

# WEF Stakeholder Capitalism Metrics Index 2022



In 2020, the World Economic Forum (WEF) International Business Council (IBC) published Stakeholder Capitalism Metrics (SCM) with the themes of Principles of Governance, Planet, People and Prosperity. UBS committed to the WEF's SCM in January 2021, and this is our second SCM reporting cycle. As the 21 core SCM metrics are broadly-based and not industry-specific, we have not reported against some of the metrics as they are not relevant to our business model as a financial institution.

**Note**

All references to the UBS Annual Report 2022 (UBS AR 2022) are referring to the combined UBS Group AG and UBS AG Annual Report 2022 available on [ubs.com/investors](https://ubs.com/investors). The UBS Sustainability Report 2022 (UBS SR 2022) is available on [ubs.com/gri](https://ubs.com/gri) and [ubs.com/investors](https://ubs.com/investors). Its Supplementary information document (SID 2022) is available on [ubs.com/gri](https://ubs.com/gri).

## Principles of Governance

Theme	Core disclosure metric	Reference	Page
Governing purpose	<p><b>Setting purpose</b></p> <p>The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.</p>	<p>Our Code of Conduct and Ethics</p> <p>A firm driven by purpose</p> <p>Live up to our purpose and shape our culture</p>	<p>SID 2022 / 27–30</p> <p>UBS SR 2022 / 6</p> <p>UBS SR 2022 / 64–67</p>
Quality of governing body	<p><b>Governance body composition</b></p> <p>Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.</p>	<p>Board of Directors</p> <p>Group Executive Board</p> <p>Governance</p>	<p>UBS AR 2022 / 173–188</p> <p>UBS AR 2022 / 189–195</p> <p>UBS SR 2022 / 20–22</p>
Stakeholder engagement	<p><b>Material issues impacting stakeholders</b></p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.</p>	<p>How we create value for our stakeholders</p> <p>Supporting our strategy – our stakeholder engagement</p> <p>GRI-based materiality assessment</p> <p>Charter of the Corporate Culture and Responsibility Committee</p> <p>Shareholders' participation rights</p>	<p>UBS AR 2022 / 33–50</p> <p>UBS SR 2022 / 85–87</p> <p>SID 2022 / 9–14</p> <p>SID 2022 / 26</p> <p>UBS AR 2022 / 171–172</p>
Ethical behaviour	<p><b>Anti-corruption</b></p> <p>1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region.</p> <p>2.</p> <p>a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years.</p> <p>b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.</p> <p>3. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.</p> <p><b>Protected ethics advice and reporting mechanisms</b></p> <p>A description of internal and external mechanisms for:</p> <p>1. Seeking advice about ethical and lawful behaviour and organizational integrity; and</p> <p>2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity.</p>	<p>1. Combating financial crime</p> <p>Managing our supply chain responsibly</p> <p>2. Omitted due to confidentiality constraints. Significant cases would be discussed in Note 17 b) "Litigation, regulatory and similar matters" of the UBS Annual Report</p> <p>3. Combating financial crime</p> <p>Our Code of Conduct and Ethics</p> <p>Risk principles and risk culture</p> <p>Build a diverse, equitable and inclusive workplace</p> <p>Information relevant to all material topics</p>	<p>UBS SR 2022 / 100–101</p> <p>UBS SR 2022 / 74–75</p> <p>UBS AR 2022 / 302–307</p> <p>UBS SR 2022 / 100–101</p> <p>SID 2022 / 27–30</p> <p>UBS AR 2022 / 90</p> <p>UBS SR 2022 / 64–65</p> <p>SID 2022 / 36</p>

Theme	Core disclosure metric	Reference	Page
Risk and opportunity oversight	<b>Integrating risk and opportunity into business process</b> Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	Our sustainability and impact strategy	UBS SR 2022 / 8–10
		Our strategy, business model and environment	UBS AR 2022 / 15–66
		Risk management and control	UBS AR 2022 / 83–133
		Risk evaluation	UBS SR 2022 / 155–156
		Governance	UBS SR 2022 / 20–22
		Key policies and principles	UBS SR 2022 / 104–105
		UBS Sustainability objectives and achievements 2022 and objectives 2023	UBS SR 2022 / 145–154

**Planet**

Theme	Core disclosure metric	Reference	Page
Climate change	<p><b>Greenhouse gas (GHG) emissions</b>            For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions.            Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	<p>Environmental indicators            Climate strategy and GHG emissions            Climate-related methodologies – our own operations            Taking action on a net-zero future</p>	<p>UBS SR 2022 / 127            UBS SR 2022 / 123            UBS SR 2022 / 116            UBS SR 2022 / 23–38</p>
	<p><b>TCFD implementation</b>            Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.</p>	<p>Environment            Also see our Climate and Nature Report 2022, available at <a href="https://ubs.com/gri">ubs.com/gri</a></p>	<p>UBS SR 2022 / 23–61</p>
Nature loss	<p><b>Land use and ecological sensitivity</b>            Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).</p>	<p>Not relevant. UBS buildings, both operated and owned, are primarily based in major urban centers and thus neither their number nor their area are relevant in terms of ecological impact.</p>	
Freshwater availability	<p><b>Water consumption and withdrawal in water-stressed areas</b>            Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.            Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	<p>Reducing our environmental footprint – additional information</p>	<p>UBS SR 2022 / 122–128</p>

## People

Theme	Core disclosure metric	Reference	Page
Dignity and equality	<b>Diversity and inclusion (%)</b> Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	Driving sustainable performance	UBS SR 2022 / 63
		Build a diverse, equitable and inclusive workplace	UBS SR 2022 / 64–65
		Workforce by the numbers	UBS SR 2022 / 138–143
		Members of the Board of Directors	UBS AR 2022 / 173–180
		Skills, expertise and training of the Board of Directors	UBS AR 2022 / 186–187
<b>Pay equality (%)</b> Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	Paying our people fairly and equitably	UBS AR 2022 / 210	
	Build a diverse, equitable and inclusive workplace	UBS AR 2022 / 212	
	Build a diverse, equitable and inclusive workplace	UBS SR 2022 / 64–65	
	Pay our people fairly and equitably	UBS SR 2022 / 65–66	
	Total Reward Principles	UBS AR 2022 / 207	
<b>Wage level (%)</b> 1. Ratios of standard entry level wage by gender compared to local minimum wage.  2. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	1. Not relevant for a financial sector firm with our profile.		
	2. Omitted due to confidentiality constraints. UBS considers the median employee total compensation as confidential information.		
Health and well-being	<b>Risk for incidents of child, forced or compulsory labour</b> An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	Sustainability and climate risk policy framework	UBS SR 2022 / 93–99
		Respecting human rights	UBS SR 2022 / 73
		Managing our supply chain responsibly	UBS SR 2022 / 74–75
Health and well-being	<b>Health and safety (%)</b> The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.  An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	UBS does not report on the number and rate of work-related injuries or fatalities given the lack of applicability to our business.	
		People and culture make the difference	UBS SR 2022 / 63–69
		Health and safety statement	UBS SR 2022 / 31–32
Skills for the future	<b>Training provided (#, \$)</b> Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).  Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	UBS reports in training days instead of training hours. One training day equals eight training hours.	
		Attract employees with the right capabilities and support their development	UBS SR 2022 / 67–68
		Training by gender	UBS SR 2022 / 143
		Training by rank group	UBS SR 2022 / 143

Theme	Core disclosure metric	Reference	Page
Employment and wealth generation	<b>Absolute number and rate of employment</b> 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.  2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Attract employees with the right capabilities and support their development	UBS SR 2022 / 67–68
		Workforce by the numbers	UBS SR 2022 / 138–143
	<b>Economic contribution</b> 1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization’s global operations, ideally split out by: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment  2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	1. Direct economic value generated and distributed by UBS Group AG consolidated in 2022 Income statement Statement of cash flows Note 8 Income taxes UBS’s charitable contributions Vendors (total purchase amount)	SID 2022 / 38  UBS AR 2022 / 257 UBS AR 2022 / 264–265 UBS AR 2022 / 288–290 UBS SR 2022 / 72 UBS SR 2022 / 86
		2. UBS did not receive any significant monetary support from governments in 2022	
<b>Financial investment contribution</b> 1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company’s investment strategy.  2. Share buybacks plus dividend payments, supported by narrative to describe the company’s strategy for returns of capital to shareholders.	1. / 2. Our approach to long-term value creation How we create value for our stakeholders, Investors UBS Group AG consolidated financial statements	UBS AR 2022 (at the very beginning of the report) UBS AR 2022 / 37–38 UBS AR 2022 / 257	
	For more details on buybacks and dividends, please see Quarterly Investor Presentation for 4Q22	<a href="https://ubs.com/investors">ubs.com/investors</a> / Slide 24	
Innovation of better products and services	<b>Total R&amp;D expenses (\$)</b> Total costs related to research and development.	UBS does not consider the total R&D expenses metric to be relevant to its business.	
Community and social vitality	<b>Total tax paid</b> The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	Note 7 General and administrative expenses	UBS AR 2022 / 287
		Note 8 Income taxes	UBS AR 2022 / 288–290

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