**Integration of sustainability risk considerations in the remuneration process**

**Introduction**

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

The statement is provided in relation to the following entities:

- UBS Europe SE
- UBS France Holding (including UBS France SA and La Maison de Gestion)
- UBS Asset Management (Deutschland) GmbH
- UBS Real Estate GmbH
- UBS Fund Management (Luxembourg) S.A.
- UBS Third Party Management Company S.A.
- UBS Gestión
- UBS Switzerland AG
- UBS AM (Italy) SGR SpA
- UBS AG London Branch
- UBS Asset Management Funds Ltd
- UBS Fund Management (Switzerland) AG
- UBS Asset Management (Americas) Inc. (in relation to US employees working on funds marketed into the EU)
- UBS Realty Investors LLC (in relation to US employees working on funds marketed into the EU)
- UBS Farmland Investors LLC (in relation to US employees working on funds marketed into the EU)

**Integration of sustainability risks in remuneration policies**

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


## Disclaimer

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