



Say-on-non-financial-reporting

Shareholder information on the sustainability vote at the
UBS Group AG Annual General Meeting 2026

Dear shareholders,

This publication provides you with a summary of non-financial matters, including environmental matters (“Our actions on climate and our approach to nature”), social concerns (“Our focus on social impact”), employee-related issues (“Our commitment to our employees”), respect for human rights (“Our management of sustainability (including human rights) and climate risks”) and anti-corruption measures (“Our measures to prevent money laundering and corruption”). Detailed information can be found in the UBS Group AG Sustainability Report 2025, available at ubs.com/investors.

2025 was a pivotal year for UBS, as we advanced the integration of Credit Suisse, strengthened our foundations, and deepened our support for clients navigating an increasingly dynamic and complex environment. Our progress is reflected in key environmental, social and governance ratings, with MSCI reaffirming our AA score and continued strong performance in the S&P Global Corporate Sustainability Assessment.

Our sustainability and corporate culture activities are grounded in our Principles and Behaviors and overseen at the highest level of the organization. Our Code of Conduct and Ethics covers our commitment to acting with the long term in mind and creating value for clients, employees, communities and investors.

Our efforts remain anchored in our ambition to position UBS as a leader in sustainability and are guided by three pillars: (i) *Protect*: manage our business in alignment with our sustainable, long-term strategy and evolving standards; (ii) *Grow*: embed an innovative sustainability and impact offering across all our business divisions; and (iii) *Attract*: be the bank of choice for clients and employees.

We support clients as they transition to a low-carbon economy, assessing climate-related risks and opportunities across our business to create value for clients, shareholders and other stakeholders. In 2025, we made significant progress toward our scope 1 and 2 net-zero target – reducing emissions by 48% cumulatively against the 2023 baseline and 20% year on year, through our energy reduction initiatives and renewable electricity usage. For scope 3, we remain committed to our lending sector decarbonization targets in key sectors and to further develop our approach to transition finance.

At the same time, we continued to strengthen our climate risk management capabilities, including identifying, measuring, monitoring, managing and reporting climate-related risks, while further embedding regulatory requirements into our financial risk management and stress testing frameworks. Our firm-wide sustainability and climate risk framework is underpinned by proprietary methodologies for transition and physical risk assessment, scenario analysis and stress testing. In 2025, we enhanced these tools and integrated sustainability and climate risk considerations more deeply into our traditional financial and non-financial risk frameworks.

Our clients remain at the heart of our decisions. We are committed to being their bank of choice and to providing solutions that anticipate and meet their evolving priorities. This commitment drives our focus on protecting long-term value and delivering innovative product offerings, fully aligned with our three pillars that shape our sustainable and impact approach.

In compliance with the Swiss Code of Obligations, Art. 964a–c, we ask our shareholders for a vote on our UBS Group AG Sustainability Report 2025 at the 2026 AGM.

We are grateful for your participation and respectfully ask for your continued support.

Sincerely,



Colm Kelleher
Chairman of the Board of Directors

At the 2026 AGM, UBS Group AG shareholders are invited to vote on the Sustainability Report 2025. The advisory vote includes the non-financial matters as mandated by the Swiss Code of Obligations and reflects our commitment to give our shareholders their say on our firm's activities in 2025.

Agenda item 3.

Advisory vote on the UBS Group AG Sustainability Report 2025

The Board of Directors proposes that the UBS Group AG Sustainability Report 2025 be ratified in an advisory vote.

In 2025, we strengthened the foundations of our sustainability and impact agenda, as set out in the Group Sustainability Report. Our efforts remain anchored in our ambition to position UBS as a leader in sustainability and are guided by our sustainability and impact strategy.

Our actions on climate and our approach to nature

In 2025, we further developed our climate transition plan and advanced its implementation. This plan underpins our ambition to support our clients in the transition to a low-carbon world and embeds considerations of climate-related risks and opportunities across our governance, strategy and operations to ensure their integration throughout the firm. In 2025, our targets include:

- Scopes 1 and 2: Reducing our scope 1 and 2 emissions to net zero by 2035;
- Scope 3: Addressing our financed emissions by aligning specified sectors to decarbonization pathways (lending sector decarbonization targets).

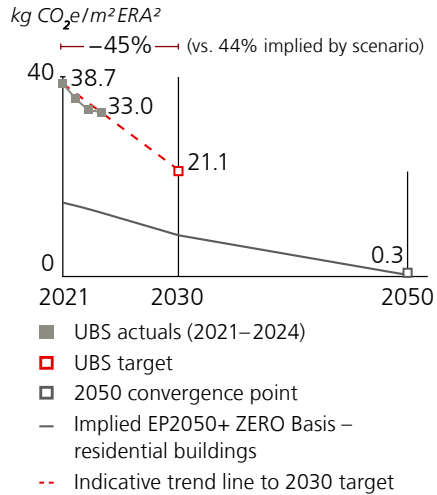
Our targets are based on the methodologies, data and assumptions currently in use. We will regularly review and update our targets to reflect evolving regulations, best practices and climate science. Our targets are aligned with a 1.5°C scenario, except for our lending sector decarbonization targets for Swiss residential and Swiss commercial real estate, which follow a below 2°C pathway.

As set out below, we have made progress against our lending sector decarbonization targets to address our financed emissions in specified sectors, including reducing absolute financed emissions associated with UBS in-scope lending to the fossil fuels sector by 83% (end of 2024 versus 2021 baseline), thus exceeding our 2030 target of 70%.

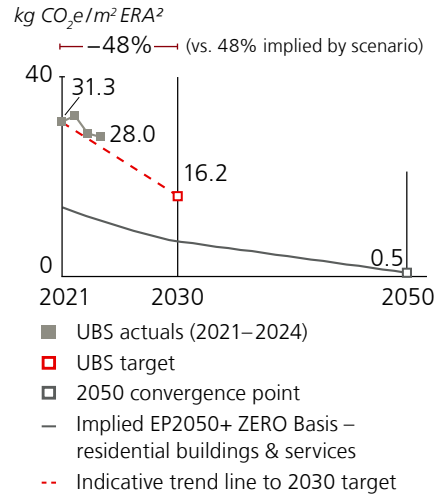
On nature, we aim to manage the risks and opportunities related to natural capital and biodiversity in line with our sustainability and impact strategy and increasing regulatory expectations. We recognize the challenges of transitioning toward a society that meets human needs while respecting the limits of our planet's natural resources. At the same time, there are also opportunities particularly resulting from the need to fund this transition. We continue to take steps to be in a position to act.

Overview of lending sector decarbonization targets and progress

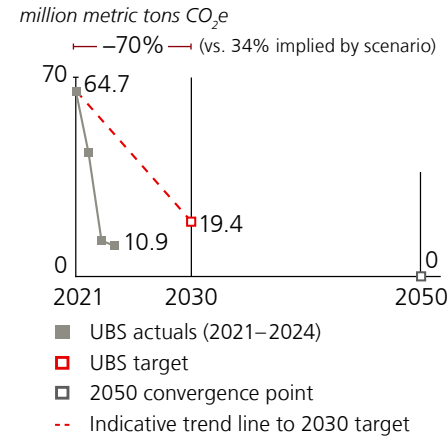
Swiss residential real estate¹



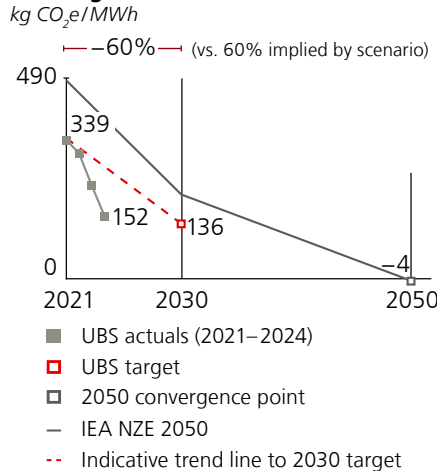
Swiss commercial real estate¹



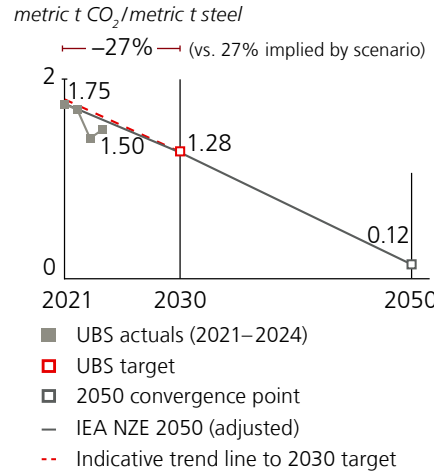
Fossil fuels³



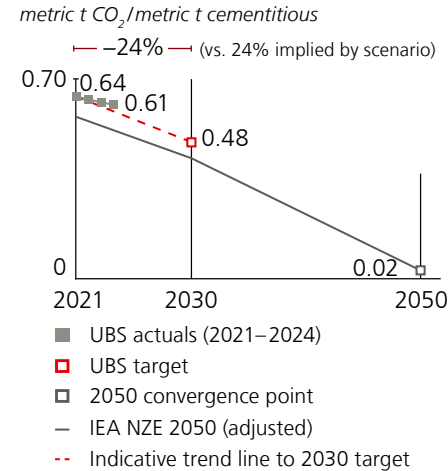
Power generation⁴



Iron and steel⁴



Cement⁴



¹ For real estate, our targets use the percentage decarbonization rate implied by the Energy Perspectives 2050+ ZERO Basis scenario (below 2°C scenario) as a minimum rate to be followed. This scenario is a representative, science-based, country-specific pathway that reflects the government's climate strategy and informs Switzerland's decarbonization ambitions for real estate as set out in the Swiss Climate and Innovation Act. Residential real estate includes owner-occupied properties and properties rented out on a non-commercial scale. Commercial real estate includes rented-out properties in multi-family homes, any other income-producing real estate and own-use commercial real estate. ² ERA: Energy Reference Area. ³ For fossil fuels, we set an absolute emissions reduction target using the Absolute Contraction Approach. The Absolute Contraction Approach requires all companies to reduce emissions by the same absolute percentage, regardless of sector or growth trajectory. We selected the IEA NZE by 2050 scenario (IEA's World Energy Outlook of October 2023 update) as a reference to base our 2030 target. Our 2030 target (70% reduction) is exceeding the reduction implied by this scenario (34% reduction). ⁴ For corporate sectors with physical emissions intensity targets (power generation, iron and steel and cement) we apply the Sectoral Decarbonization Approach (SDA). The SDA allocates emission reductions based on sector-specific decarbonization pathways aligned with technology and activity levels, and we set our 2030 targets to be in line with this assumption. We use the percentage decarbonization rate implied by the International Energy Agency (the IEA) Net Zero Emission (NZE) by 2050 (IEA's World Energy Outlook of October 2023 update) scenario as a reference to base our 2030 targets.

Our focus on social impact

UBS aims to support an economy that prioritizes the well-being of people and planet. Through the UBS Optimus network of foundations (the UBS Optimus Foundation), and in partnership with philanthropists, employees, implementation organizations and institutional partners, we work to deliver systemic and catalytic impact for marginalized communities globally and locally, with a focus on children and young people.

The UBS Optimus Foundation is a global network of separately organized and regulated, tax-exempt, charitable organizations, founded and managed by UBS, that make grants and other financial contributions to implementing partner organizations aligned with their values and objectives.

In 2021, UBS set two goals: mobilizing USD 1bn in philanthropic capital and reaching more than 26.5 million people by the end of 2025 (cumulative since 2021). The USD 1bn target was achieved ahead of schedule in 2024, and by the end of 2025 UBS had reached over 26.5 million people.

In 2025, we successfully engaged 37% of our global workforce in volunteering activities. We recognize the importance of continuing these efforts for those we support, empowering our participating employees and fostering communities that also benefit our business.

Our commitment to our employees

With more than 105,000 colleagues in 51 countries and jurisdictions, we aim to attract, develop and empower our employees to unlock their full potential, deliver on our client promise and drive meaningful outcomes for our clients, colleagues and communities. Good corporate citizenship principles are embedded in our employment practices, from hiring and development to fair pay and benefits.

We hire the best people for the right roles, to deliver for our clients, our businesses, our shareholders and the communities we serve. We focus on brand awareness and on attracting talent for professional- and entry-level roles in our organization, ensuring our recruitment process is accessible for everyone. It is critically important to us that we respect an environment where all our employees are treated fairly and are able to reach their potential.

Our employees want to have an impact and to help shape their daily experience. Our 2025 Group-wide employee survey assessed organizational health indicators such as line manager effectiveness, employee engagement, empowerment and culture. The response rate was 81%, with an engagement score of 81% and an empowerment score of 87%. These results exceeded industry benchmarks¹ and reaffirmed our commitment to remaining an employer of choice in the financial services sector.

Our management of sustainability (including human rights) and climate risks

Managing sustainability and climate risks is a key component of our corporate responsibility. We define these risks as the risks that UBS negatively impacts, or is impacted by, climate change, nature, human rights and other environmental and social matters. Such risks may materialize across various risk categories, including credit, market, liquidity, business or non-financial risks for UBS.

Our firm-wide sustainability and climate risk management framework, supported by dedicated policies, standards and guidelines, forms the basis of our approach to identifying, assessing and managing environmental and social risks. It enables us to address potential adverse impacts on the climate, the environment and human rights, while also managing related risks that may affect UBS and our clients, and supporting the transition to a low-carbon economy.

Overseen by senior management, the framework is applied across client onboarding, transaction due diligence, product development, our own operations and our supply chain. It is a continuous process, consisting of four phases: (i) risk identification and measurement; (ii) monitoring and risk appetite setting; (iii) risk management and control; and (iv) risk reporting and disclosure.

In 2025, we further refined and expanded our internal climate risk scenarios and enhanced the dedicated climate risk methodologies. Furthermore, we conducted a Group-wide climate scenario analysis to guide the materiality assessment of climate-related risks, meeting the Swiss Financial Market Supervisory Authority (FINMA) Circular "Nature-related financial risks" requirements. UBS has embedded the management of these risks within each traditional risk category.

Our measures to prevent money laundering and corruption

The Group Policy Against Bribery and Corruption is consistent with the principles of the United Nations Convention against Corruption. UBS is a founding member of the Wolfsberg Group, an association of global banks that aims to develop standards for the financial services sector to prevent financial crimes, such as money laundering, fraud, corruption and terrorist financing, and to develop industry standards for know-your-client due diligence and ongoing transaction monitoring.

UBS complies with applicable laws and regulations and is committed to meeting industry standards regarding the effective prevention of money laundering and financing of terrorism. By taking measures to prevent and detect non-compliance with laws and regulations, the firm does 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.

UBS does not knowingly engage in business activities that present unacceptable money laundering, fraud, sanctions or corruption risks. Money laundering, fraud, sanctions, and bribery and corruption risks associated with all of our business operations are assessed annually against our control framework and as a firm we take action, where appropriate, to further mitigate these risks through appropriate policies, procedures and controls. In 2025, all employees of UBS, including its senior management and governance bodies, received adequate training on financial crime prevention matters, covering anti-money-laundering / know your client, sanctions, fraud and anti-corruption topics.

Our sustainability disclosures and assurance

UBS's sustainability metrics, as disclosed in the UBS Group AG Sustainability Report 2025, have been assured by Ernst & Young Ltd, Basel (EY). EY's procedures covered 29 metrics subject to reasonable assurance in key areas such as climate and 205 metrics subject to limited assurance.²

We have included references in the UBS Group AG Sustainability Report to relevant content in the UBS Group AG Annual Report 2025, where necessary.

¹ Benchmarks provided by Ipsos Karian and Box as of the third quarter of 2025.

² The number of metrics covered represents the total across the UBS Group AG Sustainability Report and its Supplement.

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