



Global Reporting Initiative Content Index 2020

This content index refers to the Global Reporting Initiative (GRI) Standards issued by the Global Sustainability Standards Board and the Financial Services Sector Supplements, which form together a voluntary reporting framework that provides guidance on how organizations can disclose their sustainability performance.

UBS's reporting has been reviewed by Ernst & Young Ltd (EY) against the GRI Standards. The content has been prepared in accordance with the comprehensive option as evidenced in the EY assurance report. The limited assurance by EY covered all items of the GRI Content Index.

This report has been prepared in accordance with the GRI Standards: Comprehensive option.

Guidance

Disclosure	Number and title of disclosure
Reference	Referenced text which covers the GRI Standard
Page	Page reference in the UBS Annual Report 2020 (UBS AR 2020) or UBS Sustainability Report 2020 (UBS SR 2020)

Note

Topics in the index that do not feature a management approach are not material, but are reported on a voluntary basis (selected indicators only).

All references to the Annual Report 2020 are referring to the combined UBS Group AG and UBS AG Annual Report 2020 available on www.ubs.com/investors. The UBS Sustainability Report 2020 is available on www.ubs.com/gri and www.ubs.com/investors.

GRI Standard	Disclosure	Reference	Page
GRI 102 General Disclosures (2016)	102-1 Name of organization	Corporate information	UBS AR 2020 / 6
	102-2 Activities, brands, products, and services	Our strategy	UBS AR 2020 / 16-17
		Our businesses	UBS AR 2020 / 19-28
		Clients	UBS AR 2020 / 35-43
	102-3 Location of headquarters	Corporate information	UBS AR 2020 / 6
	102-4 Location of operations	Our businesses	UBS AR 2020 / 19-28
		Further information reg. locations, incl. list of all UBS Branches worldwide can be found under https://www.ubs.com/global/en/our-firm/locations.html	
	102-5 Ownership and legal form	Corporate information	UBS AR 2020 / 6
		Group structure and shareholders	UBS AR 2020 / 183
		Share capital structure	UBS AR 2020 / 184-188
	102-6 Markets served	Our strategy	UBS AR 2020 / 16-17
		Our businesses	UBS AR 2020 / 19-28
		Clients	UBS AR 2020 / 35-43
	102-7 Scale of the organization	Our key figures	UBS AR 2020 / 8
Note 2a Segment reporting		UBS AR 2020 / 312-313	
Note 2b Segment reporting by geographic location		UBS AR 2020 / 314	
Our businesses		UBS AR 2020 / 19-28	
102-8 Information on employees and other workers	What we do for our employees	UBS SR 2020 / 25-30	
	Appendix 3 – Workforce by the numbers	UBS SR 2020 / 64-69	
	Employees	UBS AR 2020 / 45-47	
102-9 Supply chain	Vendors	UBS SR 2020 / 123	
	Managing our supply chain responsibly	UBS SR 2020 / 45	
102-10 Significant changes to the organization and its supply chain	Our evolution	UBS AR 2020 / 14	
	Note 1b Changes in accounting policies, comparability and other adjustments	UBS AR 2020 / 310-311	
	Note 29 Changes in organization and acquisitions and disposals of subsidiaries and businesses	UBS AR 2020 / 402	
102-11 Precautionary Principle or approach	Risk management and control	UBS AR 2020 / 90-141	
	Key policies and principles	UBS SR 2020 / 82-83	
102-12 External initiatives	External commitments and memberships	UBS SR 2020 / 102	
	How we advance sustainability in the financial sector	UBS SR 2020 / 103-104	
102-13 Membership of associations	See 102-12	UBS SR 2020 / 102	
		UBS SR 2020 / 103-104	
102-14 Statement from senior decision-maker	Why sustainability is important to UBS	UBS SR 2020 / 6-7	

GRI Standard	Disclosure	Reference	Page
GRI 102 General Disclosures (2016)	102–15 Key impacts, risks, and opportunities	Why	UBS SR 2020 / 9–13
		Our strategy, business model and environment	UBS AR 2020 / 15–66
		Risk management and control	UBS AR 2020 / 90–141
		Risk evaluation	UBS SR 2020 / 136
		Objectives and achievements 2020	UBS SR 2020 / 114–118
		Objectives 2021	UBS SR 2020 / 119–121
		How we monitor our actions	UBS SR 2020 / 52
	102–16 Values, principles, standards, and norms of behavior	Key policies and principles	UBS SR 2020 / 82–83
		Our Code of Conduct and Ethics	UBS SR 2020 / 85–87
		Our culture is the foundation for our sustainable success	UBS SR 2020 / 26
	102–17 Mechanisms for advice and concerns about ethics	Key policies and principles	UBS SR 2020 / 82–83
		Grievances and whistleblowing protection, policies and procedures	UBS SR 2020 / 28
		Grievance mechanisms	UBS SR 2020 / 127
		Our Code of Conduct and Ethics	UBS SR 2020 / 85–87
	102–18 Governance structure	Board of Directors	UBS AR 2020 / 191–206
		Group Executive Board	UBS AR 2020 / 207–214
		Charter of the Corporate Culture and Responsibility Committee	UBS SR 2020 / 84
		How we monitor our actions	UBS SR 2020 / 52
	102–19 Delegating authority	Charter of the Corporate Culture and Responsibility Committee	UBS SR 2020 / 84
		How we monitor our actions	UBS SR 2020 / 52
	102–20 Executive-level responsibility for economic, environmental, and social topics	Charter of the Corporate Culture and Responsibility Committee	UBS SR 2020 / 84
		How we monitor our actions	UBS SR 2020 / 52
	102–21 Consulting stakeholders on economic, environmental, and social topics	How we create value for our stakeholders	UBS AR 2020 / 34–48
Stakeholder engagement		UBS SR 2020 / 122–123	
How we gather and assess stakeholder views		UBS SR 2020 / 56–57	
Charter of the Corporate Culture and Responsibility Committee		UBS SR 2020 / 84	
Shareholders' participation rights		UBS AR 2020 / 189–190	
102–22 Composition of highest governance body	Corporate calendar UBS Group AG	UBS AR 2020 / 6	
	Board of Directors	UBS AR 2020 / 191–206	
	Group Executive Board	UBS AR 2020 / 207–214	
102–23 Chair of the highest governance body	How we monitor our actions	UBS SR 2020 / 52	
	Not relevant to UBS (two-tiered board structure)		
	Board of Directors	UBS AR 2020 / 191–206	

GRI Standard	Disclosure	Reference	Page
GRI 102 General Disclosures (2016)	102–24 Nominating and selecting the highest governance body	Board of Directors <i>Elections and terms of office</i> <i>Organizational principles and structure</i> <i>Governance and Nominating Committee</i> <i>Skills, expertise and training of the Board of Directors</i> <i>Succession planning</i>	UBS AR 2020 / 191–206
	102–25 Conflicts of interest	Key policies and principles (Code of Conduct and Ethics) Important business connections of independent members of the Board of Directors	UBS SR 2020 / 82–83 UBS AR 2020/ 203
	102–26 Role of highest governance body in setting purpose, values, and strategy	How we monitor our actions Charter of the Corporate Culture and Responsibility Committee	UBS SR 2020 / 52 UBS SR 2020 / 84
	102–27 Collective knowledge of highest governance body	Skills, expertise and training of the Board of Directors	UBS AR 2020 / 204
	102–28 Evaluating the highest governance body's performance	Performance assessment	UBS AR 2020 / 199
	102–29 Identifying and managing economic, environmental, and social impacts	How we monitor our actions	UBS SR 2020 / 52
		Charter of the Corporate Culture and Responsibility Committee	UBS SR 2020 / 84
		How we create value for our stakeholders Stakeholder engagement	UBS AR 2020 / 34–48 UBS SR 2020 / 122–123
		How we gather and assess stakeholder views Our commitment to the Principles for Responsible Banking	UBS SR 2020 / 56–57 UBS SR 2020 / 51
	102–30 Effectiveness of risk management processes	Charter of the Corporate Culture and Responsibility Committee	UBS SR 2020 / 84
	102–31 Review of economic, environmental, and social topics	Board of Directors – Corporate Culture and Responsibility Committee	UBS AR 2020 / 201
	102–32 Highest governance body's role in sustainability reporting	Charter of the Corporate Culture and Responsibility Committee	UBS SR 2020 / 84
	102–33 Communicating critical concerns	How we monitor our actions	UBS SR 2020 / 52
		Charter of the Corporate Culture and Responsibility Committee	UBS SR 2020 / 84
Grievances and whistleblowing protection, policies and procedures		UBS SR 2020 / 28	
102–34 Nature and total number of critical concerns	How we gather and assess stakeholder views	UBS SR 2020 / 56–57	
	Material GRI topics 2020	UBS SR 2020 / 124–125	
	How we create value for our stakeholders Stakeholder engagement	UBS AR 2020 / 34–48 UBS SR 2020 / 122–123	
Note: Due to the diverse nature and sources of critical concerns it is not possible to report their total number.			

GRI Standard	Disclosure	Reference	Page
GRI 102 General Disclosures (2016)	102–35 Remuneration policies	Compensation Report 2020	UBS AR 2020 / 220–264
	102–36 Process for determining remuneration	Compensation Report 2020	UBS AR 2020 / 220–264
	102–37 Stakeholders' involvement in remuneration	How we create value for our stakeholders	UBS AR 2020 / 34–48
		Stakeholder engagement	UBS SR 2020 / 122–123
		Shareholders' participation rights	UBS AR 2020 / 189–190
		Corporate calendar UBS Group AG	UBS AR 2020 / 6
		Compensation Report – Overview of performance assessment measures	UBS AR 2020 / 236
	Shareholder engagement and say on pay	UBS AR 2020 / 223–226	
	Note: Voting results of AGMs are published on www.ubs.com/agm		
	102–38 Annual total compensation ratio	Reason for omission: Not disclosed due to confidentiality	
Compensation for the CEO, the highest paid GEB member, total compensation for GEB members, compensation for the BoD members, including the Chairman, and compensation for employees other than GEB members are disclosed in the Compensation Report 2020.		UBS AR 2020 / 220–264	
102–39 Percentage increase in annual total compensation ratio	Reason for omission: Not disclosed due to confidentiality		
	Compensation increase for the CEO, the highest paid GEB member, total compensation for GEB members, compensation for the BoD members, including the Chairman, and general employee compensation for employees other than GEB members are disclosed in the Compensation Report 2020.	UBS AR 2020 / 220–264	
102–40 List of stakeholder groups	How we create value for our stakeholders	UBS AR 2020 / 34–48	
	Stakeholder engagement	UBS SR 2020 / 122–123	
	How we gather and assess stakeholder views	UBS SR 2020 / 56–57	
	Material GRI topics 2020	UBS SR 2020 / 124–125	
102–41 Collective bargaining agreements	Employee representation	UBS SR 2020 / 28	
102–42 Identifying and selecting stakeholders	See 102–40	UBS AR 2020 / 34–48	
		UBS SR 2020 / 122–123	
		UBS SR 2020 / 56–57	
		UBS SR 2020 / 124–125	
102–43 Approach to stakeholder engagement	See 102–40	UBS AR 2020 / 34–48	
		UBS SR 2020 / 122–123	
		UBS SR 2020 / 56–57	
		UBS SR 2020 / 124–125	

GRI Standard	Disclosure	Reference	Page
GRI 102 General Disclosures (2016)	102–44 Key topics and concerns raised	See 102–40	UBS AR 2020 / 34–48 UBS SR 2020 / 122–123 UBS SR 2020 / 56–57 UBS SR 2020 / 124–125 UBS AR 2020 / 29–30
		Additionally: Our response to COVID-19	
	102–45 Entities included in the consolidated financial statements	Our external reporting approach	UBS AR 2020 (at the very beginning of the report)
		Our evolution	UBS AR 2020 / 14
		Note 1 Summary of significant accounting policies	UBS AR 2020 / 294–311
		Note 28 Interests in subsidiaries and other entities	UBS AR 2020 / 396–401
		Note: Except where clearly identified, all of UBS’s sustainability information referenced in this GRI index is presented on a consolidated basis under IFRS requirements for financial reporting for the UBS Group AG.	
	102–46 Defining report content and topic boundaries	Information policy	UBS AR 2020 / 218–219
		How we create value for our stakeholders	UBS AR 2020 / 34–48
		Stakeholder engagement	UBS SR 2020 / 122–123
		How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
	102–47 List of material topics	Material GRI topics 2020	UBS SR 2020 / 124–125
	102–48 Restatements of information	None	
	102–49 Changes in reporting	No significant changes	
	102–50 Reporting period	1.1.2020–31.12.2020	
	102–51 Date of most recent report	5.3.2020	
	102–52 Reporting cycle	Financial reporting: quarterly	
		Sustainability reporting: annually	
	102–53 Contact point for questions regarding the report	Questions related to Annual Report: Contacts	UBS AR 2020 / 6
		Questions related to Sustainability Report: Contacts	UBS SR 2020 / 4
	102–54 Claims of reporting in accordance with the GRI standards	GRI content index	Page 2 of this GRI Content Index
		Independent assurance report by Ernst & Young (EY)	UBS SR 2020 / 105–106
	102–55 GRI content index		
	102–56 External assurance	Auditors	UBS AR 2020 / 216–217
		Reports of the statutory auditor / independent registered public accounting firm	UBS AR 2020 / 268–281
		Independent assurance report by Ernst & Young (EY)	UBS SR 2020 / 105–106
		About this Sustainability Report (SR 2020)	UBS SR 2020 / 3

GRI Standard	Disclosure	Reference	Page
Economic Performance (Material topics: Operational efficiency and effectiveness; Climate action)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	Our strategy	UBS AR 2020 / 16–17
		Performance targets and capital guidance	UBS AR 2020 / 18
		Our key figures	UBS AR 2020 / 8
		Group Internal Audit	UBS AR 2020 / 217
		Organizational principles and structure	UBS AR 2020 / 198–202
		What we do to act on a low-carbon future – our climate strategy	UBS SR 2020 / 31–42
		Charter of the Corporate Culture and Responsibility Committee	UBS SR 2020 / 84
		How we monitor our actions	UBS SR 2020 / 52
		Key policies and principles	UBS SR 2020 / 82–83
		Objectives 2021	UBS SR 2020 / 119–121
	Objectives and achievements 2020	UBS SR 2020 / 114–118	
Information relevant to all material topics	UBS SR 2020 / 127		
103–3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127	
	Our strategy	UBS AR 2020 / 16–17	
	Performance targets and capital guidance	UBS AR 2020 / 18	
	What we do to act on a low-carbon future – our climate strategy	UBS SR 2020 / 31–42	
GRI 201 Economic Performance (2016)	201–1 Direct economic value generated and distributed	Direct economic value generated and distributed by UBS Group AG consolidated in 2020	UBS SR 2020 / 131
		Income statement	UBS AR 2020 / 282
		Statement of cash flows	UBS AR 2020 / 291–292
		Note 6 Personnel expenses	UBS AR 2020 / 317
		Note 7 General and administrative expenses	UBS AR 2020 / 317
		Note 8 Income taxes	UBS AR 2020 / 318–320
		UBS's charitable contributions	UBS SR 2020 / 46–47
		Vendors (total purchase amount)	UBS SR 2020 / 123
	201–2 Financial implications and other risks and opportunities for the organization's activities due to climate change	What we do to act on a low-carbon future – our climate strategy	UBS SR 2020 / 31–42
		Refer to <i>Submission</i> to the CDP climate change questionnaire for further information	
201–3 Defined benefit plan obligations and other retirement plans	Note 26 Post-employment benefit plans	UBS AR 2020 / 380–390	
201–4 Financial assistance received from government	UBS did not receive any significant monetary support from governments in 2020		

GRI Standard	Disclosure	Reference	Page
Anti-corruption (Regulatory compliance)			
GRI 103 Management Approach (2016)	103-1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56-57
		Material GRI topics 2020	UBS SR 2020 / 124-125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103-2 The management approach and its components	How we monitor our actions	UBS SR 2020 / 52
		Key policies and principles	UBS SR 2020 / 82-83
		Combating financial crime	UBS SR 2020 / 54
		Objectives 2021	UBS SR 2020 / 119-121
		Objectives and achievements 2020	UBS SR 2020 / 114-118
103-3 Evaluation of the management approach	Information relevant to all material topics	UBS SR 2020 / 127	
	Evaluation of management approaches	UBS SR 2020 / 127	
GRI 205 Anti-corruption (2016)	205-1 Operations assessed for risks related to corruption	Combating financial crime	UBS SR 2020 / 54
	205-2 Communication and training about anti-corruption policies and procedures	Combating financial crime	UBS SR 2020 / 54
		Managing our supply chain responsibly – Committing our vendors to our standards	UBS SR 2020 / 45
205-3 Confirmed incidents of corruption and actions taken	Reason for omission: Confidentiality constraints: UBS treats this data as confidential company information. Significant cases would be discussed in Note 18 b) "Litigation, regulatory and similar matters" of the UBS Annual Report.	UBS AR 2020 / 336-342	
Anti-competitive Behavior (Regulatory compliance)			
GRI 103 Management Approach (2016)	103-1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56-57
		Material GRI topics 2020	UBS SR 2020 / 124-125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103-2 The management approach and its components	Risk appetite framework	UBS AR 2020 / 97-98
		Operational risk	UBS AR 2020 / 139-141
		Our Code of Conduct and Ethics	UBS SR 2020 / 85-87
		Objectives 2021	UBS SR 2020 / 119-121
		Objectives and achievements 2020	UBS SR 2020 / 114-118
103-3 Evaluation of the management approach	Information relevant to all material topics	UBS SR 2020 / 127	
	Evaluation of management approaches	UBS SR 2020 / 127	
GRI 206 Anti-competitive Behavior (2016)	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See GRI 419-1	

GRI Standard	Disclosure	Reference	Page
Tax (Regulatory compliance)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	Tax	UBS SR 2020 / 83
		Our approach to tax matters (Separate document)	www.ubs.com/gri
		Our Code of Conduct and Ethics	UBS SR 2020 / 85–87
		Objectives 2021	UBS SR 2020 / 119–121
		Information relevant to all material topics	UBS SR 2020 / 127
	103–3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127
GRI 207 Tax (2019)	207–1 Approach to tax	Our approach to tax matters (Separate document)	www.ubs.com/gri
	207–2 Tax governance, control, and risk management	Our approach to tax matters (Separate document)	www.ubs.com/gri
		Grievance mechanisms	UBS SR 2020 / 127
	Reports of the statutory auditor / independent registered public accounting firm	UBS AR 2020 / 268–281	
	207–3 Stakeholder engagement and management of concerns related to tax	Our approach to tax matters (Separate document)	www.ubs.com/gri
		How we create value for our stakeholders	UBS AR 2020 / 34–48
		Stakeholder engagement	UBS SR 2020 / 122–123
	207–4 Country-by-country reporting	Reason for omission:	
		Confidentiality constraints. UBS treats this data as confidential company information.	
		For a breakdown of Swiss / Non-Swiss income tax see Note 8 "Income taxes" of the UBS Annual Report	UBS AR 2020 / 318–320
Materials			
GRI 301 Materials (2016)	301–1 Materials used by weight or volume.	Paper is the only relevant material for this indicator	
		Paper	UBS SR 2020 / 75
	301–2 Recycled input materials used	Paper is the only relevant material for this indicator	
		Paper	UBS SR 2020 / 75

GRI Standard	Disclosure	Reference	Page	
Energy (Climate action)				
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57	
		Material GRI topics 2020	UBS SR 2020 / 124–125	
		Impact of material GRI topics	UBS SR 2020 / 129	
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)	
	103–2 The management approach and its components	How we monitor our actions	UBS SR 2020 / 52	
		Key policies and principles	UBS SR 2020 / 82–83	
		Sustainability-related training and raising awareness	UBS SR 2020 / 83	
		UBS in society management indicators	UBS SR 2020 / 126	
		What we do to act on a low-carbon future – our climate strategy	UBS SR 2020 / 31–42	
		Environmental targets and performance in our operations	UBS SR 2020 / 70	
Reducing our environmental footprint		UBS SR 2020 / 44		
UBS in society constitutional document		UBS SR 2020 / 88–90		
Objectives 2021	UBS SR 2020 / 119–121			
Objectives and achievements 2020	UBS SR 2020 / 114–118			
Information relevant to all material topics	UBS SR 2020 / 127			
		Refer to <i>Submission</i> to the CDP climate change questionnaire for further information		
103–3 Evaluation of the management approach	Evaluation of management approaches	ISO 14001 and 50001 certificates	UBS SR 2020 / 127	
			UBS SR 2020 / 107–111	
GRI 302 Energy (2016)	302–1 Energy consumption within the organization	Climate strategy and GHG emissions	UBS SR 2020 / 71	
		Energy consumption	UBS SR 2020 / 72	
		Environmental indicators	UBS SR 2020 / 78	
		Reporting standards and methodologies	UBS SR 2020 / 77	
	302–2 Energy consumption outside of the organization	Not relevant		
	302–3 Energy intensity	Environmental indicators per full time employee	Reporting standards and methodologies	UBS SR 2020 / 79
				UBS SR 2020 / 77
	302–4 Reduction of energy consumption	Climate strategy and GHG emissions	UBS SR 2020 / 71	
		Energy consumption	UBS SR 2020 / 72	
		Environmental targets and performance in our operations	UBS SR 2020 / 70	
Reporting standards and methodologies		UBS SR 2020 / 77		
302–5 Reductions in energy requirements of products and services	Not relevant for financial institutions, see FS8			

GRI Standard	Disclosure	Reference	Page
Emissions (Climate action)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	How we monitor our actions	UBS SR 2020 / 52
		Key policies and principles	UBS SR 2020 / 82–83
		Sustainability-related training and raising awareness	UBS SR 2020 / 83
		UBS in society management indicators	UBS SR 2020 / 126
		What we do to act on a low-carbon future – our climate strategy	UBS SR 2020 / 31–42
		Environmental targets and performance in our operations	UBS SR 2020 / 70
		Reducing our environmental footprint	UBS SR 2020 / 44
		UBS in society constitutional document	UBS SR 2020 / 88–90
		Objectives 2021	UBS SR 2020 / 119–121
Objectives and achievements 2020		UBS SR 2020 / 114–118	
Information relevant to all material topics	UBS SR 2020 / 127		
	Refer to <i>Submission</i> to the CDP climate change questionnaire for further information		
103–3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127	
	ISO 14001 and 50001 certificates	UBS SR 2020 / 107–111	
GRI 305 Emissions (2016)	305–1 Direct (Scope 1) GHG emissions	Environmental indicators	UBS SR 2020 / 78
		Climate strategy and GHG emissions	UBS SR 2020 / 71
		Reporting standards and methodologies	UBS SR 2020 / 77
	305–2 Energy indirect (Scope 2) GHG emissions	Environmental indicators	UBS SR 2020 / 78
		Climate strategy and GHG emissions	UBS SR 2020 / 71
		Reporting standards and methodologies	UBS SR 2020 / 77
	305–3 Other indirect (Scope 3) GHG emissions	Environmental indicators	UBS SR 2020 / 78
		Climate strategy and GHG emissions	UBS SR 2020 / 71
		Reporting standards and methodologies	UBS SR 2020 / 77
	305–4 GHG emissions intensity	Environmental indicators per full time employee	UBS SR 2020 / 79
		Reporting standards and methodologies	UBS SR 2020 / 77
	305–5 Reduction of GHG emissions	see 302–4	
	305–6 Emissions of ozone-depleting substances (ODS)	Not relevant	
	305–7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Not relevant	

GRI Standard	Disclosure	Reference	Page
Effluents and Waste			
GRI 306 Effluents and Waste (2016)	306–2 Waste by type and disposal method	Environmental indicators	UBS SR 2020 / 78
		Waste and recycling	UBS SR 2020 / 76
Supplier Environmental Assessment (Environmental and social risk management)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	How we monitor our actions	UBS SR 2020 / 52
		Key policies and principles	UBS SR 2020 / 82–83
		Objectives 2021	UBS SR 2020 / 119–121
		Objectives and achievements 2020	UBS SR 2020 / 114–118
		UBS in society constitutional document	UBS SR 2020 / 88–90
		Managing our supply chain responsibly	UBS SR 2020 / 45
103–3 Evaluation of the management approach	Information relevant to all material topics	UBS SR 2020 / 127	
	Evaluation of management approaches	UBS SR 2020 / 127	
GRI 308 Supplier Environmental Assessment (2016)	308–1 New suppliers that were screened using environmental criteria	ISO 14001 and 50001 certificates	UBS SR 2020 / 107–111
		Managing our supply chain responsibly	UBS SR 2020 / 45
	308–2 Negative environmental impacts in the supply chain and actions taken	Managing our supply chain responsibly	UBS SR 2020 / 45

GRI Standard	Disclosure	Reference	Page
Employment (Compensation)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	Compensation Committee	UBS AR 2020 / 201
		What we do for our employees	UBS SR 2020 / 25–30
		Compensation	UBS AR 2020 / 220–264
		Key policies and principles	UBS SR 2020 / 82–83
		Objectives 2021	UBS SR 2020 / 119–121
		Objectives and achievements 2020	UBS SR 2020 / 114–118
103–3 Evaluation of the management approach	Information relevant to specific material topics – Employee topics	UBS SR 2020 / 127	
	Information relevant to all material topics	UBS SR 2020 / 127	
GRI 401 Employment (2016)	401–1 New employee hires and employee turnover	The future of work and the workforce of the future	UBS SR 2020 / 29–30
		Appendix 3 – Workforce by the numbers	UBS SR 2020 / 64–69
	401–2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits that count	UBS SR 2020 / 30
	401–3 Parental leave	Benefits that count	UBS SR 2020 / 30
		Parental leave taken	UBS SR 2020 / 69
		Reason for omission: Information unavailable for GRI 401–3 c), d) and e). Data aggregation is subject to limitations such as the disparate definitions and permutations of parental leave across the firm and the various leave and absence tools used in the approximately ~50 countries in which we operate.	

GRI Standard	Disclosure	Reference	Page
Training and Education (Talent management)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views Material GRI topics 2020 Impact of material GRI topics Our approach to long-term value creation	UBS SR 2020 / 56–57 UBS SR 2020 / 124–125 UBS SR 2020 / 129 UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	What we do for our employees Key policies and principles Objectives 2021 Objectives and achievements 2020 Information relevant to specific material topics – Employee topics Information relevant to all material topics	UBS SR 2020 / 25–30 UBS SR 2020 / 82–83 UBS SR 2020 / 119–121 UBS SR 2020 / 114–118 UBS SR 2020 / 127 UBS SR 2020 / 127
	103–3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127
GRI 404 Training and Education (2016)	404–1 Average hours of training per year per employee	UBS reports in training days instead of training hours. One training day equals eight training hours. The future of work and the workforce of the future Appendix 3 – Workforce by the numbers	UBS SR 2020 / 29–30 UBS SR 2020 / 64–69
	404–2 Programs for upgrading employee skills and transition assistance programs	Helping employees navigate through an uncertain year The future of work and the workforce of the future Diversity, equity and inclusion Benefits that count	UBS SR 2020 / 26 UBS SR 2020 / 29–30 UBS SR 2020 / 28–29 UBS SR 2020 / 30
	404–3 Percentage of employees receiving regular performance and career development reviews	Ensuring fair and inclusive workplaces The future of work and the workforce of the future As the performance review percentage covers 99,9% of all our eligible employees, there is no added value for further breakdown by gender or employment category.	UBS SR 2020 / 29 UBS SR 2020 / 29–30

GRI Standard	Disclosure	Reference	Page
Diversity and Equal Opportunity (Diversity and inclusion)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	What we do for our employees	UBS SR 2020 / 25–30
		Key policies and principles	UBS SR 2020 / 82–83
		Objectives 2021	UBS SR 2020 / 119–121
		Objectives and achievements 2020	UBS SR 2020 / 114–118
		Information relevant to specific material topics – Employee topics	UBS SR 2020 / 127
		Information relevant to all material topics	UBS SR 2020 / 127
	103–3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127
GRI 405 Diversity and Equal Opportunity (2016)	405–1 Diversity of governance bodies and employees	Diversity, equity and inclusion	UBS SR 2020 / 28–29
		Appendix 3 – Workforce by the numbers	UBS SR 2020 / 64–69
		Members of the Board of Directors	UBS AR 2020 / 191–197
		Skills, expertise and training of the Board of Directors	UBS AR 2020 / 204
		New Group CEO and members of the Group Executive Board	UBS AR 2020 / 207–214
	405–2 Ratio of basic salary and remuneration of women to men	Our commitment to pay fairness, diversity, equity and inclusion	UBS AR 2020 / 231
		Diversity, equity and inclusion	UBS SR 2020 / 28–29
		Total Reward Principles	UBS AR 2020 / 227

GRI Standard	Disclosure	Reference	Page
Non-discrimination (Diversity and inclusion)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
GRI 103 Management Approach (2016)	103–2 The management approach and its components	What we do for our employees	UBS SR 2020 / 25–30
		Key policies and principles	UBS SR 2020 / 82–83
		Objectives 2021	UBS SR 2020 / 119–121
		Objectives and achievements 2020	UBS SR 2020 / 114–118
		Information relevant to specific material topics – Employee topics	UBS SR 2020 / 127
		Information relevant to all material topics	UBS SR 2020 / 127
	103–3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127
GRI 406 Non-discrimination (2016)	406–1 Incidents of discrimination and corrective actions taken	Reason for omission: Confidentiality constraints: UBS treats this data as confidential company information. Significant cases would be discussed in Note 18 b) "Litigation, regulatory and similar matters" of the UBS Annual Report.	UBS AR 2020 / 336–342
Supplier Social Assessment (Environmental and social risk management)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
GRI 103 Management Approach (2016)	103–2 The management approach and its components	How we monitor our actions	UBS SR 2020 / 52
		Key policies and principles	UBS SR 2020 / 82–83
		Objectives 2021	UBS SR 2020 / 119–121
		Objectives and achievements 2020	UBS SR 2020 / 114–118
		UBS in society constitutional document	UBS SR 2020 / 88–90
		Managing our supply chain responsibly	UBS SR 2020 / 45
		Information relevant to all material topics	UBS SR 2020 / 127
	103–3 Evaluation of the management approach	Evaluation of management approaches ISO 14001 and 50001 certificates	UBS SR 2020 / 127 UBS SR 2020 / 107–111
GRI 414 Supplier Social Assessment (2016)	414–1 New suppliers that were screened using social criteria	Managing our supply chain responsibly	UBS SR 2020 / 45
	414–2 Negative social impacts in the supply chain and actions taken	Managing our supply chain responsibly	UBS SR 2020 / 45

GRI Standard	Disclosure	Reference	Page
Local Communities			
GRI G4 Financial Services Sector Disclosures	FS 14 Initiatives to improve access to financial services for disadvantaged people	Accessibility	UBS SR 2020 / 133
Public Policy			
GRI 415 Public Policy (2016)	415-1 Political contributions	Politicians and political parties	UBS SR 2020 / 122
Marketing and Labelling (Regulatory compliance)			
GRI 103 Management Approach (2016) GRI G4 Financial Services Sector Disclosures	103-1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56-57
		Material GRI topics 2020	UBS SR 2020 / 124-125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103-2 The management approach and its components	Regulation and supervision	UBS AR 2020 / 49-50
		Our Code of Conduct and Ethics	UBS SR 2020 / 85-87
		How we ensure suitability	UBS SR 2020 / 99
		Key policies and principles	UBS SR 2020 / 82-83
		How we measure client satisfaction	UBS AR 2020 / 38
		Financial literacy	UBS SR 2020 / 132
103-3 Evaluation of the management approach	Objectives 2021	UBS SR 2020 / 119-121	
	Objectives and achievements 2020	UBS SR 2020 / 114-118	
GRI 417 Marketing and Labelling (2016)	417-1 Requirements for product and service information and labelling	Information relevant to all material topics	UBS SR 2020 / 127
		Evaluation of management approaches	UBS SR 2020 / 127
	417-2 Incidents of non-compliance concerning product and service information and labelling	Not relevant for financial services company See former FS15 which has been included in 103 for Marketing and Labelling (i.e., Suitability)	
417-3 Incidents of non-compliance concerning marketing communications	Reason for omission: Confidentiality constraints: UBS treats this data as confidential company information. Significant cases would be discussed in Note 18 b) "Litigation, regulatory and similar matters" of the UBS Annual Report.		UBS AR 2020 / 336-342
			UBS AR 2020 / 336-342

GRI Standard	Disclosure	Reference	Page
Customer Privacy (Regulatory compliance)			
GRI 103 Management Approach (2016)	103-1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views Material GRI topics 2020 Impact of material GRI topics Our approach to long-term value creation	UBS SR 2020 / 56-57 UBS SR 2020 / 124-125 UBS SR 2020 / 129 UBS AR 2020 (at the very beginning of the report)
	103-2 The management approach and its components	Regulation and supervision Our Code of Conduct and Ethics Information relevant to all material topics Objectives 2021 Objectives and achievements 2020 Protecting data	UBS AR 2020 / 49-50 UBS SR 2020 / 85-87 UBS SR 2020 / 127 UBS SR 2020 / 119-121 UBS SR 2020 / 114-118 UBS SR 2020 / 55
	103-3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127
GRI 418 Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Reason for omission: Confidentiality constraints: UBS treats this data as confidential company information. Significant cases would be discussed in Note 18 b) "Litigation, regulatory and similar matters" of the UBS Annual Report.	UBS AR 2020 / 336-342

GRI Standard	Disclosure	Reference	Page
Socioeconomic Compliance (Regulatory compliance; Diversity and inclusion)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	Our Code of Conduct and Ethics	UBS SR 2020 / 85–87
		Operational risk	UBS AR 2020 / 139–141
		Information relevant to all material topics	UBS SR 2020 / 127
		Objectives 2021	UBS SR 2020 / 119–121
		Objectives and achievements 2020	UBS SR 2020 / 114–118
	103–3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127
GRI 419 Socioeconomic Compliance (2016)	419–1 Non-compliance with laws and regulations in the social and economic area	Reason for omission: Confidentiality constraints: UBS treats this data as confidential company information. Significant cases would be discussed in Note 18 b) "Litigation, regulatory and similar matters" of the UBS Annual Report.	UBS AR 2020 / 336–342
Product Portfolio (Climate action; Environmental and social risk management; Sustainable investing)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	How we monitor our actions	UBS SR 2020 / 52
		Key policies and principles	UBS SR 2020 / 82–83
		Our focus on sustainability	UBS AR 2020 / 39–43
		Why we drive sustainability	UBS SR 2020 / 10–11
		How we measure our progress	UBS SR 2020 / 50–51
		Our Code of Conduct and Ethics	UBS SR 2020 / 85–87
		UBS in society constitutional document	UBS SR 2020 / 88–90
		What we do to act on a low-carbon future – our climate strategy	UBS SR 2020 / 31–42
		Objectives 2021	UBS SR 2020 / 119–121
		Objectives and achievements 2020	UBS SR 2020 / 114–118
		Environmental and social risk policy framework	UBS SR 2020 / 91–97
		What we do for our clients	UBS SR 2020 / 18–24
		Sustainability-related training and raising awareness	UBS SR 2020 / 83
UBS in society management indicators	UBS SR 2020 / 126		
Information relevant to all material topics	UBS SR 2020 / 127		
	103–3 Evaluation of the management approach	Evaluation of management approaches ISO 14001 and 50001 certificates	UBS SR 2020 / 127 UBS SR 2020 / 107–111

GRI Standard	Disclosure	Reference	Page
GRI G4 Financial Services Sector Disclosures	FS6 Percentage of the portfolio for business lines by specific region, size (e.g., micro/SME/large) and by sector	Global Wealth Management	UBS AR 2020 / 20–21
		Global Wealth Management	UBS AR 2020 / 78–80
		Personal & Corporate Banking	UBS AR 2020 / 22–23
		Personal & Corporate Banking	UBS AR 2020 / 81–83
		Asset Management	UBS AR 2020 / 24–25
		Asset Management	UBS AR 2020 / 84–85
		Investment Bank	UBS AR 2020 / 26–27
		Investment Bank	UBS AR 2020 / 86–87
		Our clients and what matters most to them	UBS AR 2020 / 35–36
		Market risk	UBS AR 2020 / 124–132
		Country risk	UBS AR 2020 / 133–136
		Environmental, social and climate risk	UBS AR 2020 / 137–138
		Credit risk	UBS AR 2020 / 106–123
		Clients	UBS AR 2020 / 35–43
What we do to act on a low-carbon future – our climate strategy	UBS SR 2020 / 31–42		
		Basel III Pillar 3 UBS Group AG 2019 report	https://www.ubs.com/global/en/investor-relations/financial-information/pillar-3-disclosures.html
	FS7 Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose	What we do for our clients	UBS SR 2020 / 18–24
	FS8 Monetary value of products and services designed to deliver a specific environmental benefit for each business line broken down by purpose	What we do to act on a low-carbon future – our climate strategy Calculating and reporting on climate change-related financing and advisory activities	UBS SR 2020 / 31–42 UBS SR 2020 / 130
Audit (Environmental and social risk management)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	UBS in society constitutional document	UBS SR 2020 / 88–90
		UBS in society management indicators	UBS SR 2020 / 126
		Objectives 2021	UBS SR 2020 / 119–121
		Objectives and achievements 2020	UBS SR 2020 / 114–118
	103–3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127
		ISO 14001 and 50001 certificate	UBS SR 2020 / 107–111

GRI Standard	Disclosure	Reference	Page
Active Ownership (Sustainable investing)			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	Why we drive sustainability	UBS SR 2020 / 10–11
		How we measure our progress	UBS SR 2020 / 50–51
		How we monitor our actions	UBS SR 2020 / 52
		Key policies and principles	UBS SR 2020 / 82–83
		UBS in society constitutional document	UBS SR 2020 / 88–90
		Our focus on sustainability	UBS AR 2020 / 39–43
What we do for our clients		UBS SR 2020 / 18–24	
103–3 Evaluation of the management approach	Environmental and social risk policy framework	UBS SR 2020 / 91–97	
	Objectives 2021	UBS SR 2020 / 119–121	
	Objectives and achievements 2020	UBS SR 2020 / 114–118	
	Information relevant to all material topics	UBS SR 2020 / 127	
		Evaluation of management approaches	UBS SR 2020 / 127
		ISO 14001 and 50001 certificate	UBS SR 2020 / 107–111
GRI G4 Financial Services Sector Disclosures	FS10 Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues	Stewardship / voting rights	UBS SR 2020 / 82
		What we do to act on a low-carbon future – our climate strategy	UBS SR 2020 / 31–42
	FS11 Percentage of assets subject to positive and negative environmental or social screening	Our focus on sustainability	UBS AR 2020 / 39–43
		What we do for our clients	UBS SR 2020 / 18–24

Topics not covered by the topic-specific standards

GRI Standard	Disclosure	Reference	Page
Digitalization			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	Enhancing the client experience through innovation and digitalization	UBS AR 2020 / 36–37
		Digitalization	UBS SR 2020 / 127
		Our businesses	UBS AR 2020 / 19–28
		Protecting data	UBS SR 2020 / 55
		Information relevant to all material topics	UBS SR 2020 / 127
		Objectives 2021	UBS SR 2020 / 119–121
103–3 Evaluation of the management approach	Objectives and achievements 2020	UBS SR 2020 / 114–118	
	Evaluation of management approaches	UBS SR 2020 / 127	
KPI: USD billion spent on technology	Digitalization	UBS SR 2020 / 127	
Operational Efficiency and Effectiveness			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	Group Functions	UBS AR 2020 / 28
		Our strategy	UBS AR 2020 / 16–17
		Objectives 2021	UBS SR 2020 / 119–121
		Objectives and achievements 2020	UBS SR 2020 / 114–118
		Information relevant to all material topics	UBS SR 2020 / 127
	103–3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127
KPI: Cost / income ration		Our Key Figures	UBS AR 2020 / 8

GRI Standard	Disclosure	Reference	Page
Client Experience			
GRI 103 Management Approach (2016)	103-1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103-2 The management approach and its components	Our Code of Conduct and Ethics	UBS SR 2020 / 85–87
	Clients	UBS AR 2020 / 35–43	
	Our environment	UBS AR 2020 / 29–33	
	Our strategy	UBS AR 2020 / 16–17	
	Objectives 2021	UBS SR 2020 / 119–121	
	Objectives and achievements 2020	UBS SR 2020 / 114–118	
	Information relevant to all material topics	UBS SR 2020 / 127	
	103-3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127
	KPI: Net new money for Global Wealth Management and Asset Management	Net new money and invested assets	UBS AR 2020 / 77

GRI Standard	Disclosure	Reference	Page
Working Culture and Environment			
GRI 103 Management Approach (2016)	103–1 Explanation of the material topic and its boundary	How we gather and assess stakeholder views	UBS SR 2020 / 56–57
		Material GRI topics 2020	UBS SR 2020 / 124–125
		Impact of material GRI topics	UBS SR 2020 / 129
		Our approach to long-term value creation	UBS AR 2020 (at the very beginning of the report)
	103–2 The management approach and its components	Compensation Committee	UBS AR 2020 / 201
		What we do for our employees	UBS SR 2020 / 25–30
		Why we drive sustainability	UBS SR 2020 / 10–11
		How we measure our progress	UBS SR 2020 / 50–51
		Key policies and principles	UBS SR 2020 / 82–83
		Objectives 2021	UBS SR 2020 / 119–121
		Objectives and achievements 2020	UBS SR 2020 / 114–118
		Information relevant to specific material topics – Employee topics	UBS SR 2020 / 127
		Health and safety statement	UBS SR 2020 / 98
		Our Code of Conduct and Ethics	UBS SR 2020 / 85–87
Information relevant to all material topics	UBS SR 2020 / 127		
UBS's charitable contributions	UBS SR 2020 / 46–47		
103–3 Evaluation of the management approach	Evaluation of management approaches	UBS SR 2020 / 127	
KPI: Employer of choice	How we measure our progress	UBS SR 2020 / 50–51	
KPI: Volunteering			
KPI: Beneficiaries through our community investment activities			

© UBS 2021. The key symbol and UBS are among the registered and unregistered trademarks of UBS. All rights reserved.

