistance on identifying, assessing and monitoring vendor practices in the areas of human and labor rights, environmental protection and anti-corruption. To ensure a consistent and high standard of reputational risk coverage across the organization, it was rolled out to Credit Suisse in 2024. A central component of this guideline is our RSCM policy, to which our direct vendors are bound by contract. We expect our vendors to apply the same standards in the policy to relationships with their vendors. The standards define our expectations toward vendors and their subcontractors regarding legal compliance, environmental protection, avoidance of child and forced labor, non-discrimination, diversity, equity and inclusion, remuneration, hours of work, freedom of association, humane treatment, health and safety, anti-corruption measures, and whistleblowing protection for employees. In respect of modern slavery, the policy explicitly defines our requirement as "Suppliers must not use any form of forced, imprisoned, indentured, bonded, or involuntary labor". As part of our contractual agreements, suppliers are obligated to report to UBS any violations of applicable laws or regulations or UBS Supplier Code of Conduct. We have zero tolerance to modern slavery, child and forced labor, and human rights issues.

The main modern slavery-related risks pertain to working condition risks in real estate, outsourcing and IT. We address these risks through the application of our RSCM approach and framework. The RSCM framework includes a risk assessment of newly sourced goods and services, which takes into account actual and potential negative environmental and social impacts along the lifecycle of a product or a service.

We identify high-impact vendors when establishing new contracts or renewals based on whether the vendors are providing goods and services that could either have a substantial environmental and social impact or be sourced in markets with potentially high social or governance risks. Such high-impact vendors are assessed against our RSCM policy. If this assessment reveals any non-compliance with our requirements, UBS defines and agrees, together with the vendor, specific improvement measures, which we monitor. Lack of improvement may lead to the termination of the vendor relationship. We also regularly screen active vendors as part of our environmental and social risk control processes.

Vendors of potentially high-impact goods or services are required to provide disclosures about their management practices and corresponding evidence, that is evaluated by a specialized team. Actual and potential negative impacts that are considered in the impact assessment of purchased goods and services include, among other areas, unfair employment practices, such as low wages, excessive overtime and the absence of occupational health and safety measures.

In 2024, we carried out risk-based due diligence assessments on 445 vendors of newly sourced contracts, renewals and ongoing contracts. To drive positive change in our supply chain, we also require our vendors to improve their management practices in line with our sustainability expectations and industry best practices. Of all the vendors assessed, 33% were considered as in need of improving their management practices. Specific remediation actions were agreed upon and implementation progress is closely monitored. The remediation actions for this period included the establishment of policy documents and implementation procedures in the area of environment, human and labor rights such as setting up vendors' own supply chain code of conduct, environmental policy, human and labor rights policy.

Contracts in high-risk countries include specific contractual requirements relating to environmental management, human rights, labor rights and anti-corruption. If we were to become aware of a case of modern slavery or human trafficking occurring within our direct supply chain, we would address it through our governance processes.

In 2024, none of our vendor relationships were terminated as a result of our assessments and no human rights issues with active vendors were identified or reported. In part, this was due to having carried out our assessment process prior to the signing of contracts.

Ongoing reviews

In the spirit of continuous improvement, our approach to human rights, including modern slavery risks, is subject to a regular review process. As part of the process, we consider pertinent developments and challenges, and conduct. Ongoing reviews of our business relationships and portfolios to assess whether they might lead to or be exposed to potential negative impacts. We periodically assess the effectiveness of our policies, standards and practices in place to mitigate modern slavery and human rights related risks. Fundamental changes are endorsed by the Board of Directors of UBS Group AG, notably by the CCRC (as embedded in the charter of the Committee).

Training

All employees are required to meet initial and ongoing training and competency requirements appropriate to the activities they undertake on the firm's behalf. Furthermore, we may require employees to complete mandatory or business-required training, in line with our mandatory learning policy. For example, we have a global mandatory training module, Conduct and Culture, that educates all UBS employees on adherence to the three keys to success (our Pillars, Principles and Behaviors), understanding the Code, identifying conduct risk and how it can arise from within any part of the organization, and culture and ethics. UBS regularly provides training and works to raise awareness among employees about the Code along with our firm's sustainability goals and actions. All employees are required to confirm annually that they have read UBS key documents and policies, including the Code. We actively engage in education and awareness raising for employees, staff, clients and our local communities on corporate responsibility and sustainability topics and issues.

Through employee onboarding, education and broader awareness-raising activities, we ensure that our employees understand their responsibilities in complying with our policies and the importance of our societal commitments. Better understanding of our firm's sustainability goals and actions is promoted through a wide range of training and awareness-raising activities, as well as in our performance management process.

In 2024, all employees of UBS, including its senior management and governance bodies, received adequate training on financial crime prevention matters, which covers AML/KYC, sanctions, fraud and anti-corruption. All staff are required to complete the Global Financial Crime Prevention refresher module on an annual basis. Anti-Bribery & Corruption (ABC) training is mandatory for all UBS Group employees, including the GEB and the BoD, and is rolled out on an annual basis. All new joiners are required to complete a more substantial training course within 30 days of joining, then all employees are required to complete an annual refresher training course within 60 days of rollout (with a test score of 80% required to pass). The training covers the full ABC Policy and framework, including topics on risk identification, assessment and escalation of bribery and corruption. Additional targeted training is delivered online or in person to selected functions on specific financial crime risks associated with the business lines or activities they are involved in, as needed. We have included human trafficking as a topic in our Group-wide Financial Crime Prevention training module to raise awareness of the issue.

Public-private partnerships

We are a founding member of the Wolfsberg Group[1], an association of global banks that aims to develop frameworks and guidance for the management of financial crime risk, such as money laundering, fraud, corruption and terrorist financing, and to develop industry standards for KYC due diligence and ongoing transaction monitoring. The Wolfsberg Group brings together banks from around the world at its annual forum and regional reach-out meetings focused on financial crime topics. It also delivers an annual academy to support the development of junior Financial Crime Prevention (FCP) officers and works on guidance papers in related key areas of financial crime. UBS is actively involved with this group.

We are a member of various public-private partnerships operating globally that have been set up to foster closer working relationships between financial institutions and law enforcement, most notably the Joint Money Laundering Task Force Operations Group in the UK, which has worked on a number of human trafficking and modern slavery cases.

Further information

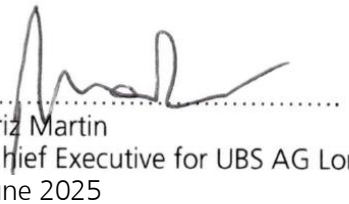
For more information about our approach to corporate sustainability (including our approach to modern slavery and human trafficking) and for any questions pertaining to this Statement, contact *cr@ubs.com*.

Our Supply Chain Standards and Supplier Code of Conduct can be found on *ubs.com/suppliers.*

1 Refer to *wolfsberg-group.org.*

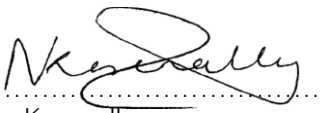
Execution page:

For **UBS AG, London Branch**



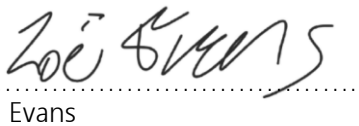
Beatriz Martin
UK Chief Executive for UBS AG London Branch
30 June 2025

For **UBS Asset Management (UK) Ltd**



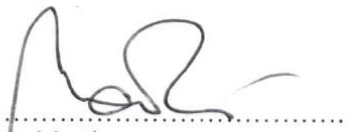
Nasreen Kasenally
Director
30 June 2025

For **UBS Business Solutions AG UK Branch**



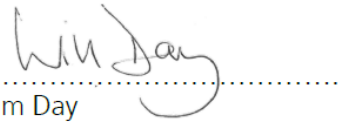
Zoe Evans
Chairperson of the Management Committee
30 June 2025

For **UBS Optimus Foundation UK**



Beatriz Martin
Director
30 June 2025

For **UBS UK Donor-Advised Foundation**



William Day
Chair, UBS UK Donor-Advised Foundation
30 June 2025

For **Credit Suisse (UK) Limited**

Shaun Tibbatts
Director
30 June 2025

For **Credit Suisse Asset Management Limited**

Malcolm Edwards
Director
30 June 2025

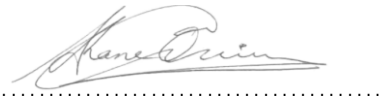
For **Credit Suisse Investments (UK)**

Shane O'Cuinn
Director
30 June 2025

For **Credit Suisse International**

Beatriz Martin
Chief Executive Officer
30 June 2025

For **Credit Suisse Securities (Europe) Limited**



Shane O'Cuinn
Chief Executive Officer
30 June 2025

For **DLJ Group**

Tom Payne
Director
30 June 2025

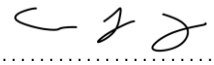
For **UBS AG, Australia Branch** (ABN: 47 088 129 613; AFSL: 231087)

Nick Hughes
Joint-Country Head, Australia
30 June 2025

Anthony Sweetman
Joint-Country Head, Australia
30 June 2025

For **UBS Securities Australia Ltd** (ABN: 62 008 586 481; AFSL: 231098)

Anthony Sweetman
Director
30 June 2025



Conor Foley
Director
30 June 2025

For **UBS Holdings Pty Ltd** (ABN: 50 050 101 249)

Nick Hughes
Director
30 June 2025

Jo Avellano
Director
30 June 2025

For **UBS Asset Management (Australia) Ltd** (ABN 31 003 146 290)

Alison Telfer
Director
30 June 2025

Glen Rice
Director
30 June 2025

For **UBS Optimus Foundation Trustee Pty Ltd** (ABN 49 117 649 251)

Anthony Sweetman
Director
30 June 2025

Nicole Dunn
Director
30 June 2025

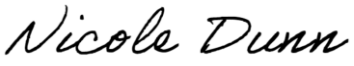
For UBS Optimus Foundation Trustee Pty Ltd as trustee of **UBS Optimus Foundation Australia** (ABN 62 145 031 818)

Anthony Sweetman
Director
30 June 2025

Nicole Dunn
Director
30 June 2025

For **UBS Optimus Foundation Australia International Ltd** (ABN 52 669 614 957)

Anthony Sweetman
Director
30 June 2025



Nicole Dunn
Director
30 June 2025

For **Credit Suisse Management (Australia) Pty Limited** (ACN 005 678 213)

Nick Hughes
Director
30 June 2025

Jo Avellano
Director
30 June 2025

For **Credit Suisse Holdings (Australia) Pty Limited** (ACN 008 496 713)

Nick Hughes
Director
30 June 2025

Jo Avellano
Director
30 June 2025

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CH-8098 Zurich

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