

Group Sustainability and Impact governance and framework

This document provides an overview of the governance and key Group-wide policies, guidelines, and commitments applying to sustainability and impact at UBS.

Governance

Our firm's sustainability and corporate culture activities are overseen at the highest level of our firm and are founded in our Principles and Behaviors, as captured in our Code of Conduct and Ethics. The Board of Directors (the BoD) of UBS Group AG has ultimate oversight for the overall direction, supervision and control of the Group and its management, as well as for supervising compliance with applicable laws, rules and regulations. The BoD's Corporate Culture and Responsibility Committee (the CCRC) is primarily charged with oversight of our sustainability and impact strategy and activities, and approves Group-wide sustainability and impact objectives.

The Group Executive Board (GEB) develops the strategy for the Group, as outlined in the Organization Regulations of UBS Group AG. The Group CEO has delegated to the GEB lead for sustainability and impact the responsibility for setting the sustainability and impact strategy, and developing Group-wide sustainability and impact objectives, in agreement with fellow GEB members.

The GEB lead for Sustainability and Impact manages the Group Sustainability and Impact (GSI) organization. This organization consists of the Chief Sustainability and Social Impact Offices, headed by the Chief Sustainability Officer (CSO) and Head Social Impact respectively. The CSO is responsible for driving the implementation of the Group-wide sustainability and impact strategy, including reporting on our progress towards net zero (and the execution thereof by our Business Divisions and Group Functions). The Head Social Impact is responsible for driving and implementing the Social Impact strategy, including Community Impact, Philanthropy Services, and UBS Global Visionaries. Progress against the strategy and associated targets is reviewed at least annually by the GEB and CCRC.

Advisory groups

The Sustainable Finance Group (SFG) acts as a commercially focused, cross-divisional group and supports the implementation of the sustainability and impact strategy relating to sustainable finance across the firm. This includes

identifying opportunities for UBS's sustainable finance offering, creating Group-wide sustainable finance frameworks, and analyzing performance vis-à-vis peers. The Head of the SFG is appointed by the GEB lead for Sustainability and Impact and has a functional reporting line to the CSO.

The Sustainability Advisory Group (SAG) is organized and chaired by the Chief Sustainability Officer as a mechanism for disseminating and cascading relevant information regarding Group-wide sustainability and impact efforts into the various control and aligned functions.

The Sustainability and Impact Institute (SII) supports the sustainability and impact strategy by providing our stakeholders with thought leadership and promoting debate around key sustainability themes and topics. The Head of the SII is appointed by the GEB lead for Sustainability and Impact and has a functional reporting line to the CSO.

Sustainability and climate risk

Our management of sustainability and climate risk (SCR) is steered at the GEB level. Reporting to the Group CEO, the Group Chief Risk Officer is responsible for the development and implementation of control principles and an appropriate independent control framework for SCR within UBS, and its integration into the firm's overall risk management and risk appetite frameworks. Further, our Sustainability and Climate Risk Policy Framework applies firmwide to relevant activities, including client and supplier relationships.

Our commitments and strategy

UBS is committed to continuously improving and enhancing its environmental and sustainability performance.

The UBS Code of Conduct and Ethics sets out the principles and commitments that define our ethical standards and the way we do business. It outlines UBS's commitment to creating a fairer, more prosperous society, championing a healthier environment, and addressing inequalities. It also contains our commitment to fulfil compliance obligations. We are committed to obeying the laws, rules and regulations of the areas where we live, work and do business.

Our sustainability and impact strategy was updated in 2021 and published as our Net Zero and Beyond statement, in which we state our commitment to net zero by 2050.

