Sustainability Report 2025

Supplement

UBS

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Introduction

About this supplement

This Supplement provides further details about the content set out in the UBS Group Sustainability Report 2025. It should therefore be read in conjunction with the Sustainability Report.

› **Refer to the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting***

Cautionary Statement | This Supplement may contain statements that constitute "forward-looking statements." Refer to the Cautionary Statement Regarding Forward-Looking Statements in UBS's Annual Report 2025, available at *ubs.com/investors*, for further details.

Notice to investors | This Supplement and the information contained herein are provided solely for information purposes, and are not to be construed as solicitation of an offer to buy or sell any securities or other financial instruments in Switzerland, the United States or any other jurisdiction. No investment decision relating to securities of or relating to UBS Group AG, UBS AG or their affiliates should be made on the basis of this Supplement to the UBS Group Sustainability Report 2025. Refer to UBS's Annual Report 2025, available at ubs.com/investors, for additional information.

Rounding | Numbers presented throughout this Supplement to the UBS Group Sustainability Report 2025 may not add up precisely to the totals provided in the tables, infographics and text. Percentages and percentage changes are calculated on the basis of unrounded figures. Information about absolute changes between reporting periods, which is provided in text and which can be derived from figures displayed in the tables, is calculated on a rounded basis.

Tables | Within tables, blank fields generally indicate that the field is not applicable or not meaningful, or that information is not available as of the relevant date or for the relevant period. Zero values generally indicate that the respective figure is zero on an actual or rounded basis. Percentage changes are presented as a mathematical calculation of the change between periods.

General information

Assessment of the significance of sustainability-related topics to UBS

Methodology

Definitions

Our assessment methodology was focused on impact reporting for a multi-stakeholder audience. To assess our impact, we leveraged the Global Reporting Initiative (GRI) Universal Standards 2021 revised definitions, customizing these for the following:

- The "impact" is the effect the organization has or could have on the economy, the environment and people, including on their human rights, which in turn can indicate its contribution (negative or positive) to sustainable development. Note: impacts can be actual or potential, negative or positive, short-term or long-term, intended or unintended, and reversible or irreversible.
- The "topics" represent the organization's most significant impacts on the economy, the environment and people, including impacts on their human rights.

The degree of significance ("very high", "high" or "medium") was qualitatively assessed with the help of internal subject matter experts. Their inputs considered the scale and scope of actual or potential impact (on the economy, the environment or society), their likelihood and irremediability.

Process

Our process consolidated both past significant topics that remain relevant and newly identified topics. In 2023, we refreshed our assessment, starting with a review of our organizational context (i.e. activities, business relationships, sustainability context, stakeholders), before completing the three main process steps outlined below.

Step 1: Desk research	Step 2: Stakeholder consultation	Step 3: Final review
– We developed an initial list of topics and sub-topics based on internal and external sources. – Integrated impact of the integration of Credit Suisse.	– We consulted internal subject matter experts, including those interacting with stakeholders directly, to add, refine and prioritize our self-assessed list of significant topics.	– We had the outcome of the assessment and final list of topics verified by senior management and reviewed for external assurance purposes.

Organizational context

Before identifying our actual or potential impacts, we considered the sustainability context across our activities and business relationships, including:

- our strategy;
- our sustainable finance products and services, business relationships and stakeholders; and
- new products or services.

In this context, we identified which stakeholders and experts should inform the determination of our significant topics. Internal subject matter experts were consulted via group discussions.

Governance

Reviewed by the Corporate Culture and Responsibility Committee of the UBS Group Board of Directors, the assessment process was managed by a group of employees who deal with stakeholder expectations and concerns in their respective roles. Their regular engagement with clients, employees, investors, suppliers, regulators and governments, communities, and civil society ensured that the views of these stakeholders were adequately considered. The assessment team applied the following three principles to arrive at the outcome of the assessment:

- Completeness: the team reviews the long and short lists and their aggregation into a prioritized list.
- Accuracy: the team challenges the approach, provides access to relevant resources and helps to overcome hurdles throughout the process.
- Relevance: the team reviews all decisions in terms of relevance for the stakeholders they represent.

› **Refer to the "Supplement to Governance" section of this Supplement for additional information about our sustainability governance**
› **Refer to the "General Information" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for the overarching description of this assessment**

Execution

Desk research – identifying impact

We conducted initial desk research to identify general areas where negative or positive impacts are mostly likely to be present relative to our own activities, business relationships and stakeholders. During this scoping exercise, we considered, in particular, the internal and external stakeholder sources listed below.

Internal sources	External sources
– UBS climate-related risks materiality assessment – UBS climate-related opportunities materiality assessment – UBS's 2022 GRI-based materiality topics list – Internal policies	– G7 Communiqué – G20 Communiqué – WEF Global Risk Report – ECOFACT's Top 5 Trending Topics – FINMA Risk Monitor – Peers' material topics disclosed – ECB's climate-related risks to financial stability, May 2022 – PRI's Strategic Plan 2021–2024

Stakeholder consultation

During the assessment process, we considered feedback from clients, investors, non-governmental organizations, media, policymakers and employees via polls and open discussions. We also regularly gather feedback on emerging issues and the quality of our reporting and impact from various sources, including other experts at our firm, stakeholder inquiries, questionnaires and rating firms.

Outcome

The topics considered as significant for UBS fall into three impact categories: the economy, the environment and society.

Significant sustainability topics[1,2]

Significant topics and impact categories	Related sub-topics	Description
Sustainable finance	– sustainable and impact investing – sustainable and sustainability-linked financing – blended finance – financial inclusion – transition finance – engagement and stewardship – sustainability-related research	As a global financial services firm, UBS has a role to play in mobilizing capital to support the transition to a more sustainable world and prevent a negative impact. Our impact arises as a result of our business relationships and the financial services we provide, such as in the way we partner with our clients to help them mobilize their capital toward a more sustainable world and help protect our clients' assets from the impacts of climate change, including on the environment.
Regulatory compliance	– client protection: data confidentiality; transparency (clear terms and conditions of products); fair pricing schemes; easy-to-understand products and services; responsible marketing; suitability – combating financial crime: anti-corruption and anti-money laundering; crime and manipulation detection processes – conduct: compliance with laws, rules, tax authorities and regulations; integrity of the financial system; our Code of Conduct and Ethics; forward-looking engagement with risk topics and risk prevention – financial stability and resilience: CET1 capital ratio; CET1 leverage ratio; managing risk-weighted assets within an increasingly stringent risk framework; clear strategy – compliance with regulations, including those related to climate and environmental risks – litigation risk	Our firm operates in a highly regulated industry and compliance with regulatory requirements in all jurisdictions that we operate in is a prerequisite for our license to operate. Our impact arises as a result of how we comply with and navigate the evolving and complex regulatory and legal landscape to protect and serve the interests of all our stakeholders or mitigate negative impacts on them.
Climate and environmental matters	– our approach to environmental matters – environment-related investments, financing and research – sustainability and climate risk management – energy and resource efficiency, reduction of emissions and resource consumption (energy, paper, water) – standards in product development, investments and financing and for supply chain management decisions	We understand that we have a responsibility to identify, manage or mitigate actual, as well as potential, adverse impacts on the environment. Our impact arises from our business activities and own operations including our environmental footprint, which we aim to reduce with a focus on energy, water, paper, waste and travel.
Client experience	– delivering excellence – best services and practices – anticipating and meeting client needs	Responding to clients' expectations and delivering exceptional service are essential for our long-term future performance. We aim to differentiate our impact through our promise to deliver a client experience that is personalized, relevant, on time and seamless.

Significant topics and impact categories	Related sub-topics	Description
Technology	– technology as a differentiator (including artificial intelligence) – front-to-back digitization to deliver a seamless client experience – cyber risks, data security and protection – digital culture and workspaces – digital product and service offering – data management (including ESG data management and governance)	We are making technology a differentiator for our clients and employees. It is our responsibility to balance the increasing demand for digitalization and our commitment to improving energy efficiency. We also need to protect our clients and operations against the threat of cyberattacks that could lead to negative impacts, such as financial and reputational damage.
Corporate governance	– internal policies and guidelines – governance structure – strategy – risk management – board succession planning – transparency	To deliver the best for our clients and stakeholders, we hold ourselves to the highest standards and a well-defined strategy and business model. Our impact arises from the way we sustain long-term business success and contribute to sustainable growth. We make an impact on a truly global scale by working with other thought leaders.
Employees	– corporate culture – hiring, developing and retaining talent – workforce inclusion, employment conditions and opportunities – flexible work arrangements – employee support, including benefits, occupational health and well-being – employee listening and engagement – performance management process, along with fair pay – employee representation – employee privacy protection	We cannot succeed without our employees. That is why we drive our culture and foster our employees' continuous career development. An effective people management approach helps us attract, develop and empower talented individuals and helps to ensure we take responsibility as an employer worldwide. Our impact arises from the way we offer a place where people can unlock their full potential, and from the way we support employees' health and well-being.
Social impact and human rights	– client philanthropic investments – corporate community engagement, partnerships and volunteering – deploying resources (including philanthropic capital) to support and build an impact economy – sustainability and climate risk management including human rights – standards in product development, investments and financing and for supply chain management decisions	We aspire to support a more inclusive society by building an impact economy, by working with a wide range of stakeholders to help clients that wish to maximize their impact on the environment, health, education and child protection, while optimizing our contribution to our local communities through employee volunteering and corporate philanthropy. To manage our supply chain's impact, among other standards we include ESG within our sourcing and procurement activities.
Operational efficiency and effectiveness	– cost and process efficiency – focus on core competencies – flexibility to adapt to the changing regulatory and public policy environment – outsourcing / nearshoring / offshoring, automation – business disruption and vulnerability, disruption of the value chain	Ensuring efficient and effective operations is fundamental to our ability to remain competitive, to invest for the future and to be resilient in the face of revenue volatility. Impact occurs within our business, which in turn affects how we serve our clients and support our employees.

Economy Environment Society

1 This table is arranged in order from most to least significant impact, as the outcome of our internal assessments and preset threshold to determine which topics are significant. 2 Certain activities of UBS that pertain to the implementation of its sustainability and impact strategy are directly impacted by factors that UBS cannot influence directly or can only influence in part. These include pertinent governmental actions (e.g. when it comes to the achievement of the Paris Agreement); the quality and availability of (standardized) data (e.g. in areas such as emissions); the development and enhancement of required methodologies and methodological tools (e.g. on climate risk); the ongoing evolution of relevant definitions (e.g. sustainable finance); and the furthering of transparency (e.g. pertaining to company disclosures of data).

Governance

Our sustainability governance – additional information

This overview table summarizes the key bodies governing and implementing sustainability and climate matters at the UBS Group. At the level of the business divisions and Group functions, dedicated management bodies consider sustainability and climate matters as applicable to the (business) focus / mandate of the respective division or function.

Governance body	Lead and other membership information	Sustainability / climate agenda frequency	Mandate	Topics covered
Board of Directors (the BoD) of UBS Group AG	The Chairman of UBS Group AG Refer to the "Corporate Governance" section of the UBS Group Annual Report 2025 for biographical information about our BoD and GEB members	Following every CCRC meeting	The BoD, under the leadership of its Chairman, has the ultimate responsibility for the direction, supervision and control of the Group. The BoD exercises oversight over UBS Group AG and its subsidiaries and is responsible for ensuring the establishing of a clear Group governance framework to ensure effective steering and supervision of the Group, taking into account the material risks, opportunities and impacts to which the Group and its subsidiaries are exposed and may affect its performance, value creation and reputation. The BoD has ultimate responsibility for the success of the Group and for delivering sustainable shareholder value within a framework of prudent and effective controls. It decides on the Group's strategy and the necessary financial and human resources upon recommendation of the Group CEO and sets the Group's values and standards to ensure that its obligations to shareholders and other stakeholders are met. **Responsibilities relating to strategy and financial success** – Decides on the strategy of the Group upon recommendation of the Group CEO, taking into account the proposals and alternatives presented, including material risks, opportunities and impacts. – Approves the risk management and control framework of the Group, including the overall risk appetite of the Group and the business divisions. **Responsibilities relating to finance** – Annually reviews and approves the three-year strategic plan and one-year operating plan of the Group, including the financial objectives and a capital allocation framework, as well as the capital and liquidity planning. – Annually reviews and approves the Group Internal Capital Adequacy Assessment Process.	– Approval of the UBS Group Sustainability Report 2025 – Review and sign-off of the Code of Conduct and Ethics
BoD Corporate Culture and Responsibility Committee (the CCRC)	The Chairman of UBS Group AG Attendees: the Group CEO, the Group Chief Risk Officer, the Group Chief Operating Officer, the Chief Sustainability Officer, the Group General Counsel	Six times annually	The CCRC is a permanent committee of the BoD that supports the BoD in safeguarding and advancing UBS's reputation for responsible and sustainable conduct. The CCRC oversees the Group-wide Sustainability and Impact strategy and key activities across environmental and social topics, including climate, nature and human rights. The CCRC annually considers and approves Group-wide sustainability and impact objectives, taking into account the impact and financial materiality of climate-related risks and opportunities on UBS's business and strategy. The CCRC monitors and reviews societal trends and transformational developments, assesses their relevance for the Group and reviews stakeholder concerns and expectations regarding societal performance and corporate culture. UBS has various mechanisms in place (including complaint and feedback procedures) to ensure such concerns are received, managed and, where necessary, escalated to the GEB and the BoD. The CCRC is, jointly with the AC, responsible for reviewing the annual Sustainability Report and proposes it to the BoD for approval, providing oversight of related disclosures and the sustainability disclosure assurance audit process. The CCRC is also responsible for conducting the annual review of the Code of Conduct and Ethics of UBS and proposing amendments thereto to the BoD, following prior review by the GEB and under the leadership of the Group CEO. **Responsibilities relating to target-setting** – Approve the Group Sustainability and Impact's overall strategy and annual objectives. – Monitor the effectiveness of actions taken by UBS relating to corporate culture and corporate responsibility regulations, policies and objectives. – Support the GEB, if required, in adjusting processes related to corporate culture and corporate responsibility.	– Sustainability and impact governance and strategy, including approval of objectives – Climate commitment (including endorsement of targets) and associated implementation steps (including transition plan) – Sustainability and climate risk program (jointly with the AC) and nature-related developments – Regulatory and governmental developments pertaining to sustainability and finance – Sustainability and climate disclosures (including external assurance thereof) (jointly with the AC) – Sustainable finance – Sustainability-related memberships – Culture and workforce matters – Corporate Sustainability Reporting Directive (CSRD) program and implementation

Governance body	Lead and other membership information	Sustainability / climate agenda frequency	Mandate	Topics covered
BoD Audit Committee (the AC)	Members: four BoD members	At least semi-annually	The AC is a permanent committee of the BoD that provides oversight of financial reporting and internal controls over financial reporting. The AC is responsible for overseeing the effectiveness and independence of both the external and internal audit functions, including the appointment, performance and audit scope of the external auditors, as well as the approval and review of the annual internal audit plan and results. Additionally, the AC oversees the effectiveness of whistleblowing policies and procedures, monitors investigations and complaints, and ensures appropriate mechanisms are in place for reporting concerns. **Responsibilities relating to whistleblowing and investigations** – Review the effectiveness of the firm's whistleblowing policies and procedures and ensure that appropriate whistleblowing mechanisms are in place. – Review the levels of new and pending whistleblowing cases and reports on complaints made regarding accounting, auditing or other matters on a quarterly basis. – Review reports on internal investigations on a quarterly basis. – Conduct or direct any investigation, including the retention of external advisors and consultants (at UBS's expense), as it considers necessary to discharge its responsibilities.	– Sustainability and climate disclosures (jointly with the CCRC) – Sustainability metrics and control framework (jointly with the CCRC)
BoD Risk Committee (the RC)	Members: four BoD members	At least semi-annually	The Risk Committee is a permanent committee of the BoD that oversees and supports the BoD in fulfilling its duty to set and supervise an appropriate risk management and control framework for the Group. This includes financial and non-financial risks, as well as balance sheet, treasury, and capital management (including funding, liquidity, and equity attribution). The RC supervises the integration of sustainability and impact in risk management and, in joint session with the CCRC, oversees sustainability and climate risk management. The RC reviews and proposes to the BoD the guiding principles and frameworks for risk management and control, including risk appetite, delegation of risk authorities and material risk limits. It periodically assesses the appropriateness of major risk policies and procedures, oversees the Group's risk profile in the context of the BoD-determined risk capacity and limit structure, and considers the potential effects of risks on the Group's reputation. **Responsibilities related to risk management and control** – Review and approve the risk appetite methodology (including objectives and binding scenarios) relative to the Group's activities and risk profiles, including allocation of responsibilities within the risk management and control framework. – Review and make recommendations to the BoD based on proposals from the GEB in relation to material risk limits and periodically review allocations and authority levels relating to those limits. Material risk limits include those relating to portfolios, concentrations, products, sectors or other categories relevant to the strategy, the risk profile and risk capacity of UBS Group AG and the Group as approved by the BoD. – Monitor and oversee the risk profile of UBS Group AG and the Group within the context of the BoD-determined risk profile, risk capacity and limit structure. – Systematically review high-risk areas of the Group and assess the effectiveness of the steps taken by the GEB to manage or mitigate such risks. – Review and assess the asset and liability management framework, including allocation of responsibilities, limits, capital allocation to business divisions and Group functions, liquidity and funding. – Approve the sustainability and climate risk control framework (in collaboration with the CCRC).	– Regulatory and governmental developments pertaining to sustainability and finance (jointly with the CCRC) – Climate and nature risk (jointly with the CCRC)

Governance body	Lead and other membership information	Sustainability / climate agenda frequency	Mandate	Topics covered
BoD Governance and Nominating Committee (the GNC)	Members: The Chairman of UBS Group AG and four other BoD members		The GNC is a permanent committee of the BoD that supports the BoD in fulfilling its duty to establish best practices in corporate governance across the Group, including conducting a BoD assessment, establishing and maintaining a process for appointing new members to the BoD and the GEB, as well as for the annual performance assessment of the BoD. **Responsibilities relating to corporate governance** – Address all significant governance issues, develop and review the Organization Regulations, recommend governance improvements, and coordinate with other BoD committees. – Plan and manage succession for the BoD and the GEB (with the Chairman), assess and approve BoD and committee member independence and mandates, and ensure appropriate BoD membership mix. – Establish induction and ongoing training for BoD members and oversee annual and triennial (external) performance assessments for the Chairman, BoD and committees. **Responsibilities related to the BoD education** – Ensure induction and ongoing training for BoD members and coordinate both annual internal and triennial external performance assessments for the BoD and its committees. – Maintain a list of training sessions attended by individual BoD members (maintained by the Group Company Secretary on behalf of the GNC).	Annual review of BoD competencies and experience matrix to identify and address gaps, including on non-financial topics
BoD Compensation Committee (the CC)	Members: three BoD members	Annually	The CC is a permanent committee of the BoD that supports the BoD in its duties to set guidelines on compensation and benefits, to oversee implementation thereof, to approve certain compensation and to scrutinize executive performance. It is responsible for ESG-related compensation topics. The Compensation Committee is responsible for supporting the BoD in its duties to set guidelines on compensation and benefits, and proposing, upon proposal of the Chairman, financial and non-financial performance targets and objectives for the Group CEO for approval by the BoD and reviewing, upon the proposal of the Group CEO, the performance framework for the other GEB members.	– Review of non-financial factors in the performance and compensation determination process – Fair pay
Group Executive Board (the GEB)	The Group CEO	At least quarterly	– Reviews the Group-wide sustainability and impact strategy and related objectives and proposes these to the CCRC. – Ensures firm-wide execution of the firm's approach to climate, including its climate commitment. – Sets the overall risk appetite for the firm and resolves overarching matters relating to sustainability and climate risk.	– Group-wide sustainability and impact objectives – Climate commitment and associated implementation steps – Sustainability and climate risk policy framework – CSRD program
Group Sustainability and Impact Business Development and Client Forum (the GSI BDCF)	Group Chief Operating Officer (since 1 January 2026)	Monthly	– Is focused on client, product and impact approaches in relation to the overall UBS sustainability and impact implementation activities, together with the business divisions. – Is a GEB-delegated administrative body overseeing the Group-wide sustainability and impact activities.	– Group sustainability and impact: strategy, positioning and governance – Climate (including decarbonization) planning – Cross-divisional client coverage and commercial opportunities
Group Sustainability and Impact Execution Forum	GSI Chief Operating Officer (GSI COO)	Monthly	– Is responsible for the day-to-day oversight of the front-to-back operating environment and for the implementation of the Group-wide sustainability and impact strategy through Group-wide strategic objectives and outcomes.	– Reporting on sustainability programs and commitments (e.g. Corporate disclosures and reporting) – Progress updates on Group-wide sustainability and impact strategy implementation across Group functions and business divisions

› **Refer to the "Governance" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for the overarching description of the UBS Group's sustainability governance**

Group sustainability and impact management indicators

We continue to provide sustainability training to build knowledge and engagement across UBS. Specifically, we raise awareness of the key principles and policies of Group Sustainability and Impact and inform employees about internal activities to generate engagement.

Sustainability expertise is integrated across all business divisions and Group functions, supported by over 200 professionals, in both 2024 and 2025, in our central Group Sustainability and Impact and Group Risk Control Sustainability and Climate Risk teams. Through targeted training sessions to select employees, we further learn about sustainability topics relevant to our business, such as sustainability products, aspects of sustainable investing, sustainable finance, environmental and human rights topics and / or risks.

In 2025, we continued to coordinate and align on the delivery of sustainability training and related activities through a dedicated sustainability education workstream. These activities included a series of information sessions following the publication of the UBS Group Sustainability Report 2024, designed to raise awareness and understanding of our progress toward our sustainability objectives.

Our mandatory training sessions increasingly incorporate sustainability considerations. These mandatory training sessions typically have a three-year cycle and the total number of training sessions in a given year varies depending on the timing of the rollout and recertification. For example, the Conduct and Culture and Working with Respect training sessions were deployed in 2024. As a result, this led to lower reported training figures for 2025 compared with 2024.

By staying informed through regular updates from our regulatory monitoring teams, we continue to provide relevant and current sustainability training sessions for employees and the Board.

UBS Sustainability and Impact management indicators

	UBS Group AG (consolidated)	
	For the year ended	
	31.12.25	31.12.24
Participation in sustainability-related training (headcount instances)[1,2]	304,632	430,405

1 Employees may complete multiple training sessions in a year and could be counted multiple times. 2 From 2025 onward, we report the total number of sustainability relevant training instances as a single consolidated figure. This combines awareness raising and specialized training sessions, reflecting our integrated approach to sustainability education across the firm. The consolidation does not change the underlying training activity but simplifies reporting and aligns it with how sustainability learning is delivered and governed internally.

Approach to grievances

There are many ways to raise concerns at UBS. If employees see or suspect any wrongdoing, they are encouraged to speak up. The most common way for employees to raise concerns is through their line manager; alternatively, they may contact HR directly. However, if they are not comfortable doing so, dedicated whistleblowing channels are designed to ensure they are able to raise concerns in a safe, confidential, and, if preferred, anonymous way. All concerns raised are taken seriously and reviewed. Defined processes protect individuals from retaliation as a result of reporting a concern pursuant to the Whistleblowing Protection for Employees Policy. Furthermore, mandatory training helps ensure all employees understand the firm's commitment, procedures, and responsibilities regarding employee conduct, with specific guidance for line managers. We are committed to protecting individuals from any discrimination or retaliation as a result of reporting whistleblowing concerns. Protection from retaliation is safeguarded through the escalation of concerns via Group Investigations, Group Legal, Compliance & Operational Risk Control, HR or via the firm's various whistleblowing channels.

Clients may raise concerns or give feedback through dedicated channels. Client feedback (including that collected through our quality feedback management system or through the "Report misconduct of UBS staff" online form) enables the firm to act and to continuously improve our products and client service standards in order to provide the best client experience.

We were a member of the working group that supported the development of the Organisation for Economic Co-operation and Development (the OECD) guidance on Due Diligence for Responsible Corporate Lending and Securities Underwriting. We believe this guidance is particularly relevant in the context of a bank's actions to provide for, or co-operate in the remediation of, adverse impacts. It sets out that where adverse impacts are directly linked to a bank's lending or securities underwriting through a client, that the bank should use its leverage to seek to prevent and mitigate those impacts e.g. in project finance or for Free Prior and Informed Consent. The guidance makes it clear that this is not intended to shift responsibility to the bank from the client that is causing or contributing to an adverse impact, i.e. that the responsibility for ceasing, mitigating and remedying the impact remains with the client that is causing or contributing to the impacts. The guidance also notes that, while the bank may not be able to address the impact itself, it should seek to influence client companies to prevent or mitigate and remediate the adverse impacts.

The guidance goes on to acknowledge the constraints a bank may face in engaging directly with rightsholders impacted by the behavior of the bank's clients, including concerns about client confidentiality and logistical constraints, as well as other perceived legal risks associated with their interference in management activities. We strive to better understand how rightsholders are potentially impacted by the behavior of client companies through our regular interactions with non-governmental organizations representing rightsholders and / or facilitating direct dialogue with the latter.

- **Refer to *ubs.com/global/en/contact*, to raise concerns or provide feedback**
- **Refer to *cr@ubs.com* to contact the stakeholder management team within Group Sustainability and Impact for sustainability-related inquiries and concerns**

Environment

Our climate transition plan – additional information

Ambition	Actions		Accountability	
1. Foundation	**2. Implementation strategy**	**3. Engagement strategy**	**4. Metrics & targets**	**5. Governance**
1.1 Strategy and objectives	2.1 Policies, guidelines and frameworks	3.1 Clients, investees and external fund managers	4.1 GHG emissions metrics and targets	5.1 Board oversight and reporting
1.2 Integration into business strategy and financial planning	2.2 Products and services	3.2 Supply chain	4.2 Carbon credits	5.2 Roles, responsibilities and accountability
1.3 Dependencies and external enablers	2.3 Risk management	3.3 Industry, governments, regulators and the public sector	4.3 Internal carbon pricing	5.3 Incentives and remuneration
	2.4 Data management	3.4 Investors	4.4 Metrics related to our own operations	5.4 Training, skills and culture
		3.5 Society and non-governmental organizations	4.5 Financial metrics and targets	

#	Theme	Reference for more information
	Ambition	
1	**Foundation**	
1.1	Strategy and objectives	– Refer to the "Strategy" section of the UBS Group Sustainability Report 2025 for an overview of Group sustainability and impact strategy and our key aspirations and progress – Refer to "Our climate transition plan" in the "Environment" section of the UBS Group Sustainability Report 2025 for an overview of our climate-related targets and actions and how we integrate our climate transition plan into our Group sustainability and impact strategy – Refer to "Assessment of the significance of sustainability-related topics to UBS" in the "General information" section of the UBS Group Sustainability Report 2025 for more information about our significant ESG topics – Refer to "Risk identification and measurement" in the "Managing sustainability and climate risks" section of the UBS Group Sustainability Report 2025 for more information about our financial risk materiality assessment of climate-related risk drivers – Refer to "Opportunities in sustainable finance" in the "Supporting Opportunities" section of the UBS Group Sustainability Report 2025 for more information about the materiality of climate-related opportunities
1.2	Integration into business strategy and financial planning	– Refer to the "Governance" section of the UBS Group Sustainability Report 2025 for more information about our annual strategy review and objective-setting process – Refer to "Our climate transition plan" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about how we integrate our climate transition plan into our Group sustainability and impact strategy, annual strategy review and objective-setting process, and financial planning process – Refer to "Opportunities in sustainable finance" in the "Supporting Opportunities" section of the UBS Group Sustainability Report 2025 for an overview of how opportunities are addressed in the annual objective-setting process – Refer to "Resilience of UBS's strategy and business model" in the "Managing sustainability and climate risks" section of the UBS Group Sustainability Report 2025 for more information about our analysis of the resilience of our strategy and business model to climate change and how we integrate climate-related impacts into our financial planning process
1.3	Dependencies and external enablers	– Refer to "Our climate transition plan" in the "Environment" section of the UBS Group Sustainability Report 2025 for an overview of dependencies and external enablers relevant to the implementation of our climate transition plan
	Actions	
2	**Implementation strategy**	
2.1	Policies, guidelines and frameworks	– Refer to "Key policies and principles" in the "Appendix 1 – Governance" section of the UBS Group Sustainability Report 2025 for an overview of UBS's key policies and principles – Refer to "Supporting our transition plan: key enablers" in the "Environment" section of the UBS Group Sustainability Report 2025 for an overview of climate-related policies, guidelines and frameworks – Refer to "Sustainability and climate risk policy framework" in the "Managing sustainability and climate risks" section of this report for more information about how we apply our sustainability and climate risk policy framework to relevant activities and sectors including standards and guidelines in product development, investments, financing and supply-chain management decisions for "Controversial activities – where UBS will not do business" and "Areas of concern – where UBS will only do business under stringent criteria" – Refer to "Supporting our investing clients' low-carbon transition" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about Asset Management's specific policies, guidelines and frameworks

2.2.	Products and services	– Refer to the "Supporting Opportunities" section of the UBS Group Sustainability Report 2025 for more information about our sustainable finance product and services offering – Refer to "Supporting our clients' low-carbon transition" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about how we support our financing and investing clients
2.3	Risk management	– Refer to the "Managing sustainability and climate risks" section of the UBS Group Sustainability Report 2025 for more information about how we manage sustainability and climate risks – Refer to "Resilience of UBS's strategy and business model" in the "Managing sustainability and climate risks" section of the UBS Group Sustainability Report 2025 for more information about our analysis of the resilience of our strategy and business model to climate change
2.4	Data management	– Refer to "Supporting our clients' low-carbon transition" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about our ESG data strategy and management approach
3	**Engagement strategy**	
3.1	Clients, investees and external fund managers	– Refer to "Our stakeholder engagement" in the "General information" section of the UBS Group Sustainability Report 2025 for more information about our engagement activities – Refer to "Supporting our clients' low-carbon transition" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about how we engage with clients, investees and external fund managers – Refer to the "Supporting Opportunities" section of the UBS Group Sustainability Report 2025 for more information about our client-related activities – Refer to "Asset Management" in the "Supporting Opportunities" section of the UBS Group Sustainability Report 2025 for more information about our approach to active ownership and our climate engagement program
3.2	Supply chain	– Refer to "Managing the environmental impact of our supply chain" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about our engagement with vendors
3.3	Industry, governments, regulators and the public sector	– Refer to "Our stakeholder engagement" in the "General information" section of the UBS Group Sustainability Report 2025 for more information about our engagement activities including engagements with governments and regulators – Refer to "Supporting our transition plan: key enablers" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about our climate-related engagement with industry, government and public sector
3.4	Investors	– Refer to "Our stakeholder engagement" in the "General information" section of the UBS Group Sustainability Report 2025 for more information about our engagement activities including engagements with investors
3.5	Society and non-governmental organizations	– Refer to "Our stakeholder engagement" in the "General information" section of the UBS Group Sustainability Report 2025 for more information about our engagement activities including engagements with communities and non-governmental organizations
	Accountability	
4	**Metrics and targets**	
4.1	GHG emissions metrics and targets	– Refer to "Supporting our clients' low-carbon transition" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about methodologies, metrics and targets related to the GHG emissions of our lending, capital markets and investing activities – Refer to "Reducing our own environmental impact" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about methodologies, metrics and targets related to the GHG emissions within our own operations – Refer to "Reducing our environmental footprint – additional information" in the "Environment" section of this report for more information about methodologies, metrics and targets related to the GHG emissions within our own operations. – Refer to "Managing the environmental impact of our supply chain" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about supply chain vendor-related emissions and how we manage them – Refer to the "Basis of preparation" section of this report for more information about our climate-related lending and investing metrics and our methodology to calculate facilitated emissions
4.2	Carbon credits	– Refer to "Reducing our own environmental impact" in the "Environment" section of the UBS Group Sustainability Report 2025 for an overview of the GHG removals and GHG mitigation projects we finance through carbon credits – Refer to "Supporting our financing clients' low-carbon transition" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about how we support our clients' neutralization of residual emissions – Refer to "Supporting Opportunities" section of the UBS Group Sustainability Report 2025 for additional information on our sustainability-related products and services available to clients, including in relation to carbon markets
4.3	Internal carbon pricing	– Refer to "Reducing our own environmental impact" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about our internal carbon price covering all our scope 1 and market-based 2 GHG emissions
4.4	Metrics related to our own operations	– Refer to "Reducing our own environmental impact" in the "Environment" section of the UBS Group Sustainability Report 2025 for our metrics related to our own operations – Refer to "Reducing our environmental footprint – additional information" in the "Environment" section of this report for our metrics related to our own operations
4.5	Financial metrics and targets	– Refer to "Supporting Opportunities" section of the UBS Group Sustainability Report 2025 for an overview of our financial metrics and targets

5	**Governance**	
5.1	Board oversight and reporting	– Refer to "Our sustainability governance" in the "Governance" section of the UBS Group Sustainability Report 2025 for more information about the role of the Board of Directors (the BoD) and its committees – Refer to "Our sustainability governance – additional information" in the "Governance" section of this report for an overview of key bodies governing and implementing sustainability and climate matters at UBS Group – Refer to "Our climate transition plan" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about governance and oversight related to our climate transition plan
5.2	Roles, responsibility and accountability	– Refer to "Our sustainability governance" in the "Governance" section of the UBS Group Sustainability Report 2025 for more information about roles, responsibilities and accountability as part of our sustainability governance – Refer to "Supporting our transition plan: key enablers" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about our updated sustainability and transition governance and accountabilities
5.3	Incentive and remuneration	– Refer to "Our sustainability governance" in the "Governance" section of the UBS Group Sustainability Report 2025 for more information about how we consider the performance assessments in determining the performance award decisions – Refer to "Our climate transition plan" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about how sustainability and environmental objectives, including climate-related considerations, are considered in our compensation determination process – Refer to the UBS Compensation Report 2025, available at *ubs.com/annualreporting*, for more information about our compensation process
5.4	Training, skills and culture	– Refer to "Our sustainability governance" in the "Governance" section of the UBS Group Sustainability Report 2025 for more information about how we ensure the continuous education of the members of the BoD and the GEB – Refer to "Business conduct and corporate culture" in the "Governance" section of the UBS Group Sustainability Report 2025 for more information about our employee conduct and culture training – Refer to "Group sustainability and impact management indicators" in the "Governance" section of this report for more information about the delivery of sustainability training and awareness activities across UBS – Refer to "Supporting our transition plan: key enablers" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about our training, skills and culture activities related to climate – Refer to "Supporting our investing clients' low-carbon transition" in the "Environment" section of the UBS Group Sustainability Report 2025 for more information about our climate-related training activities in investing – Refer to "People and culture make the difference" in the "Social" section of the UBS Group Sustainability Report 2025 for more information about how we develop talent

Reducing our environmental footprint – additional information

Description of methodology for our greenhouse gas reporting

Our GHG emissions across scopes 1 and 2 have been calculated considering the principles, requirements and guidance provided by the GHG Protocol Corporate Standard (version 2004) and the International Organization for Standardization (the ISO) in ISO 14064-1:2018. For scope 3 emissions, we have considered the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Version 2011). Emissions for scope 3, category 15, are reported separately.

› **Refer to "Supporting our financing clients' low-carbon transition" in the "Environment" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for an overview of our financed emissions and further methodological information**

GHGs in scope and units used

All GHG emission figures are reported in metric tons of carbon dioxide equivalents (CO_2e). For scopes 1 and 2 and scope 3, categories 3, 5 to 8 and 13, three of the seven GHGs covered by the Kyoto Protocol are included: carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O). Hydrofluorocarbon (HFC) emissions have been included in our reporting where we had losses of refrigerant gases. We have no material sources of perfluorocarbon (PCF), sulfur hexafluoride (SF_6) or nitrogen trifluoride (NF_3) emissions under our operational control. For scope 3, categories 1, 2, 4 and 9, emission factors are used that include CO_2, CH_4, N_2O, HFCs, PCFs, SF_6 and nitrogen trifluoride (NF_3). Scope 3, categories 10, 11, 12 and 14, are not relevant for UBS. Biogenic emissions are assessed as immaterial for our operations and are therefore not reported separately.

Quantification of emissions

Scope 1 and 2 emissions, along with scope 3, categories 1 to 14, are calculated for the UBS Group based on the operational control approach, in accordance with the GHG Protocol Corporate Standard (version 2004). There are no entities, assets or sites outside of the consolidated financial statements over which the UBS Group has operational control. Reporting at the UBS Group AG consolidated level is designed to ensure that material environmental impacts are captured consistently across the entire Group, including at subsidiaries.

When possible, the most recent global warming potential (GWP) values published by the Intergovernmental Panel on Climate Change (the IPCC) based on a 100-year time horizon were used to calculate the CO_2e emissions of non-CO_2 gases.[1] Removals and carbon credits have not been included in the calculations.

We have used published national conversion factors and global warming potentials to calculate emissions from our own operations. In the absence of any such national data, the UK Department for Environment, Food & Rural Affairs (DEFRA)'s Greenhouse Gas Conversion Factors for Company Reporting and, in some cases, the US Environmental Protection Agency (the EPA), VfU, International Energy Agency (IEA) and WaterShed Comprehensive Environmental Data Archive (CEDA) emissions factor indicators have been used for the calculation of GHG emissions.

Scope 1

Scope 1 emissions include emissions from burning fossil fuels (e.g. heating oil, natural gas) in buildings, loss of refrigerants and from use of fuels in company-owned vehicles for business travel.

Emissions are calculated using measured activity data at the building and country level across the following environmental accounts: natural gas, heating oil, diesel / heating oil for emergency power supply, biomass, wood pellets, wood chips, fuel consumption for company-operated vehicles and refrigerants. Activity data is converted into GHG emissions using the latest DEFRA emission factors.

Where measured activity data is unavailable for a specific period, scope 1 emissions are estimated using prior-year intensity factors or by gap filling with historical data adjusted for current operating conditions.

Scope	Underlying data type	Emission factor source
Scope 1 direct GHG emissions	Measured and estimated activity data	DEFRA

1 For data sourced from US Environmental Protection Agency, IPCC's Fourth Assessment Report 100y GWP are used.

Scope 2

Scope 2 emissions include emissions from purchased electricity, including electricity used in IT infrastructure hosted in facilities not under UBS's operational control, and cooling, district heating and other externally provided heating systems (e.g. steam).

Where measured activity data is unavailable for a specific period, scope 2 emissions are estimated using prior-year intensity factors or by gap filling with historical data adjusted for current operating conditions. In cases where no measured activity data is available, emissions are estimated based on comparable average measured data for similar locations considering region, building use, number of full-time equivalent (FTE) staff, occupancy, net internal area, etc.

In 2025, 99.7% of the electricity used across our global corporate real estate portfolio, including data centers, came from renewable sources (compared with 99.8% in 2024), with 44% of bundled electricity and 56% of unbundled electricity coming from such sources (compared with 43% and 57% in 2024).[1] Out of our total location-based scope 2 emissions, 91% were covered by contractual instruments (compared with 91% in 2024).

Emissions are calculated using both measured and estimated activity data, converted into GHG emissions using the most recent emission factors from DEFRA (for most categories including fuels and travel), the EPA and the IEA for global electricity and some Swiss-specific factors where relevant. Where provider-specific information about fuel sources for district heating is available, corresponding emission factors are applied. Our GHG emissions calculations, including the application of emission factors, are verified under the ISO 14064 assurance process.

Scope 2 emissions are disclosed using both the market-based and location-based approaches to ensure transparency and comparability.

Scope	Underlying data type	Emission factor source
Scope 2 indirect GHG emissions from purchased energy	Measured and estimated activity data	DEFRA, EPA, IEA

Scope 3

Scope 3 emissions are reported for each significant category. Significant scope 3 categories were determined based on multiple inputs. Firstly, the estimated absolute GHG emissions and the estimated GHG emissions intensity informed the importance of the category for UBS. Secondly, the availability of data was assessed to decide whether the category could be estimated as stand-alone emissions. Finally, a peer benchmark complemented the assessment, facilitating comparison of which categories other banks deem important.

To calculate scope 3, category 1, 2, 4 and 9, emissions, we used a combination of spend-based and activity-based methods, depending on the availability and quality of underlying data. Supplier-specific information is incorporated whenever verified data is available, otherwise we relied on appropriate average-data approaches. These categories are reported together because they are primarily driven by UBS's annual spend with external vendors, covering both capital and operating expenditures, and include transportation-related spending associated with the delivery of purchased goods and services. Where full-year data is not available, estimates may be applied to reflect November and December spending. The category 1 disclosures capture total paper procurement based on vendor spend, including packaging and sanitation paper, resulting in higher volumes than our operational paper consumption metrics.

Scope 3, category 3, is calculated based on all relevant energy and fuel indicators represented in scopes 1 and 2. Scope 3, category 5, is calculated based on the office waste data collected in our locations. Where activity data could not be collected, we estimated the kilograms of waste produced using building attributes and FTE-based intensity factors based on prior-year measured consumption for similar assets and activities in the same region. Scope 3, category 6, includes emissions from our business travel by air, rail and road, based on the level of detail captured in our expense reporting systems, as well as emissions from hotel stays. Scope 3, category 7, covers employee commuting and a recognized framework for home-working emissions.

Scope 3, categories 8 and 13, are reported for the first time in our disclosures. Category 8 emissions are estimated based on upstream energy consumption information provided by landlords or facility operators (e.g. common area consumption in office buildings and shared energy use in data centers), wherever this information is available. The same emission factors are applied as for UBS's own corresponding activities in Scopes 1 and 2. Category 13 emissions are estimated based on the sublet area multiplied by UBS's own GHG intensity per square meter for the same building or, where UBS is not present in the same building, for the relevant country.

Scope 3, categories 10 to 12, are not relevant to the UBS business model, as we do not supply physical products. Scope 3, category 14, are not applicable to UBS, as we do not have franchises.

1 Comparative 2024 figures have been revised following the standardization of bundled and unbundled electricity classification across regions. As a result of this revision, the previously reported share of bundled electricity increased from 30% to 43%, while the share of unbundled electricity decreased from 70% to 57%.

Scope 3 other indirect GHG emission categories 1–14	Underlying data type	Emission factor source
1. Purchased goods and services[1]	Combination: (i) spend-based, (ii) supplier-specific actual emissions, (iii) average-data method	(i) supplier-specific disclosures where available, or industry-standard environmental data sets sourced from an external environmental performance disclosures platform, (ii) provider's emissions, (iii) secondary emission factors for water
2. Capital goods[1]	Not separated from category 1	Not separated from category 1
3. Fuel- and energy-related activities (not included in scopes 1 and 2)	Measured and estimated activity data	Same as scope 1 and 2 energy / fuel indicators
4. Upstream transportation and distribution[1]	Not separated from category 1	Not separated from category 1
5. Waste generated in operations	Measured and estimated activity data	DEFRA
6. Business travel	Measured activity data	DEFRA and supplier-specific factors if applicable
7. Employee commuting	Estimated activity data (commuting), United Nations Framework Convention on Climate Change (UNFCCC model (working from home)	DEFRA
8. Upstream leased assets	Measured and estimated activity data	Same emission factors as scopes 1 and 2
9. Downstream transportation[1]	Not separated from category 1	Not separated from category 1
10. Processing of solid products	n/a	n/a
11. Use of solid products	n/a	n/a
12. End-of-life treatment of sold products	n/a	n/a
13. Downstream leased assets	Estimated activity data	Same emission factors as scopes 1 and 2
14. Franchises	n/a	n/a
15. Investments	Refer to "Supporting our financing clients' low-carbon transition" in the "Environment" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for more information about our financed emissions	

1 GHG emissions from scope 3, category 1, include GHG emissions from scope 3, categories 2, 4 and 9.

Overview of our environmental indicators (UBS Group)

Environmental indicators[1]

			For the year ended			
			31.12.25		31.12.24	31.12.23
		GRI[2]	Absolute[3]	Trend[4]	Absolute[3]	Absolute[3]
Energy	**Total direct and intermediate energy consumption**	**302-1-e**	613 GWh	↘	684 GWh	755 GWh
	Total direct energy consumption[5]	**302-1-e**	73 GWh	↘	80 GWh	92 GWh
	Natural gas	302-1-a	79.2%	→	83.2%	67.8%
	Heating oil	302-1-a	9.9%	↑	8.0%	18.7%
	Fuels (petrol, diesel, gas, biomass)[6]	302-1-a	9.7%	↑	8.0%	12.9%
	Renewable energy (solar power, etc.)	302-1-b	1.2%	↑	0.9%	0.6%
	Total intermediate energy purchased	**302-1-e**	540 GWh	↘	604 GWh	663 GWh
	Electricity	302-1-c-i	472 GWh	↘	532 GWh	587 GWh
	Heat (e.g. district heating)[7]	302-1-c-ii, iii, iv	69 GWh	→	72 GWh	76 GWh
	Share of electricity from renewable sources[8]	**302-1**	99.7%	→	99.8%	95.6%
Travel	**Total business travel**		392 m Pkm	↗	358 m Pkm	310 m Pkm
	Rail travel[9]		6.1%	↑	2.9%	3.6%
	Road travel[9]		6.2%	↑	4.9%	10.1%
	Air travel		87.7%	→	92.2%	86.4%
	Number of flights (segments)		159,785	→	153,805	130,836
Paper	**Total paper consumption**	**301-1-a**	2,766 t	→	2,647 t	3,371 t
	Post-consumer recycled	301-1-a-ii	8.4%	→	8.1%	5.3%
	New fibers FSC[10]	301-1-a-ii	61.8%	↑	42.2%	66.2%
	New fibers ECF + TCF[10]	301-1-a-i	29.8%	↓	49.6%	28.5%
	New fibers chlorine-bleached[10]	301-1-a-i	0.0%	→	0.0%	0.0%
Waste & Water	**Total waste**	**306-3**	6,658 t	→	6,996 t	8,485 t
	Valuable materials separated and recycled	306-4	54.0%	→	52.9%	57.4%
	Incinerated	306-5-c-ii	22.7%	→	22.3%	20.5%
	Landfilled	306-5-c-iii	23.3%	↘	24.8%	22.2%
	Total water consumption[11]	**303-5**	1.06 m m³	↘	1.23 m m³	1.21 m m³
Greenhouse gas (GHG)	**Direct GHG emissions (scope 1)[12,14]**	**305-1**	14,690 t	↓	18,636 t	20,796 t
	Location-based energy indirect GHG emissions (scope 2)[12]	**305-2**	108,328 t	↓	131,620 t	150,735 t
	GHG reductions from renewable electricity	305-5	98,866 t	↓	119,970 t	125,252 t
	Market-based energy indirect GHG emissions (scope 2)[12]	**305-2**	9,462 t	↓	11,651 t	25,482 t
	Other indirect GHG emissions (scope 3)[12]	**305-3**	1,038,687 t	→	1,061,210 t	1,354,681 t
	Total location-based GHG emissions[13]	**305-1, 305-2, 305-3**	1,161,705 t	→	1,211,466 t	1,526,212 t
	Total market-based GHG emissions (GHG footprint)[13]	**305**	1,062,839 t	→	1,091,496 t	1,400,960 t

Legend: GWh = gigawatt hour; Pkm = passenger kilometer; t = metric ton; m^3 = cubic meter; m = million; CO_2e = CO_2 equivalents

1 All figures reflect the level of knowledge as of January 2026. GHG emissions and certain activity data for 2024 were revised, mainly due to inclusion of additional scope 3 categories (Category 8 and Category 13) and improved data availability. As a result of this revision our previously reported 2024 Total market-based GHG emissions increased from 1,075,934 t CO_2e to 1,091,496 t CO_2e. Individually, our direct greenhouse gas (GHG) emissions (scope 1) increased from 18,168 t CO_2e to 18,636 t CO_2e, Market-based energy indirect GHG emissions (scope 2) decreased from 12,107 t CO_2e to 11,651 t CO_2e and other indirect GHG emissions (scope 3) increased from 1,045,659 t CO_2e to 1,061,210 t CO_2e. **2** Refer to GRI Sustainability Reporting Standards, available at globalreporting.org for more information. **3** Non-significant deviations from 100% may occur due to rounding. **4** Trend indicators: stable (→) for variances below 5%; low decreasing / increasing (↘,↗) for variances greater than 5% and below 15%; decreasing / increasing (↓,↑) for variances above 15%. Trend arrows relate to the year-on-year change in the displayed number and not underlying figures. **5** Refers to primary energy purchased or produced and consumed (gas, oils, fuels and renewable sources). **6** Includes a non-material share of biomass. **7** Includes heating, cooling and steam consumption. **8** Renewable electricity refers to electricity generated from renewable sources such as wind, hydro or solar. Nuclear energy is excluded from this definition. **9** Rail and road travel included where data is available. Process enhancements in 2025 have resulted in expanded data coverage for rail and road travel. **10** Paper produced from new fibers. FSC stands for Forest Stewardship Council; ECF for Elementary Chlorine Free; TCF for Totally Chlorine Free. The UBS Group regards recycled paper and FSC-certified paper as renewable and sustainable. Our new 2030 target relates specifically to recycled paper used for office printing. New fiber chlorine-bleached is considered non-renewable material. **11** Includes utility water and excludes unpolluted withdrawn water. **12** Refers to ISO 14064 and the GHG Protocol Corporate Standard (ghgprotocol.org), the international standards for GHG reporting. GHG emissions are reported in metric tons of CO_2e. Scope 1 accounts for direct GHG emissions by the UBS Group. Scope 2 accounts for indirect GHG emissions associated with the generation of imported / purchased electricity (location-based reflects grid average emission factor; market-based reflects emission factors from contractual instruments), heat or steam. Scope 3 accounts for other indirect GHG emissions for categories 1, 2, 3, 4, 5, 6, 7, 8, 9, 13. See the "Overview of GHG emissions across our scope 3 sub-categories (UBS Group)" table below. Biogenic emissions are assessed as immaterial for our operations (23 t CO_2e) and therefore are not reported separately from scope 1. **13** Total GHG emissions exclude scope 3, category 15 (Investments). GHG footprint equals total location-based GHG emissions minus GHG reductions from renewable electricity. **14** Refrigerant-related improvements in reporting, maintenance practices, and data quality have collectively enhanced data collection and reduced leakages, leading to lower emissions.

The table below shows our environmental indicators per full-time equivalents

Environmental indicators per full-time equivalents (UBS Group)

		For the year ended			
	Unit[1]	31.12.25	Trend[4]	31.12.24	31.12.23
Direct and intermediate energy	kWh / FTE	5,929	→	6,124[5]	6,208
Business travel	Pkm / FTE	3,789	↑[6]	3,211	2,548
Paper consumption	kg / FTE	26.7	↗	23.7[5]	27.7
Waste	kg / FTE	64.4	→	62.7	69.8
Water consumption[2]	m^3 / FTE	10.3	↘	11.0	9.9
CO_2 footprint[3]	t / FTE	10.3	↗	9.8[5]	11.5

Legend: FTE = full-time equivalents; kWh = kilowatt hour; Pkm = passenger kilometer; kg = kilogram; m^3 = cubic meter; t = metric ton

1 FTEs are reported as year-end values based on HR workforce data. 2 Includes utility water and excludes unpolluted withdrawn water. 3 Scope 3, categories 8 and 13, are reported for the first time in 2025 including 2024 comparative figures. Emissions for 2023 do not include this update. Scope 3, category 15 (Investments), is excluded. See table "Overview of GHG emissions across our scope 3 sub-categories (UBS Group). 4 Trend indicators: stable (→) for variances below 5%; low decreasing / increasing (↘,↗) for variances greater than 5% and below 15%; decreasing / increasing (↓,↑) for variances above 15%. Trend arrows relate to the year-on-year change in the displayed number and not underlying figures. 5 Comparative figures have been revised due to improved data availability during 2025 reporting period. As a result of this revision our previously reported Direct and intermediate energy increased from 6,084 kWh/FTE to 6,124 kWh/FTE, Paper consumption increased from 21.5 kg/FTE to 23.7 kg/FTE and GHG footprint increased from 9.6 t/FTE to 9.8 t/FTE. 6 The increase reflects improved travel data capture following data source enhancements and a slight increase in air travel due to business needs.

We continue our work to quantify and provide transparency for our value chain emissions related to our own operations. The table below shows a more detailed view of the scope 3 greenhouse gas categories for the UBS Group.

Overview of GHG emissions across our scope 3 sub-categories (UBS Group)[1]

			For the year ended		
Category number	Scope 3 sub-category	Status	31.12.25 GHG emissions (t CO_2e)	31.12.24 GHG emissions (t CO_2e)	31.12.23 GHG emissions (t CO_2e)
Category 1	Purchased goods and services	Reported	835,454	810,469	1,125,611
Category 2	Capital goods	Not separated from category 1			
Category 3	Fuel- and energy-related activities	Reported	29,105	42,008	47,718
Category 4	Upstream transportation and distribution	Not separated from category 1			
Category 5	Waste generated in operations	Reported	929	1,068	1,405
Category 6	Business travel	Reported	60,772	81,964	61,150
Category 7	Employee commuting	Reported	102,031	110,262	118,798
Category 8	Upstream leased assets	Reported[3]	9,188	13,804	
Category 9	Downstream transportation and distribution	Not separated from category 1			
Category 10	Processing of sold products	Not reported			
Category 11	Use of sold products	Not reported			
Category 12	End-of-life treatment of sold products	Not reported			
Category 13[2]	Downstream leased assets	Reported[3]	1,209	1,635	
Category 14	Franchises	No franchises			
Category 15	Investments	Refer to "Supporting our clients' low-carbon transition" in the "Environment" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for more information about our financed emissions			

1 All figures reflect the level of knowledge as of January 2026. GHG emissions for 2024 were revised, mainly due to inclusion of additional Scope 3 categories (Category 8 and Category 13) and improved data availability. As a result of this revision our previously reported 2024, Fuel- and energy-related emissions increased from 41,895 t CO_2e to 42,008 t CO_2e. 2 Covers real estate only. Other potential leased assets such as vehicles owned by UBS but operated by third parties, are not included. 3 Reported for the first time in 2025 including 2024 comparative figures. Emissions for 2023 do not include these updates.

UK climate and sustainability disclosures

These disclosures have been produced in connection with the legal entity reporting requirements of the Environmental, Social and Governance sourcebook (the ESG sourcebook) found in the Business Standards section of the Financial Conduct Authority (the FCA) Handbook. The ESG sourcebook contains rules and guidance regarding the disclosure of climate-related financial information consistent with the Task Force on Climate-related Financial Disclosures (the TCFD) and the Sustainability Disclosure Requirements (SDR).

UBS AG Asset Management in the UK

In-scope entities

These disclosures are prepared on behalf of the four operating legal entities of UBS Asset Management UK, the regional subset of the global UBS Asset Management business in the UK, namely UBS Asset Management (UK) Ltd, UBS Asset Management Funds Ltd, UBS Asset Management Life Ltd and UBS Asset Management Credit Investment Group (UK) Ltd. These entities are ultimately owned by the UBS Group and are collectively authorized and regulated by the FCA.

- **UBS Asset Management (UK) Ltd** is a Markets in Financial Instruments Directive (MiFID) investment firm that provides portfolio management services to pension funds, other institutional clients and collective investment schemes.
- **UBS Asset Management Funds Ltd** is an Authorized Corporate Director (ACD) for a number of UK undertakings for collective investment in transferable securities (UCITS) schemes, as well as a UK alternative investment fund manager (AIFM).
- **UBS Asset Management Life Ltd** is an insurance company subject to the Solvency II prudential regime. Its principal activity is providing long-term, unit-linked insurance benefits to pension funds in the UK through a range of unit-linked investment funds across a broad range of investment capabilities. UBS Asset Management Life Ltd is a dual-regulated firm as it is also authorized by the Prudential Regulation Authority (PRA).
- **UBS Asset Management Credit Investment Group (UK) Ltd** is also a MiFID investment firm that provides investment and fund management services, through the Credit Investment Group investment capability, to pension funds, other institutional clients and collective investment schemes. This entity was officially acquired by UBS Asset Management Holdings Ltd, the holding entity for the Asset Management UK operating entities, on 1 May 2024 following the announcement of the UBS Group merger in March 2023.

All four operating entities fall within the scope of the regulatory obligations under the ESG sourcebook and are required by the FCA to provide entity-level sustainability disclosures. The disclosures follow the structure recommended by the TCFD and SDR with a reporting period from 1 January 2025 to 31 December 2025. This is aligned to Asset Management UK's financial reporting period and with the reporting period of the UBS Group Sustainability Report 2025. All data included in the statement is therefore for this period, unless otherwise indicated.

Dependencies on the UBS Group Sustainability Report 2025

The UBS Group Sustainability Report disclosures are aligned with the recommendations of the TCFD, integrating climate risk considerations and opportunities into our reporting practice. Additionally, the UBS Group Sustainability Report addresses broader social and governance factors, ensuring comprehensive reporting, aligned to the SDR requirements. The UBS Group Sustainability Report includes a climate-related materiality assessment which aims to ensure our sustainability disclosures reflect our stakeholders' expectations and concerns.

› **Refer to the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for more information about the assessment of material risks and opportunities**

Asset Management UK aligns to the Group by fostering a sustainable, responsible investment approach, reinforcing our commitment to a transparent and resilient business model.

Asset Management UK is part of, and fully aligned to, the strategy, governance and risk management framework at the Asset Management divisional level. The subsequent sections detail the specific considerations for Asset Management UK.

› **Refer to the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for additional information about Asset Management's sustainability and climate approach**

Governance and risk management

The boards of the four UK operating entities (the Boards) are responsible for oversight of sustainability and climate risks as part of the overall responsibility for adequate risk management. The Boards delegate the oversight of business conduct and risk management to the Asset Management UK Management and Risk Committee (the Asset Management UK MRC). The Asset Management UK MRC is the executive meeting group for the UBS Asset Management UK legal entities. Its purpose is to oversee the adequacy and effectiveness of the risk and control environment of the entities, assume responsibility in relation to the entities' regulated activities and ensure appropriate management of risk for the entities.

The Asset Management UK MRC is chaired by the Asset Management UK Country Head, who is accountable to the Boards of the entities. It is attended by the first, second and third line of defense Senior Management Functions (SMF). The SMFs are: (i) the accountable first-line-of-defense body for UK sustainability and climate risks; and (ii) responsible for the alignment to Asset Management's divisional sustainability strategy. The forum ensures robust oversight and alignment with the overall risk management framework and mechanism for escalation. The SMF structure is governed under the controls within Asset Management UK's Senior Managers & Certification Regime.

In line with the Investment Firms Prudential Rules (IFPR) requirements, the identification, assessment, management and reporting of sustainability and climate risks is included in the Internal Capital Adequacy and Risk Assessment process. For UBS Asset Management Life Ltd, these risks are considered in the Own Risk and Solvency Assessment. Asset Management UK also leverages the Group's sustainability frameworks, including the Asset Management Climate Risk Integration Guidelines, the climate engagement framework, and the Asset Management Net Zero Alignment Framework. The combination of Asset Management UK's governance framework, regulatory processes and alignment with the Group approach, structure and frameworks ensures a cohesive and rigorous approach to managing sustainability and climate risks.

› **Refer to the "Environment" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for more information about UBS's frameworks**

Metrics and targets

Pertinent sustainability metrics and targets are set and monitored at the Asset Management level.

› **Refer to the "Strategy" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for more information about our key aspirations and progress**

Compliance statement

We confirm that the disclosures (including any third-party or group disclosures cross-referenced therein) comply with the requirements under the ESG sourcebook for TCFD and SDR entity reporting as at 5 February 2026.

Ian Ashment[1]
UBS Asset Management (UK) Ltd

Malcolm Edwards
UBS Asset Management Funds Ltd

Jonathan Hollick
UBS Asset Management Life Ltd

Malcolm Edwards
UBS Asset Management Credit Investment Group (UK) Ltd

1 Subject to FCA approval.

UBS AG London Branch

The discretionary portfolio management activities of the Global Wealth Management division undertaken by UBS AG London Branch are within the scope of the ESG sourcebook requirements. These in-scope activities are, in substance, undertaken by UBS in Switzerland. The climate-related disclosures included in the UBS Group Sustainability Report 2025 for UBS Global Wealth Management therefore also apply to UBS AG London Branch.

- **Refer to the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting,* for more information about Strategy, Governance, Managing sustainability and climate risks and Environment as applicable to Global Wealth Management for these disclosures**

We confirm that the disclosures (including any third-party or group disclosures cross-referenced therein) relating to the activities of UBS AG London Branch within the scope of the ESG sourcebook comply with the requirements under the ESG sourcebook for TCFD and entity reporting as at 9 March 2026.

Anna Nilssen
UBS AG London Branch

James Mulford
UBS AG London Branch

Social

Workforce by the numbers

This section provides supplementary information to "People and culture make the difference" in the "Social" section of the UBS Group Sustainability Report 2025.

As of 31 December 2025, we had 103,177 employees as full-time equivalents (FTEs), 5,471 FTEs fewer than 31 December 2024.

To give the most accurate view of our global workforce, human resources reporting considers one person (working full-time or part-time) as one headcount. This accounts for the total UBS Group employee number of 105,236 as of 31 December 2025 (compared with 110,323 as of 31 December 2024). The following tables are all reported on this basis, unless otherwise specified.[1,2,3,4] The percentages in the tables may not total 100, as they are calculated on the basis of unrounded figures. The corrections are considered immaterial, with the change in headcount in the single digits.

In 2025, 30.1% of employees at Director level and above were female (2024: 29.8%) and 30.9% (2024: 33.8%) of senior managers who reported directly to a member of the GEB were female.

1 All quantitative headcount-related disclosures include all UBS employees except the employees in the Savoy Hotel Baur en Ville AG, Ausbildungszentrum Schloss Wolfsberg AG, Fides and Card Center subsidiaries.
2 Our reporting covers key statistics relevant to full- and part-time employees, along with relevant data about external staff. All data was calculated on / as of 31 December 2025, unless otherwise noted.
3 UBS Group data for hires, turnover and internal mobility also includes Credit Suisse data for the period January – June 2025 that follow the same methodology.
4 For 2025, 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. Therefore, gender-specific numbers do not match the overall total.

External hires by region

	UBS Group					
	31.12.25		31.12.24		31.12.23	
	Number	%	Number	%	Number	%
Americas	2,108	26.3%	2,083	24.4%	2,442	21.4%
Asia Pacific	2,675	33.3%	2,400	28.2%	3,642	31.8%
EMEA	1,075	13.4%	1,582	18.6%	2,476	21.7%
Switzerland	2,166	27.0%	2,460	28.9%	2,875	25.1%
Total external hires	8,024	100%	8,525	100%	11,435	100%

External hires by gender

	UBS Group					
	31.12.25		31.12.24		31.12.23	
	Number	%	Number	%	Number	%
Male	4,805	59.9%	4,909	57.6%	6,488	56.7%
of which "Director and above"	*632*	*13.2%*	*755*	*15.4%*	*1,200*	*18.5%*
Female	3,190	39.8%	3,592	42.1%	4,947	43.3%
of which "Director and above"	*247*	*7.7%*	*280*	*7.8%*	*545*	*11.0%*
Total external hires	8,024	100%	8,525	100%	11,435	100%

External hires by age group

	UBS Group					
	31.12.25		31.12.24		31.12.23	
	Number	%	Number	%	Number	%
Under 30	4,440	55.3%	4,460	52.3%	5,391	47.1%
Between 30 and 50	3,250	40.5%	3,673	43.1%	5,463	47.8%
Over 50	334	4.2%	392	4.6%	581	5.1%
Total external hires	8,024	100%	8,525	100%	11,435	100%

Voluntary and involuntary employee turnover

	UBS Group		
	31.12.25	31.12.24	31.12.23
	%	%	%
Voluntary turnover	7.1%	7.9%	12.4%
Involuntary turnover	4.9%	4.1%	5.3%
Overall turnover[1]	12.6%	12.8%	18.6%

1 Including neutral termination, which refers to employees who left the firm due to neither bank nor employee-initiated reasons, e.g. end of employment contract, normal retirement, disability or death.

Employee turnover by region and gender

	UBS Group								
	31.12.25			31.12.24			31.12.23		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Americas	14.1%	14.3%	13.8%	13.3%	13.2%	13.3%	19.1%	20.0%	17.9%
Asia Pacific	13.8%	13.2%	14.7%	15.5%	14.3%	17.2%	23.8%	23.1%	24.7%
EMEA	13.5%	14.1%	12.7%	12.0%	12.2%	11.8%	19.0%	19.5%	18.3%
Switzerland	9.9%	9.9%	9.9%	10.8%	10.8%	10.9%	13.7%	13.5%	14.0%
Overall turnover	12.6%	12.6%	12.6%	12.8%	12.5%	13.3%	18.6%	18.6%	18.7%

Employee turnover by gender – "Director and above" only

	UBS Group		
	31.12.25	31.12.24	31.12.23
	%	%	%
Male	12.6%	12.1%	17.5%
Female	12.9%	12.7%	16.6%
Overall turnover	12.7%	12.3%	17.2%

Employee turnover by age group

	UBS Group		
	31.12.25	31.12.24	31.12.23
	%	%	%
Under 30	14.9%	17.2%	22.6%
Between 30 and 50	11.5%	11.9%	18.6%
Over 50	13.8%	11.7%	15.1%
Overall turnover	12.6%	12.8%	18.6%

Training by employee category

	UBS Group	
	Average training hours[1]	
	31.12.25[2]	31.12.24[2]
Director and above	22.6	25.0
Officer	21.9	23.8
Employee	25.5	26.2
Total average training hours	22.9	24.8

1 In 2024, measurement unit was changed from days to hours. One learning day is considered as eight learning hours. 2 In 2024 and 2025, learning activities and training hours include input from two learning systems.

Training by gender

	UBS Group	
	Average training hours[1]	
	31.12.25[2]	31.12.24[2]
Female	22.2	24.8
Male	23.3	24.8
Total average training hours	22.9	24.8

1 In 2024, measurement unit was changed from days to hours. One learning day is considered as eight learning hours. 2 In 2024 and 2025, learning activities and training hours include input from two learning systems.

Suitability and accessibility

Our suitability process

Clients expect to be provided with products and services that are suitable for them. This is particularly the case in the business divisions where we serve personal clients as opposed to institutions. In nearly all of the countries where we do business, this expectation has been turned into a legal or regulatory requirement for banks acting as financial advisors. Most jurisdictions also require systematic assessment and documentation of the suitability of products (including third-party products) and services, including compliance with applicable eligibility criteria, investment preferences (e.g. sustainability criteria) and sales restrictions. These standards are reflected in local policies and procedures and in the respective local control framework. The EU's Markets in Financial Instruments Directive and the Swiss Financial Services Act are examples that we reflect in our local control framework. Other locations apply similar standards as required by the relevant local regulators.

To meet both client expectations and regulatory requirements, we have established rules for assessing the suitability of products and services, and these are further supported by regular training across the firm. These rules are designed to align the assets in a client's portfolio with their defined risk profile, and the client is advised in line with their needs (i.e. client suitability). In addition, the rules require product documentation to contain appropriate and easily understandable information about the product's features, target audience and the scenarios in which the product can be used, along with a balanced representation of the associated opportunities and risks (i.e. product suitability). We also recognize the importance of fair and transparent marketing of our products and services, and we have internal policies supporting their responsible sale and marketing.

Suitability framework

In our Global Wealth Management and Personal & Corporate Banking business divisions, a suitability policy framework is in place and is reviewed on a yearly basis. This sets out the structured advisory process governing the way we advise and implement agreed solutions and also documents the steps taken during this process. In addition to other purposes, it includes requirements for monitoring and controlling activities that aim to capture tail risks.

The Investment Bank and Asset Management business divisions take their guidance from UBS's suitability principles and have implemented processes and policies designed to ensure appropriate oversight of suitability requirements where applicable.

In our framework, we distinguish between client suitability and product suitability. Client suitability refers to the alignment between the investor profile of the client and the products and services that are recommended or made available to them (or already held in the client's portfolio), including risk information and disclosure. Product suitability refers to a consistent set of standards applied by a product management unit to define which specific investors a product may be suitable for.

Client suitability

Global Wealth Management and Personal & Corporate Banking have established a structured advisory process with four distinct steps: understand, propose, agree and implement, and review. This process is supported by a number of tools and forms that are available to client advisors. In the first step (understand), these forms and tools support the initial identification of a client's investor profile, including but not limited to investment objectives, risk tolerance and risk ability. In the further steps, they help client advisors match a client's investment strategy with appropriate investment proposals (propose) and agree with the client on the implementation, such as providing mandatory documentation and signing the necessary agreements, (agree and implement). Furthermore, the established tools and platforms also support the fourth step (review). The Investment Bank and Asset Management have established cross-functional governance committees to ensure oversight of client suitability where specific criteria or triggers are met.

Product suitability

An internal framework is in place to categorize products according to their risk characteristics and, in doing so, help clients and client advisors to properly assess the impact of investment products and services on a client's portfolio. Additional processes are in place to make product documentation available to both client advisors and clients. Finally, specific legal documentation is required for certain products with specific risks (e.g. hedge funds).

Divisional approach to suitability

Primary ownership of suitability risk and the responsibility for addressing it rests with the business. The suitability policies applicable to Global Wealth Management, Personal & Corporate Banking, the Investment Bank and Asset Management make this clear. Accordingly, we have pursued a divisional approach to ensure compliance with rapidly changing regulatory regimes, while also addressing particular suitability obligations and remediation of identified gaps relating to the business divisions.

Monitoring and controls

Monitoring and controls for suitability follow a three-level approach. The first-level controls are conducted by the business risk management team under its origination control framework, a set of controls designed to prevent and detect operational risks that arise within the front unit and to ensure that residual risk corresponds to risk appetite.

The second-level controls are performed by Compliance and Operational Risk Control as global minimum control standards, which are part of the overall operational risk framework. These controls focus on both a check-the-checker approach and thematic deep-dive reviews. The third-level controls are exercised by Group Internal Audit as part of its annual audit plan.

After-sales communications

The UBS client experience also includes after-sales communication. This communication is supported by a number of tools and platforms, including ready-to-use reporting and presentation materials.

Responsible marketing practices

At UBS, responsible marketing means the firm's marketing materials, and materials from third parties that it is merely distributing, must be fair, clear, balanced and not misleading. Our policies and guidelines across all business divisions ensure that marketing materials provided to our clients and prospects adhere to both regulatory requirements and our standards for marketing communications. Our aim is to have a globally consistent divisional framework for preparing, reviewing and approving, and retaining marketing materials to address and mitigate reputational, legal, regulatory and liability risks.

Accessibility of our products and services

We are committed to ensuring that all clients, including those with vulnerabilities, have fair and appropriate access to our products and services. To deliver an excellent client experience for all types of clients, staff are trained to know how to identify and respond to client vulnerability. Client-facing employees generally have more client interaction and therefore are more likely to identify potential vulnerabilities. Our approach to accessibility encompasses both digital and physical aspects, and we continually work to identify and remove barriers, ensuring that our services and products meet the needs of our clients, including those with disabilities.

- **Refer to *ubs.com/global/en/legal/accessibility* for more information about accessibility and feedback options**
- **Refer to *ubs.com/global/en/our-firm/our-culture/diversity-and-inclusion/disability-inclusion* for more information about our inclusion initiatives**

Digital accessibility

The UBS internal digital accessibility guidelines are based on the Web Content Accessibility Guidelines (the WCAG), which help ensure that all people, including individuals with disabilities, can fully and independently use UBS's digital platforms and website. The WCAG are developed by a working group of stakeholders, including experts, regulators, academics and businesspeople worldwide, who capture vulnerable clients' interests and needs by proxy.

- **Refer to *w3.org/TR/WCAG22* for more information about the WCAG and digital accessibility at UBS**

In 2025, we ensured our preparedness for the European Accessibility Act (EAA) by creating a taskforce, assessing gaps, rolling out training sessions and making recommendations for a governance framework. We have a framework in place to ensure that all new product and service information to clients are accessible.

Physical accessibility

We are committed to removing physical barriers across our locations, frequently exceeding local disability laws and standards. Our Global Inclusive Accessibility Standard outlines design principles to ensure that our premises are accessible to everyone. This commitment is part of our broader strategy to enhance accessibility and inclusivity in all aspects of our operations.

Financial literacy

We consider this topic to be primarily relevant in Switzerland, which is the only country where we offer a wide range of financial products and services to retail and small and medium-sized enterprise (SME) clients. As a result, many of our initiatives aimed at enhancing financial literacy are available exclusively to our Swiss clients. For young people and students, we provide services such as financial checkups, saving tips and a budget calculator.

The UBS Entrepreneur Hub and the SME download center also offer a wide variety of publications, documents and resources, including succession planning checklists and foundational information on business administration topics, such as accounting, payroll and payment solutions. Additionally, through the Women's Wealth Academy and the Female Impact program for female entrepreneurs, UBS helps women to acquire and strengthen their financial knowledge.

Cybersecurity and information security and data privacy

Cybersecurity and information-security

Cybersecurity and information-security (CIS) risk is the risk that a malicious internal or external act, a failure of technology, or human error materially compromises the confidentiality, integrity or availability of UBS's data, systems or services.

CIS risk is a key operational risk for UBS and is managed within our enterprise risk management framework. We apply a layered defense model, spanning prevention, detection, response and recovery, supported by our global Cybersecurity Operations Centers, advanced technology and independent oversight. Our approach integrates governance, risk assessment, controls testing, incident management and continuous training of our workforce (i.e. our internal employees and external staff) to strengthen our ability to manage the assets of clients and of the firm.

- **Refer to the "Cyber and information security" section of the UBS Group Annual Report 2025, available under "Annual reporting" at *ubs.com/investors*, for more information**
- **Refer to the document titled "Cybersecurity, information security and data privacy at UBS 2025", available at *ubs.com/sustainability-reporting*, for more information**
- **Refer to "Cyber Security at UBS", available at *ubs.com/global/en/our-firm/cybersafe*, for more information**

Handling data

Our data protection policy framework covers the standards we commit to when processing personal data. This includes a requirement that data is processed only for specific and explicit purposes and is adequate, relevant and not excessive (data minimization). Other key principles include ensuring that data subjects are informed of how their personal data is processed and that it is not processed for longer than necessary for the given processing purposes. UBS has implemented processes to respond to data subjects exercising their rights, while adhering to applicable legal requirements.

We communicate our client personal data processing activities and seek clients' consent as required by applicable local privacy law. In these communications, we are clear what this consent means and which use-cases do not require consent, for example due to certain legal obligations. We provide reasonable options for clients to be able to revoke this consent as required.

Key privacy-related information is contained in client privacy notices published on ubs.com and translated into the official languages of the specific country it applies to.

- **Refer to the document titled "Cybersecurity, information security and data privacy at UBS 2025", available at *ubs.com/sustainability-reporting*, for more information**

Supporting opportunities

Sustainable finance at UBS – additional information

ESG integration and exclusion

UBS ESG (environmental, social and governance) integration strategies consider sustainability-related factors alongside traditional financial metrics in the investment process, however without an explicit intent to align or contribute to sustainability-related objectives. Exclusion approaches, meanwhile, exclude individual companies or industries from a portfolio, either because their activities do not meet certain sustainability-related criteria, and / or they do not align with the client's and / or UBS's values. ESG integration and exclusion approaches often contribute to sustainable investing strategies to varying degrees but, at UBS and in certain jurisdictions, are not themselves considered sustainable investing strategies.

UBS's invested assets of strategies subject solely to ESG integration amounted to USD 471.6bn in 2025 (2024: USD 347.6bn). UBS's invested assets of strategies applying only some level of exclusion stood at USD 149.6bn at the end of 2025 (2024: USD 95.3bn). The combined total of UBS invested assets of strategies applying only ESG integration or exclusion strategies was USD 621.3bn as of 31 December 2025[1] (2024: USD 442.9bn). As these assets do not qualify as sustainable investment for UBS, they are not included in the sustainable investing invested assets table in the "Supporting opportunities" section of the UBS Group Sustainability Report 2025.

1 Figures do not include invested assets classified under the Credit Suisse Sustainable Investment Framework but do include invested assets of Credit Suisse portfolios that have been migrated onto UBS platforms and vetted against UBS sustainable investing policies or merged with existing UBS sustainable investing portfolios. This process is being carried out in waves and will continue until at least the end of 2026.

Managing sustainability and climate risks

Climate-related risk methodologies and scenarios

This section provides an overview of our scenario analysis and of the methodological approaches taken in developing our climate risk analytics.

We have developed climate-related risk methodologies, which rate cross-sectoral exposures to climate-related risk sensitivity on a scale from high to low. Following a risk segmentation approach, these methodologies define climate-sensitive exposures by aggregating the riskier three of five risk ratings (absolute, in US dollars) over the total lending exposure to customers (on- and off-balance sheet, percent). As part of methodology enhancements, in 2025, a global real estate (GRE) model has been developed to produce counterparty-level risk ratings within real estate financing and private clients with mortgages portfolios. The model assesses physical risk based on expected damage caused by flood risk and transition risk based on the estimated CO_2 emissions. In general, our climate-related sector- / country-level heatmaps, counterparty-level climate risk rating models and GRE model support our risk management strategy through:

- risk identification and measurement: by identifying sectors and segments that are potentially vulnerable to the transmission channels of climate-driven financial and non-financial risks, which, in turn, enables resource prioritization for detailed bottom-up risk analysis;
- monitoring and risk appetite setting: by helping to monitor climate-related risk exposures and to facilitate risk appetite setting for material risks;
- risk management and control: by helping to understand and monitor UBS's exposure to climate-related risks and which transmission channels may increase or augment the risk profile supporting a risk-mitigating strategy; and
- risk reporting and disclosure: by providing decision-relevant information in internal reports to executive and board leadership and external disclosure to stakeholders.

	Transition risk	Physical risk
Methodology (heatmap)	Originally developed in collaboration with the United Nations Environment Programme Finance Initiative and Oliver Wyman, our expert-based transition risk ratings have been further refined in-house. These ratings and risk segmentation processes now reflect changes in risk profiles, evolving views on climate-related risk materiality and UBS's business footprint. Climate transition risk scores (0–1) and ratings (low to high) are assigned to sectors. Geographic information is captured by distinguishing between emerging and industrialized countries. As a result, exposure data is categorized by risk ratings, through their sectoral and country designation.	A score is calculated at sector / country level based on a geographically and industry representative physical asset population collected from vendor data. A hazard-specific exposure score is determined as an average, with a penalty applied for the variance of the population, which is augmented by channels that amplify / mitigate the risk at sector level. A final score is then obtained by aggregating across hazards. This score is mapped to a rating (low / moderately low / moderate / moderately high / high). As a result, exposure data is categorized by risk ratings, through their sectoral and country designation.
Methodology (rating models)	The transition risk rating model produces a counterparty-level assessment by adjusting the heatmap rating using data on a company's alignment to net-zero targets, captured via the Company Transition Assessment Scorecard (the CTAS), where available.	The physical risk rating model generates counterparty-level physical risk scores by aggregating physical hazards and transmission channels and applying suitable mitigants, when data on a representative number of assets is available for a company. This approach aligns with the physical risk heatmap methodology and provides a counterparty-level rating based on asset-level data.
Methodology (global real estate model)	Developed in 2025, the GRE model produces a counterparty-level assessment of transition risk in UBS's commercial and residential real estate portfolio based on the estimated CO_2 emissions.	Developed in 2025, the GRE model produces a counterparty-level assessment of physical risk in UBS's commercial and residential real estate portfolio based on expected damage caused by flood risk.
Scenario	Ambitious and disorderly approach to meeting the <2°C goal of the Paris Agreement.	Current state of world
Interpretation	Reflect level of risk and likelihood of financial impact and exposure based on the defined scenario above.	Reflect level of risk and likelihood of financial impact and exposure based on a current state of world scenario.
Examples	At sector / country level: high for most fossil fuel sectors, moderate for most transportation and industrial sectors.	At sector / country level: moderately high for some manufacturers in Southeast Asia (due to typhoons), moderately low for the same manufacturers in Switzerland (due to fluvial dynamics).

› **Refer to the "Basis of preparation" section of this Supplement for more information**

Climate-related metrics

The climate-related metrics in the table below provide information on climate-driven transition- and physical-risk-sensitive exposure linked to traded products and issuer risk specifically for UBS AG (standalone), UBS Switzerland AG (standalone) and UBS Europe SE (standalone).

Risk management – Climate-related metrics

	For the year ended	
	31.12.25	31.12.24
Climate-related metrics (USD bn)		
Exposure to climate-sensitive sectors, transition risk: Traded products, UBS AG (standalone)[1]	*0.55*	*0.70*
Exposure to climate-sensitive sectors, transition risk: Traded products, UBS Switzerland AG (standalone)[1]	*0.80*	*1.27*
Exposure to climate-sensitive sectors, transition risk: Traded products, UBS Europe SE (standalone)[1]	*0.05*	*0.09*
Exposure to climate-sensitive sectors, transition risk: Issuer risk, UBS AG (standalone)[2]	*6.98*	*6.05*
Exposure to climate-sensitive sectors, transition risk: Issuer risk, UBS Switzerland AG (standalone)[2]	*0.51*	*0.25*
Exposure to climate-sensitive sectors, transition risk: Issuer risk, UBS Europe SE (standalone)[2]	*0.04*	*0.10*
Exposure to climate-sensitive sectors, physical risk: Traded products, UBS AG (standalone)[1]	*1.24*	*1.23*
Exposure to climate-sensitive sectors, physical risk: Traded products, UBS Switzerland AG (standalone)[1]	*0.09*	*0.21*
Exposure to climate-sensitive sectors, physical risk: Traded products, UBS Europe SE (standalone)[1]	*0.26*	*0.24*
Exposure to climate-sensitive sectors, physical risk: Issuer risk, UBS AG (standalone)[2]	*7.10*	*7.76*
Exposure to climate-sensitive sectors, physical risk: Issuer risk, UBS Switzerland AG (standalone)[2]	*0.50*	*0.40*
Exposure to climate-sensitive sectors, physical risk: Issuer risk, UBS Europe SE (standalone)[2]	*0.01*	*0.05*

1 For traded products, the metric is calculated using over-the-counter derivatives, exchange-traded derivatives and securities financing transactions, consisting of securities borrowing and lending, and repurchase and reverse repurchase agreements. 2 For issuer risk, the metric is calculated based on high-quality liquid assets, debt securities, bonds and liquidity buffer securities.

› **Refer to the "Basis of preparation" section of this Supplement for more information**

Scenario analysis

UBS has been using scenario-based approaches since 2014 to assess its exposure to climate-related transition and physical risks. The table below summarizes scenarios used by UBS.

Scenario name	Developed by	Used by	End of century warming	Type	Description (as provided by the developing organization)
Early Action	UBS	UBS Group, UBS Europe SE	+1.5°C by 2100. In alignment with the Paris Agreement	Orderly	An ambitious transition begins immediately, with stringent climate policies limiting global warming to 1.5°C. Carbon prices and regulations rise predictably, allowing most firms to adjust smoothly, although carbon-intensive sectors face higher costs. This creates short-term inflation and growth headwinds. Over the long term, the effective transition substantially reduces physical risks and supports sustainable economic growth. Benchmark: NGFS Net Zero 2050 scenario.
Current Commitments	UBS	UBS Group	Above +2.0 °C by 2100. NDCs are insufficient to limit global warming to below 2°C	Hot house world	Under current climate pledges, emissions decline only modestly, driving global warming beyond +2°C, resulting in moderate to severe physical risks. The modest policy tightening limits transition impacts and does little to reduce fossil-fuel dependence. Near-term macroeconomic effects remain mild, with minor growth headwinds. As physical risks intensify, economies face increasing volatility, persistent inflation pressures, and modest long-run productivity growth. Benchmark: NGFS Nationally Determined Contributions scenario.
Failed Transition	UBS	UBS Group, UBS Europe SE	+3.0°C by 2100. Due to a lack of coordinated mitigation.	Hot house world	A series of severe weather events triggers strong public and political pressure for rapid action, leading to an abrupt tightening of climate policies. Carbon prices and regulations rise sharply, causing a sudden repricing of exposed assets, particularly in emission-intensive sectors. This combination of acute physical risks and abrupt transition measures creates an inflationary shock, major market disruption, and a global downturn as central banks raise rates. Public support then reverses, policies are rolled back, and - over the long term - the lack of sustained climate action leads to rising physical risks, persistent inflation pressures, and subdued economic performance. Benchmark: NGFS Fragmented World, NGFS Current Policies.
30-year Baseline	UBS	UBS Europe SE	Above +2.0 °C by 2100. NDCs are insufficient to limit global warming to below 2 °C.	Hot house world	An outlook that outlines the most likely economic and financial developments over the next ten years, complemented by long-term projections that reflect the macro financial impacts of climate pledges over a 30-year horizon. Benchmark: NGFS Nationally Determined Contributions.
Late Action	UBS	UBS Europe SE	Below + 2.0 °C by 2100. Thanks to delayed but effective policies.	Disorderly	A delayed and disorderly transition keeps climate policies unchanged for a decade, despite rising physical risks. Strong growth, low inflation, and solid market performance continue through these early years, while physical damages remain manageable. In the second decade, abrupt and radical policies are introduced to limit warming to below 2°C. Carbon prices surge, halting GDP growth, raising unemployment, and pushing inflation higher. Tighter monetary policy follows. After this turbulent adjustment, economic and financial conditions stabilize and begin to recover. Benchmark: NGFS Delayed Transition.

Scenario name	Developed by	Used by	End of century warming	Type	Description (as provided by the developing organization)
Net Zero 2050	Network for Greening the Financial System (NGFS)	UBS Group, UBS Europe SE	+1.4°C	Orderly	Net Zero 2050 limits global warming to 1.5°C through stringent climate policies and innovation, reaching global net-zero CO_2 emissions around 2050. This scenario assumes that ambitious climate policies are introduced immediately. Carbon dioxide removal (CDR) is used to accelerate decarbonization but is kept to the minimum level possible and broadly in line with sustainable levels of bioenergy production. Net CO_2 emissions reach zero around 2050, giving at least a 50% chance of limiting global warming to below 1.5°C by the end of the century, with limited overshoot (< 0.2°C) of 1.5°C in earlier years. Physical risks are relatively low, but transition risks are high.[1]
Delayed Transition	NGFS	UBS Europe SE	+1.7°C	Disorderly	Delayed Transition assumes that global annual emissions do not decrease until 2030. Strong policies are then needed to limit warming to below 2°C. Negative emissions are limited. This scenario assumes that new climate policies are not introduced until 2030 and the level of action differs across countries and regions based on currently implemented policies, leading to a "fossil recovery" out of the economic crisis brought about by COVID-19. The availability of CDR technologies is assumed to be low, pushing carbon prices higher than in Net Zero 2050. As a result, emissions exceed the carbon budget temporarily and decline more rapidly than in a well-below 2°C scenario after 2030, to ensure a 67% chance of limiting global warming to below 2°C. This leads to both higher transition and physical risks than the Net Zero 2050 and Below 2°C scenarios.[1]
Fragmented World	NGFS	UBS Group, UBS Europe SE	+2.4°C	Too little too late	Fragmented World assumes a delayed and divergent climate policy response among countries globally, leading to high physical and transition risks. Countries with net-zero targets achieve them only partially (80% of the target), while the other countries follow current policies.[1]
Nationally Determined Contributions	NGFS	UBS Group, UBS Europe SE	~2.3°C	Hot house world	Nationally Determined Contributions (NDCs) includes all pledged policies, even if not yet implemented. This scenario assumes that the moderate and heterogeneous climate ambition reflected in the NDCs continues over the course of the 21st century. Emissions decline but lead nonetheless to 2.3°C of warming associated with moderate to severe physical risks. Transition risks are relatively low.[1]
Current Policies	NGFS	UBS Group, UBS Europe SE	+3.0°C	Hot house world	"Current Policies" assumes that only currently implemented policies are preserved, leading to high physical risks. Emissions increase until 2080, leading to about 3°C of warming and severe physical risks. This includes irreversible changes, such as higher sea levels. This scenario can help central banks and supervisors consider the long-term physical risks to the economy and financial system if we continue on our current path to a "hot house world".[1]

1 Network for Greening the Financial System (2024). NGFS Climate Scenarios Technical Documentation.

Sustainability and climate risk policy framework

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 as credit, market, liquidity, business or non-financial risks for UBS, potentially leading to adverse financial, liability and reputational impacts.

- Climate-related risks may arise from two primary sources: physical risks, resulting from changing climate conditions, and transition risks, stemming from global efforts to mitigate climate change.
- Nature-related risks reflect the dependencies and impacts that organizations and individuals have on natural capital, defined as natural resources that provide essential benefits to people and the economy.
- Greenwashing risk refers to a practice where sustainability-related statements, declarations, actions or communications do not clearly and fairly reflect the underlying sustainability profile of an entity, a financial product or financial services.

These risks may affect the value of investments and collateral such as real estate, particularly in sectors or regions vulnerable to environmental change or regulatory shifts.

Sustainability and climate risk framework

UBS conducts an annual assessment of the proximity of its products, services and supply chain to sustainability and climate risks. Activities identified as high risk are subject to UBS's sustainability and climate risk policy framework. This enables us to identify and manage potential adverse impacts on climate, nature, the environment and human rights, as well as the associated risks that may affect UBS and its clients. Specifically for climate risks, UBS conducts a financial climate-related materiality assessment, designed to identify and evaluate the potential impact of these risks on the firm's financial performance. This sustainability and climate risk framework is embedded in UBS's corporate culture and applied consistently across the Group, including all business divisions, Group functions, locations and legal entities. It is integrated into our management practices and control principles and is overseen by senior management. The framework supports our strategic commitment to supporting the transition to a low-carbon economy. 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.

› **Refer to "Risk identification and measurement" in the "Managing sustainability and climate risks" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for more information about UBS's climate-related risks materiality assessment**

Governance and strategic oversight

Group Risk Control (GRC) is responsible for our firm-wide sustainability and climate risk policy framework and for managing financial exposure to these risks as a second line of defense. Group Compliance and Operational Risk Control (GCORC) provides independent oversight of our non-financial risk control environment, ensuring its adequacy and effectiveness.

The management of sustainability and climate risks is steered at the level of the Group Executive Board (the GEB). Reporting to the Group CEO, the Group Chief Risk Officer is responsible for the development of UBS's sustainability and climate risk framework, including the definition of risk appetite and its integration into existing Group-wide risk management frameworks. The Head of Sustainability and Climate Risk oversees sustainability and climate risk activities in GRC.

Our standards

UBS has established a set of standards and guidelines that govern client onboarding, transaction due diligence, product development, our own operations and supply-chain decisions. These standards are designed to ensure that sustainability and climate risks are appropriately considered and managed across the firm.

We defined specific controversial activities in which UBS does not engage, along with areas of concern where we may engage only under stringent criteria. For example, recognizing the significant impact of deforestation and land conversion on biodiversity and ecosystems, UBS has implemented standards covering selected high-deforestation-risk commodities, such as soy or palm oil, that apply across industries and sectors to mitigate their negative environmental impacts.

Our principles and standards apply Group-wide, across all business divisions, Group functions, locations and legal entities. They define clear roles and responsibilities for the first line of defense (i.e. client and supplier onboarding, transaction due diligence and periodic KYC reviews), the second line of defense (i.e. sustainability and climate risk transaction assessments) and the GEB, which sets the sustainability and climate risk appetite standards for the firm.

UBS's standards also reflect its broader commitment to responsible business conduct, including protecting the environment and respecting internationally recognized human rights. These efforts contribute to our role in supporting sustainable development.

Given the increasing relevance of challenges related to sustainability and climate risk, UBS regularly reviews and enhances its policies and practices. This process is informed by ongoing monitoring and analysis of emerging societal and environmental topics that may be material to the firm.

In certain jurisdictions, applicable laws and regulations may impose stricter or conflicting obligations on specific entities or activities than those set out in the Sustainability and climate risk policy, the Sustainable Finance Guideline and the Carbon and Environmental Markets guideline. As a result, applying this policy and those guidelines – or particular provisions within them – may lead to business restrictions that are inconsistent with those legal obligations. In such cases, the affected provisions of this policy shall not apply, and any decision to proceed with business activities must be made in full compliance with all relevant legal obligations.

Controversial activities – where UBS will not do business

UBS 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 the 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 the 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 the International Finance Corporation's Performance Standard 7.

The same standards apply when UBS purchases goods or services from suppliers.

Areas of concern – where UBS will only do business under stringent criteria

We apply specific guidelines and assessment criteria in the areas of concern listed below. The guidelines and assessment criteria apply to loans, trade finance, direct investments in real estate and infrastructure, securities and loan underwriting transactions, investment banking advisory assignments and the procurement of goods and services from suppliers. Transactions in the areas listed below trigger an enhanced due diligence and approval process. In addition to the assessment of regulatory compliance and adherence to UBS's controversial activities standards, along with consideration of past and present environmental and human rights performance and concerns of stakeholder groups, these transactions require an assessment of the following criteria:

Soft commodities	
Palm oil	Companies must be members of the Roundtable on Sustainable Palm Oil (the RSPO) and not subject to any unresolved public criticism from the RSPO. Production companies must furthermore have some level of mill or plantation certification and be publicly committed to achieving full certification (evidence must be available). Companies must also be committed to "No Deforestation, No Peat and No Exploitation".
Soy	Companies producing soy in markets at high risk of tropical deforestation must be members of the Round Table on Responsible Soy (the RTRS) or similar standards such as ProTerra, International Sustainability and Carbon Certification or Certified Responsible Soya and they must not be subject to any unresolved public criticism from these standards. When a company is not certified, it must credibly commit to the RTRS or a similar standard, providing a robust time-bound plan, or demonstrate a credible commitment to an equivalent standard, to be independently verified.
Forestry	The producing company must seek to achieve full certification of its production according to the FSC or a national scheme endorsed in line with the Programme for the Endorsement of Forest Certification within a robust time-bound plan. The producing company must also have fire prevention, monitoring and suppression measures in place.
Fish and seafood	Companies producing, processing or trading fish and seafood must provide credible evidence of no illegal, unreported and / or unregulated fishing in their own production and supply chain.
Power generation	
Coal-fired power plants (CFPP)	We do not provide project-level finance for new CFPP globally and only support financing transactions of existing coal-fired operators (>20% coal reliance) if they have a transition strategy that aligns with the goals of the Paris Agreement or if the transaction is related to renewable energy or clean technology.
Large dams	Transactions directly related to large dams include an assessment against the recommendations made by the international Hydropower Sustainability Assessment Protocol.
Nuclear power	Transactions directly related to the construction of new, or the upgrading of existing, nuclear power plants include an assessment of whether the country of domicile of the client / operation has ratified the Treaty on the Non-Proliferation of Nuclear Weapons.
Extractives	
Arctic drilling and oil sands	We do not provide financing where the stated use of proceeds is for new offshore oil projects in the Arctic or greenfield[1] oil sands projects and only provide financing to companies with significant reserves or production in arctic oil and / or oil sands (>20% of reserves or production) if they have a transition strategy that aligns with the goals of the Paris Agreement or if the transaction is related to renewable energy or clean technology.
Coal mining and mountain top removal (MTR)	We do not provide financing where the stated use of proceeds is for greenfield[1] thermal coal mines and do not provide financing to coal-mining companies engaged in MTR operations. We only provide financing to existing thermal coal-mining companies (>20% of revenues) if they have a transition strategy that aligns with the goals of the Paris Agreement or if the transaction is related to renewable energy or clean technology.
Liquefied natural gas (LNG)	Transactions directly related to LNG infrastructure assets are subject to enhanced sustainability and climate risk due diligence, considering relevant factors such as management of methane leaks and the company's past and present environmental and social performance.
Ultra-deepwater drilling	Transactions directly related to ultra-deepwater drilling assets are subject to enhanced sustainability and climate risk due diligence, considering relevant factors such as environmental impact analysis, spill prevention and response plans, and the company's past and present environmental and social performance.
Hydraulic fracturing	Transactions with companies that practice hydraulic fracturing in environmentally and socially sensitive areas are assessed against their commitment to and certification of voluntary standards, such as the American Petroleum Institute's documents and standards for hydraulic fracturing.
Metals and mining	Transactions directly related to precious metals or mineral assets that have a controversial environmental and social risk track record are assessed against commitment to and certification of voluntary standards, such as the International Council on Mining and Metals (the ICMM), the International Cyanide Management Code, the Conflict-Free Smelter Program and the Conflict Free Gold Standard of the World Gold Council, the Responsible Gold Guidance of the London Bullion Marketing Association (the LBMA), the good delivery lists of the LBMA or the London Platinum and Palladium Market (the LPPM), the Chain of Custody Standard and Code of Practices of the Responsible Jewellery Council, the Fairmined Standard for Gold from Artisanal and Small-Scale Mining of the Alliance for Responsible Mining, the Voluntary Principles on Security and Human Rights, and the International Code of Conduct for Private Security Providers. Transactions directly related to precious metal sourcing, custody, distribution and trading are assessed against precious metal production by refineries that are listed on the London Good Delivery List (the LGD) or the Former London Good Deliver List for precious metals produced up to the refineries' removal from the LGD, as maintained by the LBMA and the LPPM. We do not provide financing where the stated use of proceeds is for mining operations that utilize tailings disposal in the sea or in rivers. We do not provide financing where the stated use of proceeds is for the exploration or extraction of mineral resources from the deep seabed. Transactions with companies that mine uranium are assessed against the companies' strategy and actions to manage water contamination, waste, and worker and community health and safety, especially with regard to radiation. Consideration is also given to the designated use of the mined uranium (or other radioactive material).
Diamonds	Transactions with companies that mine and trade rough diamonds are assessed against the client's commitment to and certification of voluntary standards, such as the ICMM, and rough diamonds must be certified under the Kimberley Process.
Others	
Project finance	Project finance transactions, including project finance advisory services, project-related corporate loans, bridge loans, project-related refinance and project-related acquisition finance, are subject to enhanced due diligence in alignment with the Equator Principles.
Shipping	Transactions involving marine transportation are assessed against relevant factors such as greenhouse gas emissions and energy efficiency, human rights, safety and pollution prevention policies and responsible ship recycling, in line with applicable international conventions and standards (e.g. the International Maritime Organization conventions and the Hong Kong Convention). The carbon intensity and climate alignment of the ship financing portfolio are measured and reported in accordance with the Poseidon Principles.

1 Greenfield means a new mine / well or an expansion of an existing mine / well that results in a material increase in existing production capacity.

Sustainable finance and carbon and environmental market guidelines

To support its sustainable finance strategy, UBS has also developed guidelines for sustainable finance and for carbon and environmental market instruments. These guidelines contribute to mitigating the potential greenwashing risk and setting Group-wide minimum requirements when labeling, marketing and distributing sustainable financing, green equity, carbon and environmental market instruments.

Sustainable financing and green equity instruments

- green, social, sustainability and sustainability-linked (GSSS+) loans and bonds
- UBS green mortgages and loans products
- other instruments labeled, marketed or promoted as having intentions or objectives to achieve environmental, social and governance (ESG) outcomes
- green equity instruments

These instruments are assessed against the applicable industry standards, such as the Loan Market Association, the Loan Syndication & Trading Association, the Asia Pacific Loan Market Association, the International Capital Market Association principles, the EU Green Bond Standard, the World Federation of Exchanges and certificates for green buildings recognized by the industry.

Carbon and environmental market instruments

- voluntary carbon credits
- carbon emission allowances
- biodiversity credits
- other instruments labeled, marketed or promoted as having intentions or objectives to achieve greenhouse gas emission reduction / removal outcomes or positive biodiversity / nature outcomes.

These instruments are assessed against the applicable industry standards, e.g. the Integrity Council for the Voluntary Carbon Market (ICVCM) Core Carbon Principles, the Biodiversity Credit Alliance guidance and applicable market rules.

Decarbonization control framework

To support our clients' low-carbon transition, UBS has set lending sector decarbonization targets to be achieved by 2030 for specified sectors at Group level, with agreed contributions from each business division. To support this, a decarbonization control framework was operationalized in 2024 with thresholds defined, annually, per sector, business division and at Group level, and with quarterly monitoring of utilization against these thresholds.

Additionally, a material transaction, as identified in divisional credit approval processes, is subject to a pre-deal assessment process. The first line of defense is responsible for identifying and referring the transaction to the sustainability function of the first line of defense for a detailed assessment. If the calculated utilization level results in an increase, the transaction is subject to the defined approval path.

› **Refer to the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for further information about our decarbonization control framework**

Integration into financial and non-financial processes

UBS integrates sustainability and climate risk considerations into its financial and non-financial risk processes across all business divisions and Group functions. This ensures that material risks are identified, assessed, approved and escalated in a timely and consistent manner. Advanced data analytics on companies linked to such risks are integrated into a web-based compliance tool used by staff during client, supplier or transaction reviews, significantly enhancing our risk identification capabilities. Sustainability and climate risk controls are embedded throughout key operational processes, including the following.

- Client onboarding: Potential clients are assessed for sustainability and climate risks associated with their business activities as part of UBS's know-your-client (KYC) procedures.
- Transaction due diligence: Sustainability and climate risk considerations are integrated into standard due diligence and decision-making processes for transactions (e.g. loans, trade finance, direct investments in real estate and infrastructure, securities and loan underwriting transactions, investment banking advisory assignments). UBS also regularly reviews portfolios for exposure to sectors and activities sensitive to sustainability and climate risks. Where climate risks might negatively affect the financial credit risk of a transaction, climate-related financial risks are identified, leveraging internal climate risk ratings and the impact of climate risk, including mitigating measures, considered in the credit decision.
- Product development: New financial products and services are reviewed before their launch to assess their alignment with UBS's environmental and human rights standards.
- Own operations and supply chain: Sustainability and climate risks are evaluated when selecting and managing suppliers. UBS also assesses the environmental and social impacts of goods and services throughout the life cycle (production, usage and disposal) as part of its procurement processes and carbon credits used for its own operations.

Sustainability and climate risk assessments

Clients, transactions or suppliers potentially in breach of UBS's standards, or associated with significant climate, environmental or human rights controversies, are referred to the SCR unit. This unit evaluates each case against UBS's risk appetite and either approves or rejects the engagement. In 2025, a total of 4,585 referrals were reviewed by the SCR unit against UBS's established standards and guidelines.

Sustainability and climate risk assessments

	For the year ended		% change
	31.12.25	31.12.24	31.12.24
Cases referred for assessment[1]	**4,585**	5,452	(16)
Cases referred for assessment: UBS Europe SE standalone	**147**	175	(16)
by business division			
Global Wealth Management	**473**	705	(33)
Personal & Corporate Banking	**1,967**	2,347	(16)
Asset Management	**21**	30	(30)
Investment Bank	**2,014**	2,263	(11)
Group functions[2]	**110**	107	3
by outcome[3]			
approved[4]	**3,368**	3,100	9
approved with qualifications[5]	**660**	484	36
rejected or not further pursued[6]	**347**	380	(9)
pending[7]	**205**	464	(56)
assessed[8]	**5**	1,024	(100)

1 Transactions and client onboarding requests referred to the SCR unit. 2 Relates to social impact and procurement / sourcing of products and services. 3 "By outcome" 2025 data is from 31 December 2025 and 2024 data is from 31 December 2024. 4 Client / transaction / supplier transactions approved at SCR unit. 5 Client / transaction / supplier subject to an SCR assessment and approved with qualifications. Qualifications may include ring-fencing of certain assets, conditions toward the client / supplier or internal recommendations. 6 Client / transaction / supplier subject to an SCR assessment and rejected or not further pursued. 7 Decision pending. 8 Assessed companies related to portfolio reviews.

Specific climate risk disclosure for client investment assets in Singapore and Hong Kong

In response to the Guidelines on Environment Risk Management for Asset Managers issued by the Monetary Authority of Singapore and the circular to licensed corporations on management and disclosure of climate-related risks by fund managers issued by the Securities and Futures Commission of Hong Kong, we provide climate scenario monitoring and oversight information for discretionary portfolios managed in Singapore and in-scope collective investment schemes managed in Hong Kong. These are based on our climate risk management processes as outlined in the UBS Group Sustainability Report.

Climate scenarios

For physical risk, we consider a central scenario for our public market asset classes based on representative concentration pathway (RCP) 4.5, which reflects expected global warming of 2–3°C by 2100, and assess the associated modeled physical risk implications on asset values by 2030. Additionally, we perform longer-term (2050) scenario analyses based on RCP 2.6 (below 2°C) and RCP 8.5 (more than 4°C under a business-as-usual scenario).

For transition risk, we perform scenario analysis for our public market asset classes based on country-specific carbon price trajectories (with three scenarios – low, medium and high – indicating the pace of carbon price inflation) across two time horizons: medium-term (2030), as our central scenario, and long-term (2050).

The identification of the middle-of-the-road pathway and 2030 as the central scenario balances multiple factors, namely: the relevance of financial projections, current policies and implementation rates, and the need for near-term checkpoints within long-term climate action. We define any portfolio with high or very high exposure to either physical or transition risk as bearing material climate risk. We monitor material risk exposure based on the central scenario and flag material risk across other scenarios.

Asset Management monitoring and governance

Our proprietary Sustainable Investing (SI) Dashboard, used in our public markets business, includes climate-related physical and transition risk data and flags the highest-risk issuers. Combining risk and mitigation data enables research analysts to consider climate-related physical and transition risks in their assessment of an issuer's sustainable investing risks. At portfolio level, Asset Management's global risk system provides transparency to portfolio managers regarding greenhouse gas emissions and intensity. Meanwhile, Asset Management, in its risk control activities, identifies portfolios with increased risks across a range of scenarios.

Our Global Real Assets business has a climate risk management process to identify, assess and potentially mitigate key climate risks. It aims to improve the adaptation and / or resiliency of our assets and overall portfolios to climate-change-related hazardous events and transition risk. This approach is embedded throughout the investment life cycle for portfolios' underlying assets. During the acquisition stage, climate-related (physical and transition) risks and opportunities are assessed during due diligence. On an ongoing basis, standardized quarterly risk processes are run by our independent risk teams, including indicators on physical and transition risk exposure and other sustainable investing metrics where applicable. Wherever practicable and relevant, this is incorporated into annual business planning using best available data on asset-level climate-related physical risk exposures and environmental performance, and escalated to investment decision-making bodies where necessary.

Governance – Singapore

The Board of Directors and senior managers of UBS Asset Management (Singapore) Ltd. (UBSSG) are informed and kept updated on environment-related risks. These risks are reviewed by the following bodies within UBSSG:

- Board of Directors of UBSSG: The Board of Directors is the governing body of UBSSG. It is responsible for following the overall direction from UBS Group and for the supervision and implementation of environment-related risks. It assumes ultimate responsibility for the conduct, operations and financial soundness of the respective entity, including quarterly meetings to monitor environment-related risks.
- Senior managers of UBSSG: The responsibilities of the senior managers include ensuring the development, implementation and review of frameworks, policies and metrics and allocating adequate resources with appropriate expertise. Regular meetings are held to monitor the status and progress of efforts to manage environment-related risks.

Governance – Hong Kong

The Board of Directors and managers-in-charge (MICs) of UBS Asset Management (Hong Kong) Limited (UBSHK) are informed and kept updated on climate-related risks. These risks are reviewed by the following bodies in UBSHK:

- Board of Directors of UBSHK: The Board of Directors is the governing body of UBSHK and is responsible for following the overall direction from UBS Group and the supervision of climate-related risks. It assumes ultimate responsibility for the conduct, operations and financial soundness of the respective entity, including quarterly meetings to monitor climate-related risks.
- MICs of UBSHK: The responsibilities of the MICs include ensuring the development, implementation and review of frameworks, policies, and metrics and allocating adequate resources with appropriate expertise. Regular meetings are held to monitor the status and progress of efforts to manage climate-related risks.

2025 portfolio disclosure

Based on the 2025 environmental risk analysis, no Asset Management strategies with material concentrations of risk were identified, though limited data coverage, particularly in sovereign and semi-sovereign bonds, remains a constraint. Transition risk analysis indicates elevated mid-term exposure (2030 / medium scenario) primarily in one Asian equity strategy from mid-year 2025 due to exposure to utility and mining companies. However, the risk exposure was reduced and no longer elevated since Nov 2025. Risk Control held discussions with Portfolio Managers for portfolios with high / very high-risk impacts under the 2030 / medium scenario, with the more stringent 2050 / high scenario reviewed on an informational basis. These insights have been actively incorporated into their investment strategies where relevant.

Global Wealth Management monitoring and governance

Similarly, Global Wealth Management has developed a governance and control framework to ensure quality and consistency of data and ongoing monitoring of climate risks. Material risks identified are presented to the relevant governance forums / committees for review and acknowledgement, such as location risk committees and business risk forums in Singapore and Hong Kong and other potentially relevant regional and global risk forums. Responsibilities for managing climate risks have been set out in accordance with the three lines of defense model, covering various functions including, but not limited to, business line staff, risk management and compliance, and internal audit. Our framework will be reviewed periodically and progressively enhanced as data availability and quality increase and industry practices develop.

2025 portfolio disclosure

Based on the 2025 environmental risk analysis, no strategies with material physical or transition risks have been identified for Global Wealth Management.

UBS Bank (Canada) climate risk management disclosures

The B-15 Guideline on Climate Risk Management was published by the Office of the Superintendent of Financial Institutions (the OSFI) of Canada, with the goal of aligning its climate-related financial disclosure with the International Sustainability Standards Board (the ISSB) International Financial Reporting Standards (IFRS) S2 Climate-related Disclosures standard, which incorporates the Task Force on Climate-related Financial Disclosures (the TCFD). The UBS Group Sustainability Report has aligned its disclosures with the recommendations of the TCFD, integrating climate risk considerations and opportunities into our reporting practice. Additionally, the UBS Group Sustainability Report addresses broader social and governance factors to ensure comprehensive reporting. The UBS Group Sustainability Report includes both a sustainability significance assessment and a climate-related materiality assessment to ensure our sustainability disclosures reflect our stakeholders' expectations and concerns.

The OSFI B-15 Guideline establishes disclosure requirements for Small and Medium-Sized Deposit-Taking Institutions (SMSBs) based on the size, nature and complexity of the financial institution.

The SMSBs reporting an amount of less than CAD 10bn in total assets are in Category 2 if they meet any of the following criteria:
– reporting more than CAD 100m in total loans;
– entering into interest rate or foreign exchange derivatives with a combined notional amount greater than 100% of total capital;
– having any other types of derivative exposure; and
– having exposure to other off-balance sheet items greater than 100% of the total capital.

Based on the above criteria, UBS Bank (Canada) has been placed in segmentation Category 2.

UBS Bank (Canada) continues to assess the impacts associated with climate risk, which includes the financial loss arising from physical, regulatory and / or reputational risks. As of 31 December 2025, there were no significant climate-risk-related impacts related to the financial position, financial performance and cash flows of UBS Bank (Canada).

› **Refer to the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for more information about the assessment of material risks and opportunities**

Governance and strategy

The board of UBS Bank (Canada) is responsible for oversight of sustainability and climate risks as part of the overall responsibility for adequate risk management. The Operating and Risk Committee (ORCO) has overall accountability for the firm's climate risk management. The mandate of the ORCO is to oversee the adequacy and effectiveness of the risk and control environment and ensure appropriate risk management for the entity in alignment with UBS Group sustainability and climate risk framework.

Risk management

Our firm-wide sustainability and climate risk management framework and related policies, standards and guidelines form the basis of our management practices and control principles. UBS Bank (Canada) is managed under the same framework.

› **Refer to the "Sustainability and climate risk policy framework" section of this Supplement for more information**

UBS Bank (Canada) has incorporated climate risk in the Internal Capital Adequacy Assessment Process (ICAAP), which is prepared quarterly. The ICAAP Data Return is required to be filed annually to the OSFI using data from the fourth quarter. The return contains a worksheet to provide a breakdown of climate risk already captured within the risk categories in the ICAAP Data Return on a best-efforts basis.

Metrics and targets

Pertinent sustainability metrics and targets are set and monitored at the UBS Group level.

› **Refer to the "Strategy" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for more information about our key aspirations and progress**

Information on the UBS Group pursuant to the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor

The Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor (the Swiss Ordinance) regulates the due diligence and reporting obligations of Swiss companies under Articles 964j–964l of the Swiss Code of Obligations in relation to importing or processing certain minerals and metals from conflict-affected and high-risk areas (CAHRA) and in relation to child labor. This ordinance also applies to UBS Group AG consolidated (UBS).

Minerals and metals

Gold is one of the four minerals and metals covered by the Swiss Ordinance and the only one relevant to UBS, and this section identifies and quantifies risks within the gold bullion supply chain of UBS.[1] Pursuant to Article 9 (and Appendix A, 1) of the Swiss Ordinance, companies with their registered office in Switzerland that comply with, and report on their compliance with, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas[2] (the OECD Guidance) are exempt from the due diligence and reporting obligations of the Swiss Ordinance. Given that UBS operates its gold bullion businesses in compliance with said OECD Guidance and hereby reports in accordance with it, UBS is exempt from these obligations.

UBS is a "bullion bank" and "downstream company" within the meaning of the OECD Guidance, and therefore its in-scope gold bullion supply chain covers the refineries where such gold bullion was manufactured. Gold bullion verifiably manufactured prior to 1 January 2012 is not in scope (grandfathered stocks).

To ensure that existing due diligence and management systems within UBS address the risks associated with gold from CAHRA, UBS checks and documents which gold bars it has imported into Switzerland on its own account were refined in CAHRA[3] and it has adopted a Gold Bullion Supply Chain Risk Management Plan that addresses the supply chain risks (red flags) illustrated in OECD Guidance Supplement On Gold.

According to this plan, UBS only sources and accepts (both on its own and on clients' account) gold bullion produced by refineries that are listed on the London Good Delivery List (LGD)[4] or the Former London Good Delivery List (FLGD)[5] as maintained by the London Bullion Market Association (the LBMA).[6] In the case of a refinery listed on the FLGD, only bullion produced up to its removal from the LGD is acceptable. This principle is also part of the UBS sustainability and climate risk (SCR) policy framework.

› **Refer to the "Sustainability and climate risk policy framework" section of this Supplement for more information**

Refineries on the LBMA's LGD are required to operate their businesses according to the relevant LBMA Responsible Sourcing Program, in particular the Responsible Gold Guidance (RGG). The RGG requires refineries to comply with the OECD Guidance.[7] The LBMA makes publicly available on its website certificates of compliance for individual refineries, alongside annual RGG compliance audits conducted by third-party auditors.

UBS identifies the refineries of gold bars that are received by means of the bar lists accompanying a shipment and by auditing the received bars against the bar list. Our risk (red flag) identification is limited to whether the refinery has a due diligence framework in place. Therefore, UBS may rely on the LBMA's accreditation as proof that the refinery concerned has the relevant due diligence processes in place to identify red flags in its own supply chain. Should we identify any red flag in a LGD refinery, as per the Gold Bullion Supply Chain Risk Management Plan, we will report the matter to the LBMA for investigation.

1 Gold bullion supply chain means the sourcing and importation of gold bullion by UBS into Switzerland on its own account.
2 See: OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, dated 2016.
3 For this check, UBS relies on the location of the refinery (i.e. the refinery, which is engraved on the incoming gold bar).
4 See: lbma.org.uk/good delivery current list – Gold.
5 See: lbma.org.uk/good delivery former list – Gold.
6 Exception: grandfathered stocks that are out of scope of the OECD Guidance (see OECD Guidance, page 62).
7 See: lbma.org.uk/responsible-sourcing/guidance-documents – Responsible Gold Guidance.

Individual gold bullion bars received by the UBS vault in Zurich are inspected to ensure that they were manufactured by the LBMA LGD refineries, as per the operating procedures maintained by the UBS vault managers. Therefore, direct responsibility for policing the incoming gold falls to the vault managers and their immediate line managers.

The UBS vault managers, who are part of the Investment Bank's COO, are responsible for the inspection of the inventory.

UBS vault managers track and archive the following information on each accepted gold bullion bar in the system: date of receipt, immediate sender (refinery / counterparty / client) and immediate receiver (to whom the bank delivered the gold bullion bar) of the gold bullion bar, the metal, bar-number, weight and fineness, name of the refinery, year of production (if available), and also the country of origin of the refinery. These details are archived in the internal system for 10 years.

In the event that an allegation is received by UBS that an LGD refinery is failing in its due diligence responsibilities under the OECD Guidance, then, in line with the OECD Guidance principle of enabling companies to implement risk mitigation measures through associations, UBS will refer the matter to the LBMA for investigation. The LBMA has oversight of the LGD list and administers the LBMA disciplinary process. During an investigation by the LBMA, UBS will suspend acceptance of gold bullion produced by the refinery subject to the investigation.

As a member, we support the LBMA financially and in other ways through our participation in various LBMA committees and working groups. We constantly monitor LBMA member communications with regard to actions the LBMA takes on LGD refineries. Violation of the RGG can lead to removal of a refinery from the LGD list by the LBMA. From the effective date of such removal, new bullion production will be deemed unacceptable to UBS, barring reinstatement by the LBMA. In this way, UBS will meet the recommendations of the OECD Guidance to cease sourcing from non-compliant refineries.

Child labor

Pursuant to Article 5 of the Swiss Ordinance, UBS assessed and concluded that there are no reasonable grounds to suspect that the products or services we offer have been manufactured or provided using child labor. These findings were documented internally. Therefore, UBS is exempt from the due diligence and reporting obligations of the Swiss Ordinance.

Supply chain risks associated with child labor are covered under the UBS Responsible Supply Chain Management (RSCM) framework, which is based on identifying, assessing and monitoring vendor practices in the areas of human and labor rights, the environment, health and safety and anticorruption. Central to the RSCM framework is our Responsible Supply Chain Management Policy, to which UBS direct vendors are bound by contract – this has specific expectations for our vendors to avoid child labor. Additionally, supply chain risks associated with child labor are covered under the SCR policy framework. The framework covers all pertinent activities for UBS Group as of the end of 2024.

Our framework also includes screening and ongoing monitoring of suppliers. We also explicitly communicate our standards, commitments and prohibitions with regard to environmental and social issues, including child labor, both internally and externally, via policies, public statements and codes of conduct.

Other supplemental information

Basis of preparation

The basis of preparation provides information on the definition, scope, methodology, sourcing and assumptions used to calculate and report 2025 metrics that UBS voluntarily discloses or where UBS applies internal definitions to meet mandatory requirements. Each metric is prepared in accordance with an internal procedure that specifies processes, reporting systems, data sourcing, roles and responsibilities, methodologies and controls. Information on Credit Suisse integration is included where relevant to the disclosure. The design of these metrics considers prevailing reporting frameworks and industry best practices. UBS regularly reviews the metrics that are disclosed and may make updates or changes in line with its business priorities, regulatory requirements, industry standards and market practices.

Supporting opportunities

Sustainable investing invested assets

Metric	Units	Legal entity
Total sustainable investing invested assets	USD bn	UBS Group AG (consolidated)
Asset Management sustainable investing invested assets	USD bn	
Global Wealth Management sustainable investing invested assets	USD bn	
Total impact investing invested assets	USD bn	
Global Wealth Management impact investing invested assets	USD bn	
Sustainable investing proportion of total invested assets	%	
Sustainable investing invested assets Credit Suisse-integration-related impact (Asset Management)	USD bn	
Sustainable investing invested assets Credit Suisse-integration-related impact (Global Wealth Management)	USD bn	
Environmental, social and governance (ESG) integration and exclusion invested assets	USD bn	
ESG integration invested assets	USD bn	
Exclusions invested assets	USD bn	

Definition

Sustainable investing invested assets for UBS comprises any product or service with an underlying investment strategy that, in addition to targeting risk-adjusted market-rate financial returns, also aims to explicitly align with or contribute to one or more specific pre-defined sustainability-related objectives. There is no definitive global industry standard or framework for how to define sustainable investments, with different sustainable and impact investing definitions and product classifications relying on proprietary and / or voluntary frameworks in use across regions and financial market participants.

UBS's sustainable investing invested assets are defined as the sum of invested assets labeled in accordance with the UBS Group Sustainable Investing Policy, which is designed to ensure a consistent approach to product development and marketing across Global Wealth Management, Asset Management and Personal & Corporate Banking. The high-level character of this Group framework is reflective of: i) the need to cover and be compatible with different regional regulatory regimes; and ii) UBS's diversified business model. The classification of individual investment products is done at a business division level, following divisional product processes and governance, and is summarized below. UBS regularly reviews its global sustainable investing framework to ensure that it continues to appropriately consider evolving regulatory guidance, market practice and client expectations; it is not tailored to or defined by any specific local regulatory requirements or definitions.

Asset Management

In designating any specific investment fund or mandate as sustainable, a two-step identification / classification process is followed. This applies to both new product onboardings and changes to existing classifications.

- Product managers or customer relations managers assign a sustainable investing classification to the fund or mandate.
- Investment specialists review the assigned classification of the fund or mandate.

Asset Management applies specific criteria in determining whether an investment strategy for funds and mandates qualifies as sustainable investing. These include:

- specific exclusions, such as thermal coal-based power generation and controversial business activities, as defined in the UBS Asset Management sustainability exclusions policy;
- environmental, social and governance (ESG) risk (i.e. negative) screening incorporated into portfolio construction;
- promotion of positive sustainability characteristics;

– sustainability goals and investment universe linked to the United Nations Sustainable Development Goals (for impact investing strategies); and
– strategy-specific voting and / or engagement intended to generate company and / or investor contribution (for impact investing strategies).

For sustainable investing strategies, it is mandatory to consider ESG factors as part of the portfolio construction process.

› **Refer to the Asset Management Sustainable investing policy and the Sustainability exclusions policy, available at *ubs.com/ch/en/assetmanagement/capabilities/sustainable-investing*, for details**

Global Wealth Management

Investment products included by Global Wealth Management in UBS's sustainable investing invested assets include:
– Mutual funds such as undertakings for collective investment in transferable securities and separately managed accounts: In determining whether an investment fund qualifies as a sustainable investment, Global Wealth Management's Fund Investment Solutions and Investment Manager Analysis teams perform detailed due diligence, with a focus on assessing the intentionality of the ESG criteria utilized in the investment process. The due diligence process uses ESG questionnaires and can include interviews with fund managers. This process is designed to determine whether a fund strategy should be labeled as sustainable or impact investing. The fund must be approved via designated approval bodies in Global Wealth Management to obtain a sustainable investing / impact product classification.
– Private market and hedge funds: In determining whether a hedge fund qualifies as a sustainable investment, Global Wealth Management's Unified Global Alternatives team partners with our Chief Investment Office to assess the degree to which a fund manager systematically addresses sustainability and / or impact objectives across the investment process and the overall portfolio. Currently, Global Wealth Management only considers private market funds that meet the impact investing criteria (see below).
– Direct holdings of green, social, sustainability and sustainability-linked bonds, and of multi-lateral development bank bonds: based on bonds with explicit use of proceeds that are covered by our Chief Investment Office or issued by multi-lateral development banks (MDBs).

Specifically for impact investing strategies, the assessment process additionally considers whether an investment fund / strategy complies with the Chief Investment Office's criteria for impact investments as specified in a dedicated governance document. Currently, Global Wealth Management only considers shareholder and bondholder engagement funds, private market funds and MDB bonds as impact investments.

Personal & Corporate Banking

Personal and Corporate Banking does not classify investment products as sustainable but acts as a distributor of products that have been classified as such by Global Wealth Management and / or Asset Management.

ESG integration and exclusion

UBS identifies two approaches that consider sustainability-related factors in the investment process to varying degrees, but which on their own are not considered as contributing to sustainable investing invested assets. The investment products within scope for reporting invested assets for these two categories are exclusively Asset Management products.
– ESG integration: considers sustainability-related factors alongside traditional financial metrics to assess the risk-return profile in the investment process.
– Exclusion: individual companies or entire industries are excluded from portfolios because their activities do not meet certain sustainability-related criteria, and / or do not align with the values of clients and / or UBS.

Calculation process

The in-scope population of investment products by business division is identified with sustainable investing flags and corresponding product lists. Invested assets figures are then filtered based on the sustainable investing flags and product lists provided at an ISIN / product identifier level. The invested asset aggregates for the UBS Group and for individual business divisions are calculated on this basis. The identification, measurement and reporting of invested assets follows UBS's internal financial accounting policy.

Sources

Data used for the calculation of Group-wide sustainable investing invested assets is sourced from internal financial reporting and product management systems.

The calculation of integration-related information (see below under "Credit Suisse integration" for further context) in addition relies on offline data input from divisional integration program information pertaining to individual product / client migration waves, according to which approximate impacts are calculated.

Key assumptions, approximations and judgements

The Group Sustainable Investing Policy embodies UBS's own global standard for sustainable investing. Applicable regulations in certain jurisdictions may require stricter or conflicting requirements to be implemented for individual products being marketed to clients. In such cases, these jurisdictional requirements prevail over the Group Sustainable Investing Policy. These requirements are typically directed at individual products offered to clients and not at consolidated Group disclosures for sustainable investing invested assets.

Credit Suisse integration

Products and associated assets that are categorized in accordance with the legacy Credit Suisse Sustainable Investment Framework are not in scope. They will only be included in these metrics once they have been migrated onto UBS platforms and vetted against UBS's sustainable investing policies or merged with existing UBS SI portfolios. Inclusion is also subject to bespoke product and client due diligence carried out by Global Wealth Management and UBS Asset Management. Migrated products / assets must fully meet the requirements of UBS's Group Sustainable Investing Policy along with those specific to the business division.

This integration / migration process is being conducted in waves. To facilitate comparison of year-on-year changes in the sustainable investing invested assets, the invested assets impact from the integration of former Credit Suisse products into the Global Wealth Management and Asset Management sustainable investing product shelves, respectively, during 2025 has been quantified on an approximate basis and is reported as part of the explanatory footnotes.

- **Refer to the "Supporting opportunities" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for more information about UBS's investment approaches**
- **Refer to *ubs.com/global/en/legal/discretionary-mandates* for more information about discretionary mandates**
- **Refer to *ubs.com/global/en/assetmanagement/capabilities/sustainable-investing* for further context and detail on sustainable investing in Asset Management, including its stewardship and investor engagement activities**
- **Refer to *ubs.com/global/en/wealthmanagement/what-we-offer/investing/sustainable-investing* for further context and detail on sustainable investing in Global Wealth Management**

Sustainable and sustainability-linked financing and sustainable investing volume

Metric	Units	Legal entity
Total sustainable and sustainability-linked financing and sustainable investing volume	USD bn	UBS Group AG (consolidated)
UBS-apportioned deal value of GSSS bonds cumulative since 2022	USD bn	

Definition

The total sustainable and sustainability-linked financing and sustainable investing volume consolidates three key components:

- Sustainable investing invested assets: sustainable investing invested assets attributed to products and services in Global Wealth Management, Personal & Corporate Banking and Asset Management, as defined in the Group Sustainable Investing Policy;
- Green, social, sustainability and sustainability-linked (GSSS) bond deals (UBS-apportioned value) since 2022: GSSS bond deals facilitated by the Investment Bank since 2022 in accordance with the UBS Sustainable Finance Guideline, which is part of the overarching Sustainability and Climate Risk policy; and
- Sustainable loans in Personal & Corporate Banking: sustainable loans represent the total volume of outstanding loans (drawn exposure in USD billion) at the reporting date labelled as "sustainable loans" in accordance with the UBS Sustainable Finance Guideline, which is part of the overarching Sustainability and Climate Risk policy. The following instruments are in scope of this metric: sustainability-linked loans and green, social, or sustainability loans (use-of-proceeds loans).

Calculation process

The metric is the sum of the three separately-reported metrics:

- sustainable investing invested assets
- UBS revenue-apportioned cumulative deal value of GSSS bonds since 2022 (which is the sum of the quarterly values, since 2022, for the metric "UBS apportioned deal value of GSSS bond deals")
- sustainable loans in Personal & Corporate Banking
  - **Refer to the separately-reported metrics included in this "Basis of preparation" for more information**
  - **Refer to the "Supporting opportunities" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting*, for more information about UBS sustainable investing and sustainable financing**

Sustainable loans in Personal & Corporate Banking

Metric	Units	Legal entity
Sustainable loans	USD bn	UBS Group AG (consolidated)

Definition

The sustainable loans metric represents the total volume of outstanding loans (drawn exposure) at the reporting date labeled as sustainable loans in accordance with UBS's Sustainable Finance Guideline, which falls under the sustainability and climate risk policy framework. This guideline is aligned with, but not limited to, the Loan Market Association's principles for sustainable financing instruments such as sustainability-linked loans (i.e. Sustainability-Linked Loan Principles) and use of proceeds loans (i.e. Green Loan Principles and Social Loan Principles). The scope of the metric is the total drawn exposure from sustainable loans granted to corporate and institutional clients booked on the UBS Switzerland AG platform at the reporting date.

The following instruments are in scope of this metric: sustainability-linked loans and green, social, or sustainability loans (use-of-proceeds loans). The metric does not include loans secured by mortgages or bonds.

Calculation process
The metric is expressed in drawn exposure of all loans that meet the specified criteria and are booked in our internal systems. Reporting is done through UBS finance systems, without further refinement or additional calculations, except for conversion from the loan currency into USD billion as per the foreign exchange rate at the reporting date.

Sources
Data is sourced from the internal loan booking systems feeding finance reporting systems.

Credit Suisse integration
Sustainable loans booked in Personal & Corporate Banking on Credit Suisse infrastructure are not included in this metric. These loans are considered for inclusion in this metric once they have been migrated to UBS infrastructure and are subject to alignment with UBS policies and guidelines.

› **Refer to "Sustainability and climate risk policy framework" in this Supplement for more information**

Green, social, sustainability and sustainability-linked bond deals

Metric	Units	Legal entity
Total GSSS metrics:		
– Number of GSSS bond deals	#	UBS Group AG (consolidated)
– Total deal value of GSSS bond deals	USD bn	
– UBS-apportioned deal value of GSSS bond deals	USD bn	
Climate-related metrics:		
– Number of green, sustainability and sustainability-linked (GSS) bond deals	#	UBS Group AG (consolidated)
– Total deal value of GSS bond deals	USD bn	
– UBS-apportioned deal value of GSS bond deals	USD bn	

Definition
This group of metrics relates to GSSS bond deals that are issued by UBS clients with the support of the Investment Bank. The climate-related metrics do not include social bonds or sustainability-linked bonds that only have social KPIs.

The categorization of GSSS bonds is aligned with, but not limited to, the voluntary International Capital Market Association (ICMA) Green Bond Principles, the ICMA Social Bond Principles, the ICMA Sustainability Bond Guidelines and the ICMA Sustainability-Linked Bond Principles (SLBP). The principles include a recommendation that the issuer appoints an external review provider to undertake an independent external review, (e.g. a second-party opinion). This is consistent with market practice.

The climate-related metrics follow a similar approach to the GSSS bonds. The metric categorization is aligned with, but not limited to, the ICMA principles (excluding the Social Bond Principles).

Calculation process
The GSSS and climate-related bond populations are identified through a combination of internal tracking tools and an external data source (Bloomberg). Deal documents for each of the identified transactions are reviewed to determine the apportioned value. All bond issuances are translated into US dollars using the exchange rate at the time of the transaction.

The number of GSSS deals is calculated as the sum of all bonds in line with the referenced ICMA principles and guidelines, where UBS has a role (e.g. bookrunner, sustainability structuring advisor, coordinator). Dual tranche issuances with the same ESG labels are counted as one deal, whereas dual-tranche issuances with different ESG labels are counted as two deals. Dual tranches with different currencies are also counted as two deals. The total deal value is the sum of the face value of in-scope bonds.

For 2025, the percentage for the calculation of UBS-apportioned deal value is obtained from deal documentation. GSSS bond and climate-related bond deals are compiled from an internal transactions database and are validated against an external source (Bloomberg). Deals are screened against the qualifying ESG criteria.

For climate-related metrics, the GSSS methodology is applied to the number, volume and apportionment calculations.

Sources
Details are obtained from and / or verified against multiple sources including deal documentation, transaction announcements, internal deal tracking systems and Bloomberg.

› **Refer to the ICMA principles and related guidance, available at *icmagroup.org/sustainable-finance/the-principles-guidelines-and-handbooks***

Green, social and sustainability bonds in Group Treasury

Metric	Units	Legal entity
Green, social and sustainability bonds in UBS Group Treasury	USD bn	UBS Group AG (consolidated)

Definition
UBS tracks the market value of green, social and sustainability bonds in the Group Treasury asset portfolios (as defined by use-of-proceeds bonds).

Group Treasury invests its liquidity portfolios under a dedicated treasury ESG investment framework. This framework integrates ESG considerations in the investment process and is aligned with, but not limited to, the ICMA Green Bond Principles, Social Bond Principles and Sustainability Bond Guidelines.

Calculation process
The metric is the sum of the market value in USD billion equivalent of green, social and sustainability bonds held in the treasury asset portfolios.

Sources
Market values are sourced from internal risk management / collateral systems. Bloomberg is used to identify the use of proceeds.

Key assumptions, approximations and judgments
The accuracy of the reported metric is dependent on issuers correctly classifying use of proceeds via external data providers.

Engagement on sustainability topics

Metric	Units	Legal entity
Number of companies engaged on sustainability topics	#	UBS Group AG (consolidated)
Number of engagement meetings on sustainability topics	#	
Number of sustainability engagement meetings conducted regarding environmental and social Issues	#	
% of engagement objectives focused on sustainability topics with progress	%	

Definition
Engagement is carried out by Asset Management with corporate issuers. Engagement is defined as a two-way mutually beneficial dialogue with a company, with the objective to share information, enhance understanding and improve business performance.

The number of companies engaged is the sum of individual companies interacted with during the reporting period, and the number of engagement meetings is the number of total interactions with these companies.

Where engagements with companies are developed with specific objectives, UBS tracks these using a system of milestones.

Each of the metrics can be sub-divided based on the topics forming the basis of the engagement.

Calculation process
The number of individual companies engaged and the number of engagement meetings are the sum of the relevant data recorded in Asset Management systems. These numbers can be sub-divided based on the topics forming the basis of engagement to generate metrics for meetings conducted regarding environmental and social issues.

The percentage that measures progress is calculated on a three-year rolling period and is based on engagements that are ongoing or have been closed during this period. Engagement objectives that are defined as making progress are those where companies have achieved milestones related to their acknowledgement of the issue, or their development and successful implementation of measures to address them. This number is divided by the total number of objectives relevant to the three-year time period in order to calculate the percentage value.

Sources
The metrics are compiled from an internal database recording company engagement meetings, engagement objectives and progress milestones. Company identifiers, dates and engagement topics accompany each of these records.

› **Refer to *ubs.com/uk/en/assetmanagement/capabilities/sustainable-investing* for more information on UBS Asset Management's corporate engagements**

% of sustainable investing funds

Metric	Units	Legal entity
% of UBS Asset Management sustainable investing funds on the shelf	%	UBS Group AG (consolidated)

Definition
The percentage of sustainable investing funds metric is the number of Asset Management sustainable investing funds globally as a proportion of the overall number of Asset Management funds over a three-year rolling basis.

Calculation process
- The metric is calculated as a percentage of the overall number of Asset Management funds over a three-year rolling basis, calculated using the average of the fourth quarter-end percentages for the reporting year and the two preceding years.
- Denominator: Traditional funds (i.e. equity, fixed income, multi-asset and indexed) and alternative funds (i.e. Global Real Assets, Credit Investments Group, Unified Global Alternatives) sponsored and managed by Asset Management. Out of scope are mandates, white labeled funds, and Asset Management feeder and single investor funds. Funds previously sponsored and managed by Credit Suisse Asset Management are included from 2024.
- Numerator: Of the in-scope funds, only those meeting the requirements of UBS's Group Sustainable Investing Policy and classified as a UBS sustainable investing product are considered.

Sources
Asset Management internal databases and systems are used for maintaining and calculating the metric and the underlying data.

Credit Suisse integration
Products formerly managed by Credit Suisse Asset Management that were categorized in accordance with the legacy Credit Suisse Sustainable Investment Framework (the SIF) have been within the scope of the total number of funds since 2024. Of these products, only those assessed against the UBS Group Sustainable Investing Policy and classified as a sustainable investing product are within the scope of Asset Management sustainable investing funds.

Climate-related investing

Investment-associated carbon emissions

Metric	Units	Legal entity
Investment-associated carbon emissions	million metric tons of CO_2e	UBS Group AG (consolidated)
Investment-associated carbon emissions coverage	% invested assets	
Carbon intensity	t CO_2e per USD m invested	
Carbon intensity	t CO_2e per USD m revenue or GDP	
Equities carbon intensity	t CO_2e per USD m invested	
Equities carbon intensity	t CO_2e per USD m revenue	
Fixed income carbon intensity	t CO_2e per USD m invested	
Fixed income carbon intensity	t CO_2e per USD m revenue or GDP	

Definition
Asset Management investment-associated emissions are the total aggregated attributed scope 1 and scope 2 carbon emissions of investment portfolios derived from attributed emissions of underlying investments. Absolute investment-associated emissions are calculated from individual portfolio emissions intensity where their underlying investments are in corporate and sovereign issuers. The scope of the metric is limited to investment portfolios in Asset Management and to investment areas where emissions data is available. The metric therefore principally encompasses equities, fixed income and multi-asset portfolios. It is also expressed as a percentage, of total Asset Management invested assets.

For carbon intensity metrics, Asset Management calculates the carbon intensity of individual issuers within a portfolio based on scope 1 and 2 emissions divided by enterprise value including cash (EVIC) or by revenue for corporate issuers, and by purchasing power parity-adjusted gross domestic product for sovereign issuers. This is aggregated to a portfolio metric based on weightings within the portfolio and aggregated to Asset Management and to equities and fixed income asset level, based on the calculations described below.

Calculation process
The total absolute investment-associated carbon emissions of Asset Management are calculated as the sum of carbon emissions for all in-scope portfolios. The investment-associated carbon emissions coverage is the sum of the invested assets of all in-scope portfolios divided by the total Asset Management invested assets.

The carbon intensity metrics are calculated based on the following formulas (where GDP refers to purchasing power parity-adjusted gross domestic product):

Issuer-level emissions intensity (t CO_2e/USDm EVIC or revenue or GDP) =

$$\frac{\text{Company or sovereign emissions (t } CO_2e\text{)}}{\text{EVIC or revenue or GDP (USDm)}}$$

Portfolio carbon intensity (t CO_2e/USDm invested) =

$$\frac{\sum \text{Issuer-level emissions intensity (t } CO_2e\text{/USDm EVIC or GDP) x Weighting in portfolio (\%)}}{\text{Portfolio data coverage (\%)}}$$

Portfolio carbon intensity (t CO_2e/USDm revenue or GDP) =

$$\frac{\sum \text{Issuer-level emissions intensity (t } CO_2e\text{/USDm revenue or GDP) x Weighting in portfolio (\%)}}{\text{Portfolio data coverage (\%)}}$$

Asset Management-level carbon intensity (t CO_2e/USDm invested) =

$$\frac{\sum \text{Portfolio carbon intensity (t } CO_2e\text{/USDm invested) x Portfolio invested assets (USD)}}{\sum \text{Invested assets of all portfolios in scope for calculation (USD)}}$$

Asset Management-level carbon intensity (t CO_2e/USDm revenue or GDP) =

$$\frac{\sum \text{Portfolio carbon intensity (t } CO_2e\text{/USDm revenue or GDP) x Portfolio invested assets (USD)}}{\sum \text{Invested assets of all portfolios in scope for calculation (USD)}}$$

The equities- and fixed-income-asset-level carbon intensity metrics are calculated using the above Asset Management formulas, for the in-scope portfolios for each asset class.

Sources

Carbon metrics for underlying instruments are sourced from a third-party provider and aggregated in internal systems used to monitor the performance and characteristics of individual portfolios. The majority of scope 1 and 2 emissions data from the third-party provider is based on the latest actual figures reported by issuers as at 31 December 2025, with the remainder developed using the third party's internal estimation models. The Scope 2 emissions from the third-party provider are based on reported issuer data where available and estimates otherwise, with primary preference for location based emissions, and use of market based emissions where it is the only disclosed data.

Portfolio invested assets data used to calculate the aggregated metrics is sourced from the financial reporting system as at 31 December 2025.

Key assumptions, approximations and judgments

The reporting scope is based on the availability of data and data coverage. Data is available for corporate equities and debt and sovereign issuers. As a result, the asset classes where carbon metrics can be calculated are equities, fixed income and multi-asset. However, certain portfolios in these asset classes may not have data available, or data coverage is too low to meet the required threshold.

Therefore, portfolios are included in the calculation only where carbon metrics can be calculated for more than 67% of the value of the portfolio constituents for equity portfolios and more than 50% for fixed income and multi-asset portfolios. An upper limit of 150% is also applied due to the effect of cash and derivatives on some portfolios. For these instances, the data is scaled to a 100% basis.

Net-zero ambition

Metric	Units	Legal entity
Net-zero ambition invested assets	USD billion	UBS Group AG (consolidated)
Net-zero ambition share of total invested assets	%	

Definition

These metrics demonstrate UBS's progress in developing and growing its offer to clients of net-zero-ambition portfolios. Net-zero-ambition portfolios fulfill the criteria outlined in the Asset Management net-zero alignment framework, which is based on best practice standards in terms of aligning investment portfolios with net-zero pathways. The framework is approved by Asset Management's Sustainable Investment Methodology Forum.

The metrics are derived from a comprehensive database of Asset Management portfolios containing various characteristics, including those related to a net-zero ambition.

Net-zero-ambition invested assets is the aggregate invested assets of portfolios identified as having a net-zero ambition following the Asset Management net-zero alignment framework. Portfolios classified in this way are linked to the respective invested assets and summed up to achieve the reported figure.

The net-zero ambition share of total invested assets is the proportion of Asset Management's invested assets that are being managed with a net-zero ambition.

Calculation process

The output is calculated by using net-zero portfolio flags, obtained from Asset Management's internal systems, and by linking these to the invested assets data sourced from UBS's financial reporting system.

Sources

The data for identifying net-zero-ambition portfolios is sourced from Asset Management's internal systems, which contain information on all portfolios and their characteristics. Invested assets data is sourced from the UBS financial reporting system.

Key assumptions, approximations and judgments

The calculation of the net-zero-ambition invested assets includes the total number of individual portfolios classified as having a net-zero ambition, less the number of feeder funds, number of additional share classes and number of white label products servicing a mandate.

Credit Suisse integration

Portfolios previously managed by Credit Suisse Asset Management have been taken through the net-zero governance process and classified as net-zero ambition where they fulfill the criteria outlined in the UBS Asset Management net-zero alignment framework.

Lending-associated emissions

Metric	Units	Legal entity
UBS's 2030 lending sector decarbonization targets and progress		
Swiss residential real estate physical intensity (scopes 1 and 2)	kg CO_2e/m^2 ERA	
Swiss commercial real estate physical intensity (scopes 1 and 2)	kg CO_2e/m^2 ERA	
Fossil fuels financed emissions (scopes 1, 2 and 3)	mt CO_2e	
Power generation physical intensity (scope 1)	kg CO_2e / MWh	
Cement physical intensity (scopes 1 and 2)	metric t CO_2 / metric t cementitious produced	
Iron and steel physical intensity (scopes 1 and 2)	metric t CO_2 / metric t of steel produced	
Financed emissions metrics		
Swiss residential real estate financed emissions (scopes 1 and 2)	mt CO_2e	UBS Group AG (consolidated)
Swiss commercial real estate financed emissions (scopes 1 and 2)		
Fossil fuels financed emissions (scopes 1, 2 and 3)		
Power generation financed emissions (scope 1)		
Iron and steel financed emissions (scopes 1 and 2)		
Cement financed emissions (scopes 1 and 2)		
Other non-financial corporates and real estate mortgages financed emissions (scopes 1 and 2, and additionally, scope 3 for agriculture and automotive sectors)		
PCAF quality score (scopes as applicable by sectors detailed above)	score of 1–5	
Economic intensity	mt CO_2e / USD bn	

Lending decarbonization metrics for Swiss real estate covered by targets

Swiss residential real estate physical intensity (scopes 1 and 2; kg CO_2e/m^2 ERA)
Swiss commercial real estate physical intensity (scopes 1 and 2; kg CO_2e/m^2 ERA)

Definition

These metrics are intended to enhance transparency and support the monitoring of progress toward UBS's 2030 lending sector decarbonization targets for Swiss real estate emissions. Emission intensities are estimated for individual properties financed by UBS and then aggregated to determine the overall emissions intensity for the Swiss residential real estate and the Swiss commercial real estate financing portfolios. The 2021 baseline and 2022 emissions metrics are calculated based on a pro forma consolidation of UBS Group exposures and Credit Suisse Group exposures.

Calculation process

The physical intensity metrics express the real estate emissions per square meter per annum, using the Swiss-specific floor space measurement, energy reference area (ERA). The metrics are calculated as follows:

$$\text{Swiss real estate physical emissions intensity} = \frac{\sum(\text{Real estate emissions} \times \text{LTV})}{\sum(\text{Real estate area} \times \text{LTV})}$$

where LTV is the loan-to-value ratio at the reporting date. This attribution factor is calculated by dividing the property level exposure, where available, by the property value established most recently in a credit decision process.

Details relating to the calculation:

Sector	Swiss residential real estate and Swiss commercial real estate.
Exposures	Exposures are on a gross basis; gross lending exposure includes total on-balance sheet loans and advances to customers and off-balance sheet guarantees and irrevocable loan commitments (within the scope of expected credit loss (ECL)) and is based on consolidated IFRS numbers (inclusive of purchase price allocation adjustments recorded in the UBS Group as a result of the acquisition of the Credit Suisse Group in compliance with IFRS 3, *Business Combinations*).
Type of real estate	Swiss residential real estate includes owner-occupied properties and properties rented out on a private, small scale. Swiss commercial real estate comprises rented-out properties in multi-family homes, any other income-producing real estate and own-use commercial real estate.
Products	All mortgage products and real estate collateralized loans.
Location	All properties are financed by UBS's Swiss operations. The vast majority of the properties are located in Switzerland.
Value chain coverage	Owners' energy consumption for residential real estate; owners' or tenants' energy consumption for commercial real estate. From the 2024 reporting year onward, the energy production of the photovoltaic systems installed on financed properties is included.
Greenhouse gas (GHG) coverage	CO_2e as reported or estimated by third-party vendors or proxied.

Sources

The gross lending exposures are sourced from UBS financial reporting systems; however, data (including property level exposures) used in the emissions calculation process to report progress is primarily sourced from internal risk management systems. Where there are gaps in the available data, data from other sources such as the Swiss Federal Register of Buildings and Dwellings (RBD) is included where possible. For example, UBS's proprietary data is enriched with selected, CO_2e-relevant building characteristics (i.e. data points) such as the construction year, the property area, the number of floors and the heating type. The RBD, which is managed by the Swiss Federal Statistical Office (FSO) in collaboration with other parties including the cantons and municipalities, is considered a reliable source of information. However, it is important to note that certain data points are updated only sporadically, e.g. when municipal building departments report construction projects requiring a building permit to the FSO (new constructions, transformations, demolitions).

Key assumptions, approximations and judgments

Emissions are estimated at the individual property level where the required CO_2e-relevant real estate data is available, otherwise proxies are applied. For example, a conservative assumption of oil heating is used (if there is no data on the type of heating system), the average emissions of the other properties in the portfolio are adopted or the average area of the other properties in the portfolio is assumed. The applied emissions proxies are specific to the energy carrier of the heating system and are determined separately for each type of property utilization (e.g. residential, retail, office space).

Furthermore, the emissions estimates at property level use additional, non-property specific information, such as solar irradiation averages according to location and roof tilt, heat transfer coefficients and average heat gains.

For the emissions actuals up to and including 2023, the LTV attribution factor included values based on a collateral allocation logic. This logic assigned additional collateral that was not directly related to the value of the property. For the 2024 emissions actuals, the input to the LTV attribution factor is further aligned to PCAF and excludes any non-real estate collateral. For real estate, UBS exposures and real estate emissions actuals refer to the same year, with the latest emissions reported for 2024.

Lending decarbonization metrics for corporate sectors covered by targets

Fossil fuels financed emissions (scopes 1, 2 and 3; mt CO_2e)
Power generation physical intensity (scope 1; kg CO_2e / MWh)
Iron and steel physical intensity (scopes 1 and 2; metric t CO_2 / metric t steel)
Cement physical intensity (scopes 1 and 2; metric t CO_2 / metric t cementitious)

Definition

These metrics measure the financed emissions or the physical intensities related to specific carbon-intensive activities financed by UBS.
The metrics provide a framework for setting and managing progress toward UBS's 2030 lending sector decarbonization targets for fossil fuels, power generation, iron and steel and cement.

The 2021 baseline and 2022 emissions metrics are calculated based on a pro forma consolidation of UBS Group exposures and Credit Suisse Group exposures.

Calculation process

Details relating to the calculation:

Sector	NACE code scope	Value chain coverage	GHG coverage	Emissions measurement and scope
Fossil fuels	B.05, B.06, C.19	Oil and gas exploration and production, oil and gas refining, coal extraction (including thermal and metallurgic), and integrated companies operating across the value chain are included. Midstream companies, transportation, trading storage and retail activities are out of scope. A significant share of UBS's gross exposure not covered by this metric is commodity trade financing for which guidelines and methodologies are yet to be developed.	CO_2e as reported by counterparties, estimated by third-party vendors or proxied.	Financed emissions Scope 1, 2 and 3 emissions are included for the fossil fuel sector, with scope 3 representing the most significant share of emissions.
Power generation	D.35.1.1, D.35.1.3	Power generation and integrated electric utility companies are included. Power transmission and distribution companies, energy storage and manufacturers of power plant parts are out of scope.	CO_2e as reported by counterparties, estimated by third-party vendors or proxied.	Physical intensity Scope 1 emissions are included as they represent the most material share for the sector.
Iron and steel	C.24.1	Production of pig iron, steel and coking coal manufacturing and / or steel hot rolling are included. Mining of raw materials, steel finishing and use of steel are out of scope.	CO_2 as reported by counterparties, estimated by third-party vendors or proxied. This is in line with market practice.	Physical intensity Scope 1 and scope 2 emissions are included in the iron and steel sector. Most emissions are captured under scopes 1 and 2 and these can be controlled by the companies with the availability of technology improvements.
Cement	C.23.5.1	Counterparties producing cement and clinker are included. Mining of raw materials, production of concrete and users of cement or concrete are out of scope.	CO_2 as reported by counterparties, estimated by third-party vendors or proxied. This is in line with market practice.	Physical intensity Scope 1 and scope 2 emissions are included for the cement sector, as these represent the most material emission sources for the sector.

Definition of terms:

Financing to corporate counterparty	Exposures to a corporate counterparty are on a gross basis, hereafter referred to as "gross lending exposure" and includes total on-balance sheet loans and advances to customers and off-balance sheet guarantees and irrevocable loan commitments (within the scope of expected credit loss (ECL)) and is based on consolidated IFRS numbers (inclusive of purchase price allocation adjustments recorded in the UBS Group as a result of the acquisition of the Credit Suisse Group in compliance with IFRS 3, *Business Combinations*). Capital markets transactions, derivatives, treasury holdings, fair value loans, sovereign debt and loans that are traded on a market are excluded.
Corporate counterparty emissions	Amount of GHG emissions in million metric tons emitted by a corporate counterparty.
Enterprise value including cash (EVIC)	Corporate counterparties' enterprise value including cash (EVIC) or if not available, the sum of equity and debt (e.g. total assets) for corporate counterparties.
Corporate financed emissions	Sum of corporate counterparties' emissions attributed to UBS.
Total sector financing	The sum of all financing (gross lending exposure) by UBS to all corporate counterparties within the relevant sector.
Corporate physical emission intensity	To allocate multiple corporate counterparties' intensities at a portfolio level, a portfolio weight approach is applied, which is an average of the corporate counterparties' physical emission intensities weighted by their gross exposure. The physical emission intensity normalizes a corporate counterparty's emissions by its output (i.e. the megawatt hours produced, the quantity of steel produced or the quantity of cementitious produced).

Fossil fuels:

$$\text{Corporate financed emissions} = \sum\left(\text{Corporate counterparty emissions} \times \frac{\text{Financing to corporate counterparty}}{\text{EVIC (or equity + debt)}}\right)$$

Power generation, iron and steel and cement:

$$\text{Corporate physical emission intensity} = \sum\left(\frac{\text{Corporate counterparty emissions}}{\text{Corporate output (e.g. MWh, tons produced)}} \times \frac{\text{Financing to corporate counterparty}}{\text{Total sector financing}}\right)$$

Sources

To calculate corporate counterparties' emissions, UBS sources emissions and financials (e.g. EVIC) from Standard & Poor's (S&P), where available. For companies within the target scope that are not covered by S&P, UBS reviews public disclosures and internal credit documents for carbon emissions information. If no data is found, appropriate proxy methods are applied.

Gross lending exposures are sourced from UBS financial reporting systems.

Key assumptions, approximations and judgments

A materiality threshold of USD 1m is applied for corporate loans. Any corporate counterparty with loan exposures below this threshold is excluded from the metric scope.

The scope includes clients where more than 25% of their revenues are derived from in-scope activities (except for coal, which is 5%). Revenue percentages are evaluated only at inception, when identifying new potential loans within scope.

Due to limitations on the availability of emissions data at corporate counterparty or asset level, UBS makes use of approximations, for example by applying a sector-level proxy where corporate counterparty- or asset-level data is not available.

For corporate sectors, there is an inherent one-year time lag between the as of date of UBS's lending exposures and the as of date of client emissions and financials. This can be explained by two factors: clients tend to disclose their emissions a few months after the end of the financial year in annual reporting and specialized third-party data providers take up to nine months to collect disclosed data and make it available to data users. Consequently, the baselines for UBS's decarbonization ambitions are based on year-end 2021 lending exposures and clients' 2020 emissions and financials. UBS's 2024 emissions actuals are based on year-end 2024 lending exposures and clients' 2023 emissions and financials

Financed emissions metrics and related measures

Financed emissions and related measures are reported for the following non-financial corporate and real estate sectors:
- Swiss residential real estate
- Swiss commercial real estate
- Fossil fuels
- Power generation
- Iron and steel
- Cement
- Other non-financial corporates and real estate mortgages

Definition

The financed emissions metric measures the total financed emissions for non-financial corporate loans and real estate loans. It is calculated based on the outstanding lending exposure according to PCAF reporting guidance, hereafter referred to as "outstanding exposure" and includes total on-balance sheet loans and advances to customers (within the scope of expected credit loss (ECL)) and is gross of ECL allowances based on consolidated IFRS numbers (inclusive of purchase price allocation adjustments recorded in the UBS Group as a result of the acquisition of the Credit Suisse Group in compliance with IFRS 3, *Business Combinations*).

PCAF quality score based on outstanding exposure measures the reliability and quality of data used to calculate financed emissions of non-financial corporate loans and real estate mortgages. It is calculated in accordance with PCAF reporting standard: PCAF (2022). The Global GHG Accounting and Reporting Standard Part A: Financed Emissions, Second Edition.

Economic intensity based on outstanding exposure aims to make emissions intensities comparable. It measures the economic intensity, which is calculated in accordance with PCAF reporting guidance: PCAF (2022). The Global GHG Accounting and Reporting Standard Part A: Financed Emissions, Second Edition.

Metric	Unit	Corporate and real estate sector scope	Emissions scope	GHG coverage	Legal entity
Financed emissions	mt CO_2e	All corporate sectors except financial and insurance activities, public administration and defense, private households with employees, extraterritorial organizations and ship / aircraft financing Owner-occupied properties and properties rented out on a small private scale, as well as rented-out properties in multi-family homes, any other income-producing real estate and own-use commercial real estate	Scope 1 and 2 emissions are in scope for all sectors (except for the power generation sector, where only scope 1 is included). Scope 3 emissions are in scope for fossil fuels, automotive sectors (car manufacturers) and agriculture (primary farming and food manufacturing).	CO_2e as reported by counterparties, estimated by third-party vendors or proxied	UBS Group AG (consolidated), UBS AG
PCAF quality score	score of 1–5				
Economic intensity	mt CO_2e / USD bn				

Calculation process

Financed emissions

Corporate financed emissions are the sum of counterparties' emissions attributed to the UBS Group:

$$\text{Corporate financed emissions} = \sum (\text{Corporate counterparty emissions} \times \frac{\text{Financing to corporate counterparty}}{\text{EVIC or (equity + debt)}})$$

where financing to corporate counterparty refers to outstanding lending exposure.

In the case of real estate, the attribution factor is the LTV of the property:

$$\text{Swiss real estate financed emissions} = \sum (\text{Swiss real estate emissions} \times \text{LTV})$$

where LTV is the loan-to-value ratio as described in the section above.

PCAF quality score

Corporate counterparty PCAF quality score: a score from 1 to 5 is assigned to a corporate counterparty based on the data source of the emissions (reported, production proxy, economic-activity-based proxy).

Portfolio and sector PCAF quality score: the weighted average sum based on outstanding exposure. The weighted average PCAF scores vary per sector. Corporate sectors where UBS has set targets typically rely on reported data. Other sectors generally place more reliance on economic-activity-based proxies (PCAF scores 4 and 5), reflecting a higher level of estimation uncertainty.

The PCAF score is calculated by multiplying each individual PCAF score by its respective outstanding exposure, dividing each result by the total outstanding exposure, and then summing these values.

$$\text{PCAF quality score} = \sum \frac{\text{PCAF score} \times \text{outstanding exposure}}{\text{Total outstanding exposure}}$$

Economic intensity

Clients' economic intensity: financed emissions calculated based on outstanding exposure divided by the outstanding exposure.

Economic intensity: the sum of clients' or real estate financed emissions, divided by the sum of outstanding exposures.

$$\text{Economic intensity} = \frac{\sum \text{Financed emissions}}{\sum \text{Outstanding exposure}}$$

Sources

The outstanding lending exposures are sourced from UBS financial reporting systems. For Swiss real estate, data used to calculate financed emissions is primarily sourced from internal risk management systems. For both real estate and corporate sector information, refer to "Lending decarbonization metrics" in this section for more details.

Key assumptions, approximations and judgments

For both real estate and corporate sector information, refer to "Lending decarbonization metrics" in this section.

- **Refer to the PCAF guidance, available at *carbonaccountingfinancials.com*, for the PCAF standard Part A – Financed Emissions 2nd Edition (2022)**

Capital markets-associated emissions

Facilitated emissions

Metric	Units	Legal entity
Facilitated amount (apportioned deal volumes)	USD bn	UBS Group AG (consolidated)
Scope 1, 2 and 3 facilitated emissions	million metric tons CO_2e	
Scope 1, 2 and 3 PCAF quality score	score of 1–5	
Scope 1, 2 and 3 economic intensity	million metric tons CO_2e / USD bn	

Definition

Facilitated amount aggregates the volume of equity capital markets and debt capital markets deals facilitated by UBS with a fee-based apportionment.

Facilitated emissions for capital markets aggregate the facilitated emissions arising from capital markets activities. Emissions relate to capital markets transactions where UBS has facilitated clients' capital raising.

PCAF quality score (score of 1–5) is designed to evaluate the reliability and quality of data used in calculating facilitated emissions. The score is calculated in accordance with the PCAF reporting guidance.

Facilitated emissions economic intensity aims to make emissions intensities comparable. It assesses the facilitated emissions intensity arising from capital markets activities. Economic intensity is calculated in accordance with PCAF reporting guidance.

Calculation process

Facilitated amount (apportioned deal volumes)

The facilitated amount per deal is calculated as the total capital raised apportioned to participating financial institutions using league table credit (fee-based apportionment).

$$\text{Apportioned deal volumes} = \sum \text{Facilitated amount per deal}$$

Facilitated emissions

The facilitated amount is calculated as the total amount raised, which is apportioned between the financial institutions involved using league table credit (fee-based apportionment).

A 33% weighting factor (per PCAF Standard Part B) is applied to the capital markets issuances within scope to account for the difference between a financing activity and a facilitation activity.

$$\text{Facilitated emissions} = \sum \text{Corporate counterparty emissions} \times \frac{\text{Facilitated amount}}{\text{EVIC or (equity + debt)}} \times \text{Weighting factor}$$

PCAF quality score

Following PCAF data quality scoring guidance, reported emissions and physical-activity-based emissions proxies are prioritized when estimating facilitated emissions. Economic-activity-based emissions proxies are used as fallback options where the emissions are not reported and cannot be estimated based on physical activities. Economic-activity-based proxies are estimated at sector level (where possible and relevant at country / regional level).

PCAF data quality scores are aggregated at sector and portfolio level based on exposure weighting. The data quality score for scope 1 and 2 emissions is calculated and disclosed separately from scope 3 emissions.

$$\text{PCAF quality score} = \sum \left(\text{PCAF corporate quality score} \times \frac{\text{Facilitated amount to corporate}}{\text{Total facilitated amount}}\right)$$

Economic intensity

The economic intensity is calculated as the total facilitated emissions divided by the attributed facilitated amount.

$$\text{Economic intensity} = \frac{\sum \text{Facilitated emissions}}{\sum \text{Total attributed facilitated amount}}$$

Details relating to the calculation:

UBS role	Designated global coordinator, joint bookrunner, lead manager, co-manager
Transaction types	Debt capital markets transactions, equity capital markets transactions including private placements that are captured in Dealogic, green bonds (which are treated like conventional bonds due to the lack of data and methodology to account for use of proceeds emissions). The Dealogic data only covers primary market (e.g. IPO, follow-on, covered bonds, high yield bonds, MTN).
Out-of-scope products	Sovereign bonds, securitized products (including asset-backed securities), derivative financial products, syndicated loans and advisory services such as advice on mergers and acquisitions
Value chain activity within scope for carbon sensitive sectors	Oil and gas (oil and gas exploration and production, oil and gas refining and integrated companies), coal mining (including thermal and metallurgical), power generation; cement manufacturing, iron and steel making and hot rolling, primary or secondary aluminum, transport – car manufacturers and airline operators
Corporate sector scope	All corporate sectors except financial and insurance activities, public administration and defense, private households with employees and extraterritorial organizations
Emissions scope	Scopes 1 and 2; scope 3 only for fossil fuels, automotive and agriculture sectors
GHG coverage	CO_2e as reported by counterparties, estimated by third-party vendors or proxied

Sources

To estimate corporate clients' emissions, we rely on data available in disclosures, data from specialized third-party providers and internal data.

Deal-level data for clients within scope is sourced from Dealogic (under license from ION). The split of the facilitated amount between banks is based on the Dealogic revenue (fees) apportioning of the total deal amount.

Key assumptions, approximations and judgments

Current limitations on the availability of emissions data at corporate counterparty or asset level require UBS to include approximations in the calculations, for example by applying a sector-level proxy where corporate counterparty- or asset-level data is not available.

- **Refer to the PCAF guidance, available at *carbonaccountingfinancials.com*, for the PCAF standard Part B – Facilitated Emissions First version (2023)**

Carbon-related assets

Metric	Units	Legal entity
Carbon-related assets	USD bn	– UBS Group AG (consolidated) – UBS AG (standalone) – UBS Switzerland AG (standalone) – UBS Europe SE (standalone)
Proportion of total gross lending exposure, carbon-related assets	%	– UBS Group AG (consolidated)

Definition

Carbon-related assets are defined as concentrations of credit exposure to assets tied to the four non-financial sector groups as defined by the Task Force on Climate-related Financial Disclosures (the TCFD) (using the Global Industry Classification Standard, GICS). These four groups are: (i) energy; (ii) transportation; (iii) materials and buildings; and (iv) agriculture, food and forest products. Recognizing that the term carbon-related assets is currently not well defined, the TCFD encourages banks to use a consistent definition to support comparability.

Calculation process

The metric is calculated for in-scope UBS legal entities on the total of on-balance sheet loans and advances to customers and off-balance sheet guarantees and irrevocable loan commitments within the scope of expected credit loss (ECL), gross of ECL allowances based on standalone or consolidated IFRS numbers, hereafter referred to as "total gross customer lending exposure". For the UBS Group, figures are inclusive of purchase price allocation adjustments (PPA) recorded in the UBS Group as a result of the acquisition of the Credit Suisse Group in compliance with IFRS 3, *Business Combinations*.

The carbon-related assets metric is the total gross exposure to the four non-financial groups as defined by the TCFD in its expanded definition published in 2021. UBS applies this definition across the relevant non-financial sectors, including, but not limited to, fossil fuel extraction, carbon-based power generation, transportation (air, sea, rail and automotive manufacturing), metals production and mining, manufacturing industries, real estate development, chemicals, petrochemicals and pharmaceuticals, building and construction materials and activities, forestry, agriculture, fishing, and food and beverage production, and also includes trading companies that may trade any of the above (e.g. oil trading or agricultural commodity trading companies). This metric is agnostic of risk rating and therefore may include exposures of companies that may be already transitioning or adapting their business models to climate risks, unlike UBS climate-sensitive sector methodologies, which take a risk-based approach to defining material exposure to climate effects. Economic sectors are classified according to the UBS Group Industry Code 2.0 (GIC 2.0) which comprises a hierarchical structure.

The proportion of total gross lending exposure to carbon-related assets (expressed as a percentage) is calculated by summing all carbon-related assets in the numerator and dividing that by total gross customer lending exposure in the denominator.

Sources

The mapping of external taxonomies (e.g. North American Industry Classification System (NAIC), General Classification of Economic Activities (NOGA), Global Industry Classification Standard (GICS)) to internal taxonomies (GIC 2.0) is provided by the Group Data Management Office.

Key assumptions, approximations and judgments

The carbon-related assets metric relies on internal GIC 2.0 codes that are assigned by business-division-specific onboarding processes based on the company's legal incorporation or its economic activity.

Some segments within the in-scope sectors contribute to low-carbon transition and are therefore excluded from the in-scope list. For example, while the utilities sector is within scope, segments like nuclear and other renewables are considered out of scope.

Total exposure to climate-sensitive sectors – transition risk

Metric	Units	Legal entity
Total exposure to climate-sensitive sectors, transition risk	USD bn	– UBS Group AG (consolidated) – UBS AG (standalone) – UBS Switzerland AG (standalone) – UBS Europe SE (standalone)
Proportion of total customer lending exposure, gross, transition risk	%	– UBS Group AG (consolidated)

Definition

Climate-driven transition risks arise from the transition to a sustainable economy, in particular its decarbonization, due to, for example, changes in policy, case law, technology or changes in the behavior of market participants. Climate transition risk scores and ratings are assigned to sectors and segments according to their vulnerability to: (i) climate policy, (ii) low-carbon technology risks; and (iii) revenue or demand shifts under an immediate, ambitious and disorderly approach to meeting the well-below-2°C Paris Agreement goal.

Calculation process

The metric is calculated for in-scope UBS legal entities for banking products, traded products and issuer risk exposures.

For banking products, the metric is calculated on the total of on-balance sheet loans and advances to customers and off-balance sheet guarantees and irrevocable loan commitments within the scope of expected credit loss, gross of ECL allowances based on consolidated or standalone IFRS numbers, hereafter referred to as "total gross customer lending exposure". For the UBS Group, figures are inclusive of PPA recorded in the UBS Group as a result of the acquisition of the Credit Suisse Group in compliance with IFRS 3, *Business Combinations*.

For traded products, the metric includes over-the-counter (OTC) derivatives, exchange-traded derivatives (ETDs) and securities financing transactions (SFTs), consisting of securities borrowing and lending, and repurchase and reverse repurchase agreements.

Issuer risk, also known as tradable single name exposure, refers to the risk resulting from the changes in the financial condition of a specific issuer that cannot be attributed to general market and liquidity risk. For issuer risk exposures, the metric includes high-quality liquid assets, debt securities, bonds and liquidity buffer securities.

Methodologies for assessing climate risks are emerging and may change over time. As the methodologies, tools and industry-wide data availability improve, UBS will further develop its risk identification and measurement approaches.

When counterparty-level information is available and is of sufficient quality, a bottom-up transition risk rating model (TR RM) is used to assess transition risk. The model leverages the Company Transition Assessment Scorecard (CTAS), which evaluates a firm's alignment with net-zero objectives, ensuring a more granular and company-specific view of transition risk. Where such detailed data is not available, a top-down transition risk heatmap model (TR HM) is used based on the counterparty's country of risk domicile and internal UBS industry classification (GIC 2.0). Additionally, to increase the granularity of risk ratings and coverage of financial institutions and corporate clients booked in certain legal entities, a bespoke company-level assessment is carried out.

For real estate financing and private clients with mortgages, hereafter referred to as "real estate exposure", UBS developed the global real estate (GRE) model in 2025 for exposures onboarded to UBS target systems.

For Lombard lending, a moderately low rating is assigned based on the average riskiness of the collateral portfolio that is posted securing the loans.

UBS lending exposure is mapped to the counterparty-level rating (TR RM) or else to the TR HM based on the counterparty's country of risk domicile and sector classification (GIC 2.0). Exposures that are not mapped due to the absence of counterparty-level ratings and sector- / country-based risk ratings are treated as "not classified". UBS real estate exposure is mapped to the client-level rating (GRE) or else assigned a real estate portfolio rating. UBS Lombard lending exposure is assigned a Lombard portfolio rating.

The proportion of total gross lending exposure to transition risk (expressed as a percentage) is calculated by summing all transition climate risk-sensitive exposures in the numerator and dividing that by total gross lending exposures in the denominator.

Sources

The TR HM methodology is based on a risk segmentation process, first dividing financing types and then rating economic sectors and sub-industry segments that share similar climate risk vulnerability characteristics. The risk ratings can be used to support the identification of potential climate-sensitive concentrations and further analysis. The ratings reflect the levels of risk that would likely occur under an ambitious transition (in the short term, 0–3 years) and disorderly with respect to diversification of policy stringency across developing and industrialized countries. The countries are classified as either industrialized countries or emerging markets countries, as per UBS country risk policy.

The TR RM methodology relies on two inputs: the output of the TR HM, which is based on the counterparty's sectoral classification and country group, and CTAS. CTAS is an internal UBS tool that categorizes large, listed companies based on the data collected from external providers and summarizes them into a category that is indicative of each firm's stance toward net-zero alignment. In the TR RM, the counterparty's TR HM rating is adjusted based on the distance between the net-zero stance of a company and that of its group's median via CTAS. Whenever CTAS does not provide an assessment for a company, the model relies exclusively on the TR HM. The coverage of the TR RM depends on CTAS, which in turn depends on the data collected from external providers. The coverage of the TR RM will continue to improve as wider sets of companies are covered by CTAS.

The GRE model developed by UBS generates counterparty-level risk ratings, with a fallback approach applied when counterparty-specific information is unavailable. The model calculates a transition risk rating by assessing building-level estimated CO_2 emissions against UBS decarbonization targets.

Lombard lending is assigned an overall expert-based portfolio rating based on the average riskiness of the collaterals that are posted securing the loans.

All rating models (GRE, TR RM), the heatmap (TR HM) and portfolio ratings rely on a five-point rating scale: low, moderately low, moderate, moderately high and high. Climate-sensitive exposures are defined as those business activities that are rated as having high, moderately high or moderate vulnerability to transition risks, whereas those that are rated as having moderately low or low vulnerability to transition risk are rated as "non-sensitive". The exposures that are not assessed due to lack of methodology and / or data are classified as "not classified".

The mapping of external taxonomies (e.g. NAIC, NOGA, GICS) to internal taxonomies (GIC 2.0) is provided by the Group Data Management Office.

Key assumptions, approximations and judgments

Transition risk models (TR HM, TR RM) and methodologies assume the same underlying scenario, i.e. an immediate and disorderly transition and a time horizon of 0–3 years. For GRE, the same scenario is used as for UBS decarbonization targets.

The TR RM uses the overall CTAS rating as a key driver of the company's transition risk instead of using its individual sub-components to remain consistent with the firm's transition risk assessment of the company.

The TR HM rating is based on the accumulated expert knowledge within the firm and applying rigorous expert judgment is a crucial dimension of the transition risk assessment.

The transition risk rating assignment relies on internal GIC 2.0 codes that are assigned by business-division-specific onboarding processes based on the company's legal incorporation or its economic activity.

The transition risk assessment for financial institutions, which uses a look-through method, relies on expert-based mapping of publicly disclosed industry exposures to UBS defined sectors and associated risk scores.

For real estate that could not be assessed due to missing emissions data, a fallback value representing the median emissions of a relevant set of real estate properties is applied.

The Lombard portfolio rating is based solely on the characteristics of the collateral portfolio, i.e. the issuers of collateral rather than UBS's counterparties. This reflects the reliance on collateral liquidation as the primary source of repayment.

Credit Suisse integration

For residual legacy Credit Suisse real estate exposures that have not yet migrated to UBS systems, an expert-based portfolio rating of moderately low is applied.

Total exposure to climate-sensitive sectors – physical risk

Metric	Units	Legal entity
Total exposure to climate-sensitive sectors, physical risk	USD bn	– UBS Group AG (consolidated) – UBS AG (standalone) – UBS Switzerland AG (standalone) – UBS Europe SE (standalone)
Proportion of total customer lending exposure, gross, physical risk	%	– UBS Group AG (consolidated)

Definition

Climate-driven physical risks arise from acute hazards, which are increasing in severity and frequency, and chronic risks, which arise from an incrementally changing climate. Climate-driven physical risks may contribute to a structural change across economies and consequently affect banks and the stability of the wider financial sector. These risks extend to the value of investments and may also affect the value of collateral (e.g. real estate). UBS physical risk models measure how four acute physical risk hazards (wildfires, heatwave, floods and tropical cyclones) may drive current physical risk, by rating sectoral and geographical vulnerabilities of counterparties to these hazards.

Calculation process

The metric is calculated for in-scope UBS legal entities for banking products, traded products and issuer risk exposures.

For banking products, the metric is calculated on the total of on-balance sheet loans and advances to customers and off-balance sheet guarantees and irrevocable loan commitments within the scope of expected credit loss, gross of ECL allowances based on consolidated or standalone IFRS numbers, hereafter referred to as "total gross customer lending exposure". For the UBS Group, figures are inclusive of PPA recorded in the UBS Group as a result of the acquisition of the Credit Suisse Group in compliance with IFRS 3, *Business Combinations*.

For traded products, the metric includes over-the-counter (OTC) derivatives, exchange-traded derivatives (ETDs) and securities financing transactions (SFTs), consisting of securities borrowing and lending, and repurchase and reverse repurchase agreements.

Issuer risk, also known as tradable single name exposure, refers to the risk resulting from the changes in the financial condition of a specific issuer that cannot be attributed to general market and liquidity risk. For issuer risk exposures, the metric includes high-quality liquid assets, debt securities, bonds and liquidity buffer securities.

Methodologies for assessing climate risks are emerging and may change over time. As the methodologies, tools and industry-wide data availability improve, UBS will further develop its risk identification and measurement approaches. When counterparty-level information is available and is of sufficient quality, a bottom-up physical risk rating model (PR RM) is used to assess physical risk, or else a top-down physical risk heatmap model (PR HM) is used based on counterparty's country of risk domicile and internal UBS industry classification (GIC 2.0).

For real estate financing and private clients with mortgages, hereafter referred as "real estate exposure", UBS developed the GRE Model in 2025 for exposure onboarded to UBS target systems.

For Lombard lending, an expert-based portfolio rating of moderately low is assigned based on the average riskiness of the collateral portfolio that is posted securing the loans.

UBS lending exposure is mapped to the counterparty-level rating (PR RM) or else to the PR HM based on the counterparty's country of risk domicile and sector classification (GIC 2.0). Exposures that are not mapped due to the absence of counterparty-level ratings and sector- / country-based risk ratings are treated as "not classified". UBS real estate exposure is mapped to the client-level rating (GRE) or else assigned a real estate portfolio rating. UBS Lombard lending exposure is assigned a Lombard portfolio rating.

The proportion of total gross lending exposure to physical risk (expressed as a percentage) is calculated by summing all physical climate risk-sensitive exposures in the numerator and dividing that by total gross lending exposure in the denominator.

Sources

The PR HM isolates assets falling under the same sector and location (country of risk domicile) to calculate a sector country-level physical risk exposure score for each of the four hazards. The sector country exposure score is calculated by combining a physical risk hazard exposure metric derived from asset level data sourced from ESG data vendors. To account for variation in vendor data when aggregated at sector and location level, a penalization factor is applied to sector country exposure scores. The hazard-specific physical risk exposure scores are further amplified or mitigated by considering the extent to which each sector is vulnerable or resilient to a particular hazard.

The PR RM applies a similar logic to the PR HM while leveraging company specific asset level data when available from ESG vendor sources. For the PR RM, sufficient geographic diversification of a counterparty's assets serves as a mitigant to physical risk exposure scores.

Both the PR RM and the PR HM consider the type of company. They do not take into account the type of collateral or the nature of the bank's relationship with the company. The PR HM has a broader scope than the PR RM. It aggregates data across relevant sector country combinations to produce average ratings for all companies, while the PR RM assigns a company specific rating when asset level data is available.

The GRE model developed by UBS assigns counterparty level physical risk ratings and uses a fallback approach when asset-specific information is missing. The model assesses building level exposure to flood risk.

Lombard lending is assigned an overall expert-based portfolio rating based on the average riskiness of the collaterals that are posted securing the loan.

All rating models (GRE, PR RM, PR HM) and portfolio ratings use a five-point scale: low, moderately low, moderate, moderately high, and high. Exposures rated high, moderately high, or moderate are considered climate sensitive. Exposures rated moderately low or low are considered non sensitive. Exposures that are not rated due insufficient data and/or lack of methodology are classified as "not classified".

The mapping of external taxonomies (e.g. NAIC, NOGA, GICS) to internal taxonomies (GIC 2.0) is provided by the Group Data Management Office.

Key assumptions, approximations and judgments

All physical risk methodologies assume the same underlying scenario, i.e. the current state of world.

For the PR RM, the main driver of physical risk is the direct geographical exposure of companies to climate-related hazards. Consequently, other types of assets (e.g. financial assets) are not considered.

For the PR HM, physical risk is measured via bottom-up aggregation of highly granular and localized data. Physical risk materializes via highly localized events affecting the firm's counterparties via their assets (operations, business continuity and book valuations) and interconnectedness. In this framework, direct geographical exposure to physical-risk hazards is treated as the primary driver of physical risk.

The PR HM rating assignment relies on internal GIC 2.0 codes that are assigned by business-division-specific onboarding processes based on the company's legal incorporation or its economic activity.

In the GRE model, acute physical risk is proxied by flood risk. Although other hazards exist (e.g. wildfires, tropical cyclones), flooding risk is so predominant that it is assumed to be a good proxy for acute physical risk.

The Lombard portfolio rating is based solely on the characteristics of the collateral portfolio, i.e. the issuers of collateral rather than UBS's counterparties. This reflects the reliance on collateral liquidation as the primary source of repayment.

Credit Suisse integration

For residual legacy Credit Suisse real estate exposures that have not yet migrated to UBS systems, an expert-based portfolio rating of moderately low is applied.

Cases referred for assessment

Metric	Units	Legal entity
Cases referred for assessment	#	UBS Group AG (consolidated)
Cases referred for assessment: UBS Europe SE	#	UBS Europe SE (standalone)

Definition

The metrics measure the total number of cases (transactions and client onboarding requests) referred to the Sustainability and Climate Risk (SCR) unit for assessment.

Calculation process

The number of cases are aggregated by division and outcome. Division indicates which business division or Group function raised the request.

The business, as the first line of defense, identifies sustainability and climate risks in in-scope products, services, activities, transactions, onboardings or periodic reviews, and refers them, as applicable, to the SCR unit, as the second line of defense. The SCR unit takes a risk decision on the referred cases after assessing their compliance with UBS's risk appetite standards outlined in the sustainability and climate risk policy.

Transaction outcomes are assessed as follows:

Approved	Client / transaction / supplier approved by SCR unit. Approval is granted when no further information is needed by SCR to complete the assessment and there are no controversies that breach SCR standards.
Approved with qualifications	Client / transaction / supplier subject to an SCR assessment and approved with qualifications. Qualifications may include ring-fencing of certain assets, conditions toward client / supplier or internal recommendations.
Rejected or not further pursued	Client / transaction / supplier subject to an SCR assessment and rejected or not further pursued.
Pending	Decision pending for client / transaction / supplier. SCR team is working on the assessment or waiting for further information from business.
Assessed	Company or portfolio review based on first line of defense, senior management committee or other business-related request.

Sources

Data is sourced from the internal case manager tool and transaction logs.

Workforce

Employee feedback

Metric	Units	Legal entity
Employee feedback	#	UBS Group AG (consolidated)

Definition

Employees can request and give feedback to each other to support continuous development and improvement. This metric discloses the amount of feedback received by employees as a result of feedback requested, feedback given or check-in conversations (held between an employee and their manager) recorded in UBS's internal HR feedback application within the calendar year. The population within scope is all employees globally who are eligible for performance reviews.

Calculation process

The total feedback amount is the sum of:

- check-ins
- feedback given
- completed feedback requests.

Sources

Data is sourced from internal Human Resource reporting systems.

Employee listening survey results

Metric	Units	Legal entity
Employee listening survey results: response rate, engagement rate and empowerment rate	%	UBS Group AG (consolidated)

Definition
This metric provides insights into permanent employees' views by measuring their engagement, empowerment and participation in global surveys conducted during a calendar year. It reflects employee engagement, empowerment and participation rates in the global survey as part of UBS's broader employee listening strategy, which is designed to capture feedback and drive continuous improvement in the overall employee experience.

Calculation process
The scores that are reported are expressed as a percentage. The response rate is calculated as the number of participants divided by the total number of employees invited to participate. The engagement rate is calculated as the number of employees selecting 7 or above on a scale of 0–10 as per the Net Promoter Score / Likert scale divided by the total number of employees who responded to the question. The empowerment rate is calculated as the number of employees selecting agree and strongly agree on a 5-point Likert scale to the question "I'm empowered to make appropriate decisions in my job" divided by the total number of employees who responded to the question.

Sources
An external survey provider, Qualtrics platform, is used to collect data and compute the metric.

Statistical pay gap

Metric	Units	Legal entity
Statistical pay gap	%	UBS Group AG (consolidated)

Definition
The statistical pay gap measures the difference between male and female total compensation after accounting for objective factors such as role, responsibility, geography and performance. The metric is calculated using linear regression, producing a coefficient that represents the statistically unexplained difference in total compensation between females and males, expressed as a percentage. For example, a gap of 1% would indicate that, on average, women are paid 99% of what men are paid, after considering objective factors included in the analysis. The metric covers permanent employees in our core financial hubs (Switzerland, United States, United Kingdom, Hong Kong SAR and Singapore), representing two thirds of our population. Total compensation includes both fixed compensation (salary and allowances) and incentives. Benefits and pensions are not included. This metric is a voluntary disclosure as part of UBS's commitment to fair pay.

Calculation process
The metric is calculated using linear regression analysis, an established methodology regarded as best practice by external certification organizations. To ensure only the most relevant objective factors are used in the analysis, a process called backward elimination removes factors that do not have a statistically significant relationship with pay. For this process, a statistical measure called p-value is set at 0.05, in line with a widely recognized standard for determining statistical significance.

Sources
Data is sourced from internal Human Resources reporting systems and calculated using an external vendor tool.

Key assumptions, approximations and judgments
Due to differences in compensation structures, US financial advisors, graduate training program participants, interns, trainees and temporary or contract workers are excluded from this metric. Employees who were not eligible for an incentive due to their hire date are also excluded.

Absentee rate

Metric	Units	Legal entity
Absentee rate (UBS)	%	UBS Group AG (consolidated)

Definition
This metric discloses the annual absentee rate for UBS staff. It is calculated as the total of all working days that are lost to either sickness or accidents, divided by the total number of expected working days. This metric applies to all internal UBS staff globally who are classified as an employee, assignee or trainee.

Calculation process
To calculate the total number of expected working days, UBS determines the average headcount for the reporting year for each country and the number of expected working days, which is then adjusted for weekends, known public holidays and annual leave entitlements by country.

Sickness and accident data is retrieved using an internal absence history report. Specific absence types are selected to ensure all relevant categories of leave are captured for the reporting year.

Accident types: accident, accident – unpaid, injury leave

Sickness types: long-term sickness, short-term sickness, sick leave, sickness, sickness – unpaid, sickness (CA/WA), sickness (hours)

These absences are reviewed and validated to ensure that only working days are included in the calculation and any absences recorded in hours are adjusted to days.

The final percentage for the metric is calculated as follows:

$$\frac{\text{Total number of working days lost due to accident or sick leave}}{\text{Sum (average headcount by country) x Sum (number of expected working days)}}$$

Sources
The data is sourced from internal Human Resource systems.

Supply chain

Vendor environmental performance disclosures

Metric	Units	Legal entity
Number of vendors added to the environmental performance disclosure platform	Count	UBS Group AG (consolidated)
% of the vendors that voluntarily submitted environmental information in the platform	%	
Number of vendors that submitted environmental information in the platform	Count	

Definition
This metric describes the number of vendors disclosing their environmental performance. Once the vendors are added to the external environmental performance disclosures platform by UBS, they receive a notification and are able to submit their data in the platform on a voluntary basis.

Calculation process
Number of vendors added to the external environmental performance disclosures platform =

$$\sum \text{Vendors added to the platform}$$

% of the vendors that voluntarily submitted environmental information in the external environmental performance disclosures platform =

$$\frac{\sum \text{Vendors whose response status is "submitted"}}{\sum \text{Vendors added to the platform}}$$

Number of vendors that submitted disclosures in the external environmental performance disclosures platform =

$$\sum \text{Vendors whose response status is "submitted"}$$

Sources
The list of suppliers and their response status is sourced from an external environmental performance disclosures platform.

› **Refer to the "Managing the environmental impact of our supply chain" section of the UBS Group Sustainability Report 2025, available at *ubs.com/sustainability-reporting***

GHG key vendors

Metric	Units	Legal entity
Number of GHG key vendors	Count	UBS Group AG (consolidated)
% of GHG key vendors who have disclosed their emissions and declare a stated net-zero target	%	

Definition
A GHG key vendor is defined as:
- a top GHG scope 3 emitter relative to UBS's overall scope 3 vendor-related emissions;
- a vendor with whom we have a long-term ongoing relationship; and
- vendors with the largest emissions that collectively account for more than 50% of UBS's calculated supply chain vendor-related scope 3 emissions.

GHG key vendors in 2025 are identified based on overall emissions, spend, and business strategy and relationship in 2024. The list of GHG key vendors is reviewed and approved by an internal management forum. The number and percentage of key vendors achieving this metric are sourced from the external environmental performance disclosures platform.

The following vendor categories are excluded from the definition of GHG key vendors:
– other third-parties providing services to the firm, i.e. post-trade providers, fund service providers, brokers, trading venues / exchanges, UBS-governed legal entities, introducers and finders
– government authorities
– other banks
– sponsorship
– vendors with pass-through costs / resellers
– energy / utilities suppliers (covered under scope 2)
– landlords (covered under scope 2)
– construction vendors (no ongoing relationship)
– air travel, ground and accommodation providers (covered under scope 3 category 6)
– exclusions based on a confirmed exit plan for the relationship provided by the category team

Calculation process

Number of GHG key vendors is the count of vendors that collectively account for more than 50% of our estimated scope 3 vendor-related emissions.

The percentage of GHG key vendors who have disclosed their emissions and declared a stated net-zero target is calculated as follows:

$$\% = \frac{\text{Total number of GHG key vendors who declared their scope 1 and 2 emissions and a stated net-zero target}}{\text{Total number of GHG key vendors}}$$

Sources

Data is sourced from an external environmental performance disclosures platform.

Key assumptions, approximations and judgments

For some vendors, the fiscal year is not aligned with the calendar year. Vendors are within scope if their net-zero target year is after 2050 but before 30 June 2051.

Environmental footprint

Percentage of contractual instruments

Metric	Units	Legal entity
Percentage of contractual instruments, scope 2 GHG emissions	%	UBS Group AG (consolidated)
Percentage of contractual instruments used for sale and purchase of energy bundled with attributes about energy generation in relation to scope 2 GHG emissions	%	
Percentage of contractual instruments used for sale and purchase of unbundled energy attribute claims in relation to scope 2 GHG emissions	%	

Definition

UBS's renewable energy consumption is evidenced through energy attribute certificates (EACs) or renewable energy credits (RECs), with the terms used interchangeably. They are accounted for in line with RE100 standards.

These certificates can be purchased either as bundled (with the energy supply contract) or as unbundled (issued by energy-generating facilities and purchased separately via brokers).

EACs can only be used within the specified geographical area (same for energy generation and consumption).

The metric represents GHG emissions from energy covered by such certificates against UBS's total gross location-based scope 2 GHG emissions.

Calculation process

The contracted volume of EACs representing megawatt hours (MWh) of energy (predominantly electricity) for both bundled and unbundled contractual instruments is recorded at country level. It is further distributed across all relevant assets consuming energy within said country and is converted into GHG emissions (reduction) at building level using the same CO_2e emission factors as applicable to the relevant energy type.

These total values are divided by UBS's gross location-based scope 2 GHG emissions at company level to produce relevant percentage metrics.

Volumes of purchased electricity covered by EACs are recorded in UBS's internal environmental data system Enablon by origin source (e.g. hydro, wind, solar). These renewable electricity volumes are multiplied by standard emission factors for each location and deducted from location-based emissions calculated for the same location. The outcome is market-based emissions.

Reductions in emissions from EACs, are calculated following RE100 standards and applied at country level to support the calculation of UBS's market-based (net) scope 2 emissions.

The scope of the reporting extends to locations where the UBS Group has operational control, as defined by the GHG Protocol.

Calculation

Percentage of contractual instruments, scope 2 GHG emissions =

$$\frac{\text{GHG reductions from EACs (t } CO_2e)}{\text{Gross location-based energy indirect GHG emissions (scope 2) (t } CO_2e)}$$

Percentage of contractual instruments used for sale and purchase of energy bundled with attributes about energy generation in relation to scope 2 GHG emissions =

$$\frac{\text{EAC purchased (MWh) as part of bundled contracts}}{\text{Total EACs (MWh)}}$$

Percentage of contractual instruments used for sale and purchase of unbundled energy attribute claims in relation to scope 2 GHG emissions =

$$\frac{\text{EAC purchased (MWh) as part of unbundled contracts}}{\text{Total EACs (MWh)}}$$

Sources

UBS collects energy consumption activity data predominantly based on measured evidence (meter readings, invoices), as well as data estimated based on internal benchmarks for locations where such evidence is not available or could not be presented in time for annual reporting.

This activity data is converted into GHG emissions using various external emission factor datasets (International Energy Agency, eGrid, DEFRA).

Energy attribute certificate information is provided by relevant vendors and is reconciled with energy consumption in line with RE100 standards.

Renewable energy consumption is captured from the following sources:
- unbundled procurement of EACs;
- bundled procurement of renewable energy through an electricity supply contract, including, but not limited to, renewable electricity tariffs and power-purchase agreements;
- direct wire supply from third-party generators (currently not relevant for UBS operations);
- on-site renewable energy assets; and
- grid supply in countries where the grid mix is renewable (above 95%).

Definitions of what qualifies as renewable energy are commensurate with, primarily, the standards as set out in the UBS global renewable energy guideline and, secondly, the RE100 technical guidance and credible claims criteria (in the event that exemptions to compliance with the global renewable energy guideline have been granted by the Head of In-House Environmental Management).

Bundled procurement, direct wire and on-site renewable generation are measured at individual asset level (although often more than one asset may be covered by one of these contractual instruments).

Unbundled procurement and renewable grid supply are measured at country level, less any consumption already measured at asset level.

Key assumptions, approximations and judgments

The metric represents emissions from UBS's own energy consumption during the reporting year in real estate assets either owned or leased by UBS where UBS holds operational control of energy consumption (in line with Global Reporting Initiative and GHG Protocol guidance).

Carbon credits

Metric	Units	Legal entity
Total amount of carbon credits outside value chain that are verified against recognized quality standards and canceled	t CO_2e	UBS Group AG (consolidated)
Percentage of avoidance projects as percentage of total carbon credits	%	
Percentage of removal projects as percentage of total carbon credits	%	
Percentage for recognized quality standard as percentage of total carbon credits	%	

Definition

UBS voluntarily purchases carbon credits for GHG emissions resulting from employee air travel.

Based on air travel emissions reported in a given year, the corresponding amount of carbon credits is canceled (retired).

Annual carbon emissions data (own operations emissions) is retrieved from the internal environmental data system. Only air travel emissions are considered to determine the carbon credits required for the year. If carbon credits are purchased in advance, the travel emissions are updated to factor in the forecasted travel.

The carbon credits are not deducted from UBS's scope 3 and total GHG emissions.

The definition of carbon avoidance projects refers to projects that prevent greenhouse gas emissions that would have otherwise polluted the atmosphere, such as, but not limited to, forest protection and peatland restoration.

The definition of carbon removal projects refers to projects that remove carbon through either nature-based solutions like reforestation or technological carbon removal solutions such as, but not limited to, direct air capture and storage.

Calculation process

Air travel GHG emissions for the reporting year are calculated based on segment-level activity data from the business travel management vendor and DEFRA emission factors and are calculated in UBS's environmental reporting tool Enablon. They are disclosed as part of wider scope 3 category 6 business travel.

Business travel emissions are enhanced to include the forecast (e.g. factoring in past trends, changes in the global travel policy, etc.). Based on the calculated requirements, carbon credits are purchased additionally or retired from the pool of previously contracted carbon credits.

Tender requirements are based on the UBS Carbon and Environmental Markets Guideline, which is based on the applicable industry standards, such as the Integrity Council for the Voluntary Carbon Market's Core Carbon Principles. Shortlisted tenders go through internal due diligence before final contracts are executed, to ensure the requirements are met.

Credit purchases and retirements are executed via third-party suppliers and are documented through the certificates delivered by the suppliers.

Percentages of avoidance and removal projects are calculated based on the composition of the portfolio of credits purchased. This information is based on the details of projects purchased and accessed through central registries such as, but not limited to, Verra and Gold Standard.

$$\%\ \text{avoidance projects} = \frac{\text{Amount of purchased carbon credits from avoidance projects}}{\text{Total amount of carbon credits canceled}}$$

$$\%\ \text{removal projects} = \frac{\text{Amount of purchased carbon credits from removal projects}}{\text{Total amount of carbon credits canceled}}$$

$$\%\ \text{for recognized quality standards} = \frac{\text{Amount of purchased carbon credits from recognized quality standards}}{\text{Total amount of carbon credits canceled}}$$

Sources

Air travel GHG emissions for the reporting year are calculated based on segment-level activity data from UBS's business travel management vendor.

Carbon credit information is based directly on individual certificates for contracted carbon projects that have been canceled and is applicable for the reporting year.

Carbon price

Metric	Units	Legal entity
Carbon price applied for each metric ton of GHG emissions	USD/t CO_2e	UBS Group AG (consolidated)

Definition
The carbon price applied for each metric ton of GHG emissions is a global metric that quantifies the internal price UBS assigns to every metric ton of GHG emissions generated across its consolidated operations. This price, set at USD 400 per metric ton of CO_2 equivalent, is used as a shadow price for investment and risk assessment decisions, supporting transparent reporting and alignment with leading sustainability frameworks.

Calculation process
The calculation of the carbon price metric involves using the average value of technological carbon removals purchased from existing commitments, with an additional buffer applied to ensure the price is no lower than current market benchmarks and is effective in driving the transition to lower-carbon alternatives. This figure is intentionally set above typical market or regulatory levels to ensure conservative risk management and future-proof investment decisions. The price is derived from the blended cost of contracted carbon removals for UBS's scope 1 and 2 emissions, supporting our target of reaching net-zero by 2035.

The adequacy of the carbon price is reviewed annually, with documented benchmarking and approval processes in place to ensure ongoing relevance and accuracy.

Sources
The source of data is the blended cost in existing technological carbon removal contracts, aided by market knowledge and trends.

For external benchmarking, UBS's internal carbon price is informed by a broad set of external references and industry standards. The in-house Environmental Management team continuously monitors peer institutions, public bank shadow-price policies in Europe (such as those of the European Investment Bank and the European Bank for Reconstruction and Development) and regulatory developments across all regions where UBS operates. These sources help ensure that UBS's internal carbon price remains credible, ambitious and aligned with both market expectations and regulatory requirements.

Key assumptions, approximations and judgments
The buffer applied to the carbon price is broadly guided by reference data provided by industry standards, our peers and regulatory bodies or governments. UBS then evaluates this information to make a well-informed judgment on what constitutes an appropriate price for UBS's business.

Business travel activity metrics

Metric	Units	Legal entity
Global number of flight segments	#	UBS Group AG (consolidated)
Total distance of reported air, rail and road travel	km	
Global air travel distance flown	%	
Road travel distance	%	
Rail travel distance	%	
Total business travel distance per full-time equivalents (FTE)	km/FTE	

Definition
These metrics represent UBS's business travel activity (number of segments – directional trips), total distance traveled and split thereof by travel mode. They enable tracking of actual activity and travel modes separately from travel-related GHG emissions.

Calculation process
Metrics are produced within Enablon based on country-level monthly values for each respective travel mode.

Air-travel-related metrics are fully based on reports from travel service providers, while rail travel metrics combine data from the travel service provider (outside Switzerland) and the national Swiss rail operator.

Road travel activity reporting is based on cost-to-distance conversions of known rental car and reimbursed private car travel.

$$\text{Total business travel distance per FTE} = \frac{\text{Total distance of reported air, rail and road travel}}{\text{Official HR-reported year-end FTE}}$$

Sources
Air, rail and rental car segment-level activity data is sourced from the business travel management vendor.

Additional data is obtained from other key suppliers in the same category (SBB for rail travel in Switzerland) and derived from travel expense data for ground travel.

FTE values are sourced from UBS Human Resources and represent official FTE figures.

Key assumptions, approximations and judgments

The metrics represent travel with a departure date during the reporting year booked via UBS's mandatory booking channels with the travel management vendor.

Although travel activity data is reported shortly after the end of the year, it is implied that it is complete due to the nature of air travel bookings (air travel is booked in advance before the departure date and business travel volume during the holiday period is very low).

Ground travel distance is based on reported travel cost or car rental duration as the closest proxy that enables UBS to avoid full estimation of the entire category. External sources for global taxi fares, average distance per car rental day and so on may need to be used to produce a cost-to-travel distance / emissions conversion.

International Sustainability Standards Board illustrative content index

This table presents a mapping of our disclosures in accordance with the Swiss Ordinance on Climate Disclosures, which implements Article 964b of the Swiss Code of Obligations, against selected requirements of the ISSB S2 standard. As the assessment of ISSB recommendations is in progress, this illustrative table provides an overview of how our disclosures currently map to ISSB themes. It has been compiled independent of the ISSB industry-specific guidance.

Governance		**Section in the UBS Group Sustainability Report 2025 (SR 2025)**	**Page(s)**
IFRS S2- 6(a)	Governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	Governance I Our sustainability governance	SR 2025 / 13-16
IFRS S2- 6(b)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.		
Strategy		**Section in the UBS Group Sustainability Report 2025 (SR 2025)**	**Page(s)**
Climate-related risks and opportunities			
IFRS S2- 10	Information that enables users of general purpose financial reports to understand the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	Environment I Our climate transition plan	SR 2025 / 24-27
IFRS S2- 10a	Climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	Environment I Supporting our clients' low-carbon transition	SR 2025 / 28-41
IFRS S2- 10b	For each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk.	Supporting opportunities I Opportunities in sustainable finance	SR 2025 / 67
IFRS S2- 10c	For each climate-related risk and opportunity the entity has identified, over which time horizons (short, medium or long term) the effects of each climate-related risk and opportunity could reasonably be expected to occur.	Supporting opportunities I Asset Management	SR 2025 / 75-76
IFRS S2- 10d	How the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.	Managing sustainability and climate risks	SR 2025 / 80-91
Business model and value chain			
IFRS S2- 13	Information that enables users of general purpose financial reports to understand the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain.	General information I Our business model	SR 2025 / 7-8
IFRS S2- 13a	A description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain.	Supporting opportunities I Asset Management	SR 2025 / 75-76
IFRS S2- 13b	A description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).		
Strategy and decision-making			
IFRS S2- 14	Information that enables users of general purpose financial reports to understand the effects of climate-related risks and opportunities on its strategy and decision-making.	Strategy I Our key aspirations and progress	SR 2025 / 22-23
IFRS S2- 14(a)	How the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.	Environment I Our climate transition plan	SR 2025 / 24-27
IFRS S2- 14(b)	Information about how the entity is resourcing, and plans to resource, the activities referred to in paragraph 14(a).	Environment I Supporting our clients' low-carbon transition	SR 2025 / 28-41
IFRS S2- 14(c)	Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods.	Environment I Reducing our own environmental impact	SR 2025 / 42-51
		Environment I Managing the environmental impact of our supply chain	SR 2025 / 52-53
		Environment I Supporting our transition plan: key enablers	SR 2025 / 54-57

Financial position, financial performance and cash flows			
IFRS S2- 15(a)	The effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects).	We are currently in the process of assessing these requirements, and / or evolving systems and processes to support future disclosures	
IFRS S2- 15(b)	The anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).		
IFRS S2- 16(a)	How climate-related risks and opportunities have affected the entity's financial position, financial performance and cash flows for the reporting period.		
IFRS S2- 16(b)	The climate-related risks and opportunities identified in paragraph 16(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.		
IFRS S2- 16(c)	How the entity expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.		
IFRS S2- 16(d)	How the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.		
Climate resilience			
IFRS S2- 22(a)	The entity's assessment of its climate resilience as at the reporting date, which shall enable users of general purpose financial reports to understand: the implications of the entity's assessment for its strategy and business model, the significant areas of uncertainty considered in the entity's assessment of its climate resilience, the entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term.	Managing sustainability and climate risks I Resilience of UBS's strategy and business model Managing sustainability and climate risks I Risk identification and measurement	SR 2025 / 95-96 SR 2025 / 81-85
IFRS S2- 22(b)	Information how and when the climate-related scenario analysis was carried out.		
Risk Management		**Section in the UBS Group Sustainability Report 2025 (SR 2025)**	**Page(s)**
IFRS S2- 25(a)	The processes and policies the entity uses to identify, assess, prioritize and monitor climate-related risks	Supporting opportunities I Opportunities in sustainable finance Managing sustainability and climate risks	SR 2025 / 67 SR 2025 / 80-91
IFRS S2- 25(b)	The processes the entity uses to identify, assess, prioritize and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities.		
IFRS S2- 25(c)	The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.		
Metrics and targets		**Section in the UBS Group Sustainability Report 2025 (SR 2025)**	**Page(s)**
Climate-related metrics			
IFRS S2- 29(a)	Information relevant to the cross-industry metric categories of greenhouse gases.	Environment I Our climate transition plan Environment I Reducing our own environmental impact Supporting opportunities I Sustainable finance in 2025 Managing sustainability and climate risks I Risk identification and measurement Managing sustainability and climate risks I Monitoring and risk appetite setting	SR 2025 / 24-27 SR 2025 / 47 SR 2025 / 69 SR 2025 / 81-85 SR 2025 / 86-88
IFRS S2- 29(b)	Information about climate-related transition risks: the amount and percentage of assets or business activities vulnerable to climate-related transition risks.		
IFRS S2- 29(c)	Information about climate-related physical risks: the amount and percentage of assets or business activities vulnerable to climate-related physical risks.		
IFRS S2- 29(d)	Information about climate-related opportunities: the amount and percentage of assets or business activities aligned with climate-related opportunities.		
IFRS S2- 29(e)	Information about capital deployment: the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.		
IFRS S2- 29(f)	Information about internal carbon prices.		
IFRS S2- 29(g)	Information about whether and how climate-related considerations are factored into executive remuneration and the percentage of executive management remuneration recognized in the current period that is linked to climate-related considerations.		

Climate-related targets			
IFRS S2- 33	The quantitative and qualitative climate-related targets the entity has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets.		
IFRS S2- 33(a)	The metrics used to set the targets.		
IFRS S2- 33(b)	The objectives of the targets.		
IFRS S2- 33(c)	The parts of the entity to which the targets apply.		
IFRS S2- 33(d)	The periods over which the targets apply.		
IFRS S2- 33(e)	The base periods from which progress is measured.		
IFRS S2- 33(f)	Any milestones and interim targets.		
IFRS S2- 33(g)	If the targets are quantitative, whether they are absolute or intensity targets.		
IFRS S2- 33(h)	Information how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the targets.		
IFRS S2- 34	Information about the entity's approach to setting and reviewing each target, and how it monitors progress against each target.	Environment l Our climate transition plan	SR 2025 / 24-27
IFRS S2- 34(a)	Information whether the targets and the methodology for setting the targets have been validated by a third party.	Environment l Supporting our clients' low-carbon transition	SR 2025 / 28-41
IFRS S2- 34(b)	The entity's processes for reviewing the targets.	Environment l Reducing our own environmental impact	SR 2025 / 42-51
IFRS S2- 34(c)	The metrics used to monitor progress towards reaching the targets.		
IFRS S2- 34(d)	Any revisions to the targets and explanations for those revisions.		
IFRS S2- 35	Information about its performance against each climate-related target and an analysis of trends or changes in the entity's performance.		
IFRS S2- 36	Information about the greenhouse gas emissions targets referred to in paragraphs 33-35.		
IFRS S2- 36(a)	Information about which greenhouse gases are covered by the targets.		
IFRS S2- 36(b)	Information whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the targets.		
IFRS S2- 36(c)	Information whether the targets are gross greenhouse gas emissions targets or net greenhouse gas emissions targets.		
IFRS S2- 36(d)	Information whether the targets were derived using a sectoral decarbonization approach.		
IFRS S2- 36(e)	The entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions targets.		

Assurance and certification

ISO 14001 and 50001 certifications

In 2025, the Environmental Management System (EMS) of the UBS Group continued to be certified under the ISO 14001:2015 standard. This certification reflects the consistent application of our environmental management practices across our own operations and supports our commitment to the continuous improvement of environmental performance and pollution prevention across the firm.

In addition, UBS Group AG own operations across the EU and UK are certified under the ISO 50001:2018 energy management system standard, including in 2025 for the first time legacy Credit Suisse sites that were already part of the ISO 14001 certification. These internationally recognized management systems ensure that appropriate policies, processes and controls are in place for the effective management of environmental and energy aspects arising from our operations and their consistent implementation in daily activities.

MGMT. SYS.
RvA C 466

Certificate

Certificate number: 2017-015

Certified by EY CertifyPoint since: September 1, 2017

Based on certification examination in conformity with defined requirements in ISO/IEC 17021-1:2015, the Environmental Management System as defined and implemented by

UBS Group AG*

located in Zürich, Switzerland is compliant with the requirements as stated in the standard:

ISO 14001:2015

Issue date of certificate: August 17, 2023
Re-issue date of certificate: November 7, 2025
Expiration date of certificate: August 19, 2026
Last certification cycle expiration date: August 19, 2023

EY CertifyPoint will, according to the certification agreement dated April 27, 2023, perform surveillance audits and acknowledge the certificate until the expiration date noted above.

**The certification is applicable for the assets, services and locations as described in the scoping section at the back of this certificate.*

DocuSigned by:
Jatin Sehgal
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J. Sehgal | Director, EY CertifyPoint

www.iaf.nu

This certificate is not transferable and remains the property of Ernst & Young CertifyPoint B.V, located at Antonio Vivaldistraat 150, 1083 HP, Amsterdam, the Netherlands. Any dispute relating to this certificate shall be subject to Dutch law in the exclusive jurisdiction of the court in Rotterdam. The content must not be altered and any promotion by employing this certificate or certification body quality mark must adhere to the scope and nature of certification and to the conditions of contract. Given the nature and inherent limitations of sample-based certification assessments, this certificate is not meant to express any form of assurance on the performance of the organization being certified to the referred ISO standard. The certificate does not grant immunity from any legal/ regulatory obligations. All rights reserved. © Copyright

UBS Group AG

Scope for certificate 2017-015

The scope of this ISO 14001:2015 certification is as follows:

The Environmental Management System is limited to the in-house operation activities of Group Functions at the major locations and data centers in the following geographical locations (as per the "Building List ISO 14001_ updated Mar 2025_Final" document).

Products, services and related processes for Banking Business are out of scope of the certification.

The in-house operations scope mentioned above applies to the following physical locations:

Australia, Sydney
Brazil, Sao Paulo (2 sites)
China, Beijing
China, Shanghai (2 sites)
China, Wuxi
France, Paris
Germany, Frankfurt am Main
Hong Kong, Hong Kong (5 sites)
India, Hyderabad
India, Navi Mumbai
India, Pune (2 sites)
Italy, Milano
Japan, Tokyo
Luxembourg, Luxembourg (2 sites)
Mexico, Ciudad de Mexico
Monaco, Monaco
Panama, Panama City
Poland, Krakow
Poland, Wroclaw (2 sites)
Singapore, Singapore (3 sites)
Spain, Madrid
Switzerland, Basel (2 sites)
Switzerland, Bern
Switzerland, Carouge
Switzerland, Genève
Switzerland, Gümligen
Switzerland, Horgen
Switzerland, Lausanne
Switzerland, Manno
Switzerland, Opfikon (2 sites)
Switzerland, Renens
Switzerland, Schaffhausen
Switzerland, Urdorf
Switzerland, Zürich (14 sites)
Taiwan, Taipei
United Kingdom, London (2 sites)
United States, Chicago
United States, Nashville
United States, New York (2 sites)
United States, Princeton
United States, Raleigh
United States, Shelton
United States, Stamford
United States, Weehawken

The Environmental Management System mentioned in the above scope is restricted as defined in the " ScopeEMS_ISOcertificate_Extract ISO Manual_20250916_Final document version 1.0, dated July 17, 2025".

This scope is only valid in connection with certificate 2017-015.

Digital version

MGMT. SYS.
RvA C 466

Certificate

Certificate number: 2017-017

Certified by EY CertifyPoint since: September 1, 2017

Based on certification examination in conformity with defined requirements in ISO/IEC 17021-1:2015 and ISO 50003:2021, the Energy Management System as defined and implemented by

UBS Group AG*

located in Zürich, Switzerland is compliant with the requirements as stated in the standard:

ISO 50001:2018

Issue date of certificate: August 17, 2023
Re-issue date of certificate: November 7, 2025
Expiration date of certificate: August 19, 2026
Last certification cycle expiration date: August 19, 2023

EY CertifyPoint will, according to the certification agreement dated April 27, 2023, perform surveillance audits and acknowledge the certificate until the expiration date noted above.

**The certification is applicable for the assets, services and locations as described in the scoping section at the back of this certificate.*

DocuSigned by:
Jatin Sehgal
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J. Sehgal | Director, EY CertifyPoint

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Digital version

UBS Group AG

Scope for certificate 2017-017

The scope of this ISO 50001:2018 certification is as follows:

The Energy Management System includes the in-house operations conducted at 36 locations, consisting of offices and datacenters in selected European countries and cities as listed in the 'EnMS_Building List ISO 50001_reviewed 03.04.2025' document. Included in the scope is the UBS Headquarter in Zürich, Switzerland.

The Energy Management System is centrally managed out of Bahnhofstrasse 45, 8001 Zürich, Switzerland. The scope mentioned above applies to the following locations:

Bordeaux, France
Lyon, France
Paris, France
Strasbourg, France
Berlin, Germany
Düsseldorf, Germany
Frankfurt, Germany
Hamburg, Germany
München, Germany
Stuttgart, Germany
Bologna, Italy
Brescia, Italy
Firenze, Italy
Milano, Italy (2 sites)
Modena, Italy
Napoli, Italy
Padova, Italy
Roma, Italy
Torino, Italy
Treviso, Italy
Luxembourg, Luxembourg (2 sites)
Monaco, Monaco (2 sites)
Monaco, Monte Carlo
Krakow, Poland
Warsaw, Poland
Wroclaw, Poland (2 sites)
Barcelona, Spain
Madrid, Spain (2 sites)
London, United Kingdom (2 sites)
Zürich (HQ only), Switzerland

The Energy Management System mentioned in the above scope is restricted as defined in "Scope EMS_ISOcertificate_Extract ISO Manual_20250916_Final" document version 1.0, dated July 17, 2025.

This scope is only valid in connection with certificate 2017-017.

Digital version

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