

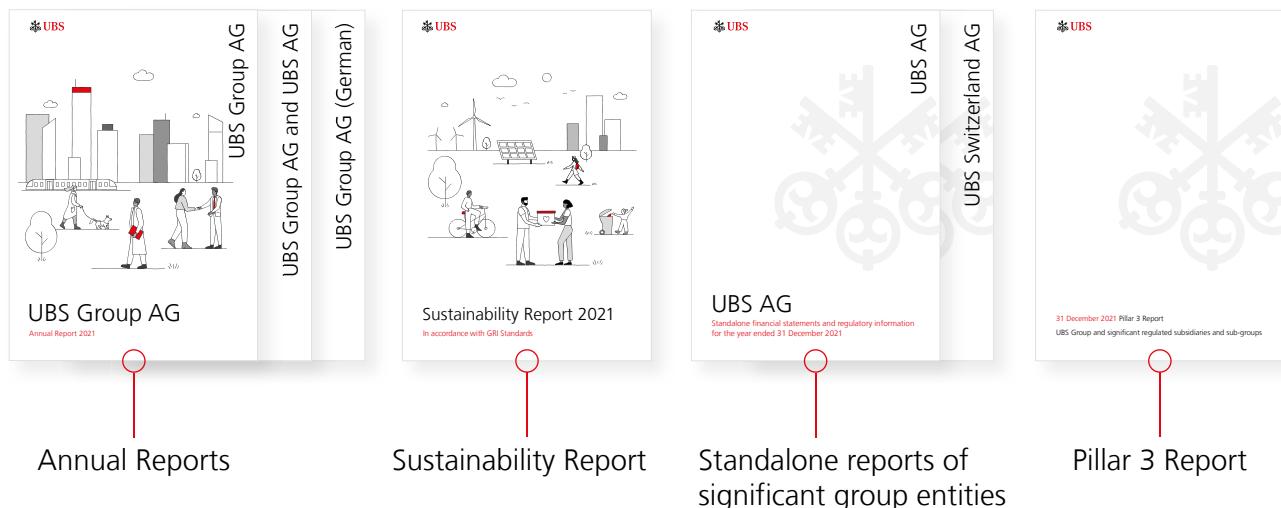
UBS Group AG

Annual Report 2021

Our external reporting approach

The scope and content of our external reports are determined by Swiss legal and regulatory requirements, accounting standards, relevant stock and debt listing rules, including regulations promulgated by the Swiss Financial Market Supervisory Authority (FINMA), the SIX Swiss Exchange, the US Securities and Exchange Commission (the SEC) and other regulatory requirements, as well as by our financial reporting policies.

At the center of our external reporting approach is the annual report of UBS Group AG, which consists of disclosures for UBS Group AG and its consolidated subsidiaries. We also provide a combined annual report for UBS Group AG and UBS AG consolidated, which additionally includes the consolidated financial statements of UBS AG, as well as supplemental disclosures required under SEC regulations, and is the basis for our SEC Form 20-F filing.



Annual Reports

The 2021 Annual Reports (the UBS Group AG Annual Report 2021 and the combined UBS Group AG and UBS AG Annual Report 2021) include the consolidated financial statements of UBS Group AG and UBS AG, respectively, and provide comprehensive information about our firm, including our strategy, businesses, financial and operating performance, and other key information. The reports are presented in US dollars. The UBS Group AG Annual Report 2021 is partly translated into German, with the German translation available as of 11 March 2022 under "Annual reporting" at ubs.com/investors.

The consolidated financial statements of UBS Group AG and UBS AG have been prepared in accordance with International Financial Reporting Standards (IFRS). The sections within "Risk, capital, liquidity and funding, and balance sheet" include certain audited financial information, which forms part of the consolidated financial statements. The Annual Reports also include the statutory financial statements of UBS Group AG, which are the basis for our appropriation of retained earnings and a potential distribution of dividends, subject to shareholder approval at the Annual General Meeting.

Sustainability Report

The Sustainability Report, which will be available from 11 March 2022, provides disclosures on environmental, social and governance topics for UBS Group.

Standalone reports of significant group entities

We publish separate standalone reports of significant group entities for UBS AG and UBS Switzerland AG. Selected financial and regulatory key figures for these entities, as well as for UBS Europe SE and UBS Americas Holding LLC, are also included in our annual reports. The UBS Europe SE 2021 financial statements and complementary disclosures will be published on our website in the first half of 2022.

Pillar 3 Report

The Pillar 3 Report provides detailed quantitative and qualitative information about risk, capital, leverage and liquidity for UBS Group and prudential key figures and regulatory information for UBS AG standalone, UBS Switzerland AG standalone, UBS Europe SE consolidated and UBS Americas Holding LLC consolidated.

We provide our combined Annual Report, the Pillar 3 Report, standalone reports of significant group entities and the Sustainability Report as web disclosures at ubs.com/investors. Alternatively, we provide the QR code on the right for rapid access to the above-mentioned reports and further information on investor relations-related topics.



A firm driven by purpose

Our world is constantly changing. People are redefining the way they live, work and interact. Expectations from our clients, investors, employees and society are also evolving, and so should we. In April 2021, after a wide-ranging review, including cross-firm brainstorming and debate, we launched our unified purpose, which will guide our decisions going forward.

Reimagining

It is about proactively finding ways to fundamentally change how the world looks at finance and investing.

The power of investing

We know finance has a powerful influence on the world. We believe it is something we can leverage as a positive force – for individuals, for society and for our planet.

Reimagining the power of investing. Connecting people for a better world.

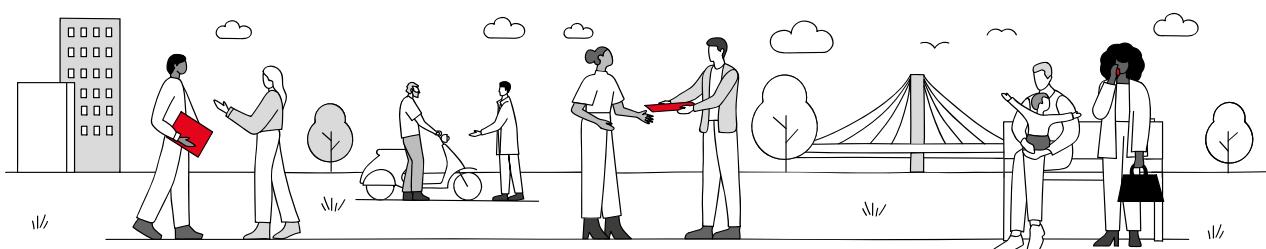
Connecting people

It is about more than just us. It is about convening a global ecosystem that connects people and businesses to ideas, partners and opportunities – so they can achieve more together.

For a better world

It is about contributing, in both the short and long term, to a fairer society, a more prosperous economy and a healthier environment.

What our purpose means for our stakeholders



For clients, both existing and potential, it means that our focus is clear. They know who we are. They know what we stand for. They know what is important to us beyond traditional financing. And they know our promise: to deliver products and services that are personalized, relevant, on-time and seamless.

For investors, it means there is clarity behind our decisions. All initiatives are aligned with our purpose and executed with discipline.

For employees, it means that everyone – from those who advise clients, to those who research investments, to those who manage technology platforms – knows why we do what we do, and how they can contribute to our purpose and use it to drive decision making.

For society, it means that our role is broader than finance. We act responsibly and are committed to our communities, to sustainability and to supporting the world in tackling its biggest challenges.

Our approach to long-term value creation

As of or for the year ended 31 December 2021

What is put into the equation

What we do

Input

Business Activities

Financial capital

- **15.0%** common equity tier 1 (CET1) capital ratio
- **4.24%** CET1 leverage ratio
- **5.7%** going concern leverage ratio
- **USD 104.8 billion** total loss-absorbing capacity
- **USD 45.3 billion** CET1 capital

Purpose

Reimagining the
Connecting people

Relationships and intellectual capital

- **160 years** of experience in banking
- Presence in major financial centers worldwide
- **~10%** of our revenue (USD 3.9 billion) spent on technology in 2021
- Automation, simplification and digitalization of processes
- Dedicated research, differentiated insight and content offerings, and bespoke solutions

Client promise

Personalized
Relevant
On-time
Seamless

Human capital

- **71,385** employees (FTE) in 50 countries
- **9,363** new hires in 2021 (**>1,700** in junior talent programs), and a workforce with an average of **8 years** of service
- **60%** men, **40%** women, with an aspiration for women to hold 30% of Director level and above roles by 2025
- A high-performing workforce driven to create positive impact for clients, colleagues, and their communities
- A collaborative culture and inclusive work environment
- Training and career development to help ensure employees are ready for a more agile future

Strategic imperatives

Clients, Connections,
Contributors
Focus

Social and natural capital

- Committed to net zero across all operations (scope 1, 2 and 3 emissions) by 2050
- **221** employees (FTE) globally work in the field of sustainability and impact
- UBS Optimus Foundation: a foundation that makes it possible to engage in impactful philanthropy, which is linked to a global wealth manager, the UBS Global Philanthropy Services team and several donor-advised fund entities
- Sustainability and climate risks standards governing client and vendor relationships worldwide
- An ISO 14001-certified environmental management system

What we offer

Wealth and asset management
corporate and investment banking



The results we deliver

Output

Investors

- **USD 7.5 billion** net profit attributable to shareholders
- **USD 2.06** diluted earnings per share
- **17.5%** return on CET1 capital
- **USD 4,596 billion** invested assets
- **73.6%** cost / income ratio

Clients

- Streamlined and simplified interactions through digital tools and platforms, such as UBS Neo, key4 and wealth management platforms
- A USD 4.6 trillion investment ecosystem, bringing thought leadership, products and investable solutions to individuals and businesses around the world
- Partnership for a seamless client service accompanying clients all through their lives
- Established procedures and policies to handle, process and incorporate feedback and any potential complaints
- Providing high-quality execution, market access and liquidity, bespoke financing, global capital markets, and portfolio solutions, delivered as one firm and with selected external partners

Employees

- Numerous business and employer awards that highlight our innovative solutions and expertise
- A commitment to equal pay, confirmed by equal salary certifications in multiple countries
- An engaged and committed workforce, as evidenced by regular feedback and survey scores
- Women hold **26.7%** of Director and above roles
- Ethnic minorities hold **20.1%** Director and above roles in the US and **21.3%** in the UK
- **>1 million** learning activities build skills, digital and agile capabilities

Society and environment

- **USD 251 billion** in sustainability-focus and impact investments (5.5% of total invested assets)
- **USD 11.6 billion** private clients money in SDG-related impact investments
- **USD 59 million** donated to local programs by UBS, including affiliated foundations
- **140,478 hours** invested by UBS staff in community projects (54% of hours are skills-based)
- **USD 161 million** donations raised by UBS Optimus Foundation in 2021 (including USD 14.7 million of matching funds donated by UBS)
- **100%** of electricity sourced from renewable energy

power of investing.
ple for a better world.

Vision

Convene THE global ecosystem for investing where thought leadership is impactful, people and ideas are connected, and opportunities are brought to life.

Technology

Simplification & Efficiency

Culture

ent services, along with personal, banking capabilities

How our stakeholders benefit

Outcome

- **USD 0.50** proposed dividend per share for the 2021 financial year
- **USD 2.6 billion** of our shares were bought back in 2021
- We intend to buy back up to **USD 5 billion** of shares by the end of 2022

The impact we create

Impact

- Long-term relationships built on mutual trust and integrity
- Access to tailored financial advice, solutions and services from around the globe; striving for attractive and risk-adjusted investment performance
- Improved satisfaction through the offering of personalized, customized and relevant products and services, as well as highly appreciated and well-perceived support during the pandemic
- Services accessible across various channels – traditionally through our branches, and also increasingly through our constantly evolving remote and digital offering

- An outstanding value proposition for our clients – understanding their needs and expectations, focusing on convenience and personalization, and serving their best interests are at the heart of what we do
- Securing a better future – we do this by providing funds to help finance the economic transition toward a more sustainable tomorrow
- Bridging between generations – as an organization in constant evolution, we stay relevant by adapting to the emerging needs of future generations – striving and working toward being their trusted advisor of choice

- Strong talent management processes mean employees can grow and develop, building satisfying careers
- Employee flexibility, including hybrid work options, promotes engagement, increased productivity and commitment
- First wave of the Agile@UBS program that will transform how we work and increase our speed in finding solutions for clients
- Health and well-being initiatives foster resilience and ensure we maintain a cohesive culture
- Wide recognition as an employer of choice
- Commitments to fair pay and people management ensure employees have equal opportunities to achieve success

- An inclusive culture where diversity in gender, race, ethnicity and other factors is valued and appreciated
- Employees are sought-after talent as a result of our multi-faceted approach to talent development and learning
- Employees worldwide benefit from working for a high-quality, responsible employer
- A workplace that offers flexibility, career growth and holistic support for employees' health and well-being

- **9.9%** exposure to carbon-related assets of our total customer lending exposure
- **92%** total reduction of our greenhouse gas footprint from the 2004 baseline year
- Almost **680,000** young people and adults across the regions in which we operate benefited from strategic community investments
- **USD 108 million** in grants by UBS Optimus Foundation to carefully selected programs
- **4.6 million** vulnerable people received support thanks to UBS Optimus Foundation

- Impact of our net-zero commitment
- Setting standards across the industry, challenging ourselves to raise the bar and inspiring others to join
- Contributing as a taxpayer and an employer
- Within Switzerland, our size, scale and reputation contribute to economic stability and reliability
- Supporting the transition to a low-carbon world
- Helping clients and employees to maximize their philanthropic impact

Contents

- 2** Letter to shareholders
 - 7** Highlights of the 2021 financial year
 - 8** Our key figures
 - 10** Our Board of Directors
 - 12** Our Group Executive Board
 - 14** Our evolution
-

1 Our strategy, business model and environment

- 16** Our strategy
 - 20** Targets, aspirations and capital guidance
 - 21** Our businesses
 - 33** Our environment
 - 38** How we create value for our stakeholders
 - 56** Regulation and supervision
 - 59** Regulatory and legal developments
 - 63** Risk factors
-

2 Financial and operating performance

- 76** Accounting and financial reporting
 - 77** Group performance
 - 84** Global Wealth Management
 - 87** Personal & Corporate Banking
 - 90** Asset Management
 - 92** Investment Bank
 - 94** Group Functions
 - 95** Selected financial information of our business divisions and Group Functions
-

3 Risk, capital, liquidity and funding, and balance sheet

- 98** Risk management and control
- 150** Capital, liquidity and funding, and balance sheet

4 Corporate governance and compensation

- 184** Corporate governance
 - 222** Compensation
-

5 Financial statements

- 268** Consolidated financial statements
 - 403** Standalone financial statements
-

6 Significant regulated subsidiary and sub-group information

- 426** Financial and regulatory key figures for our significant regulated subsidiaries and sub-groups
-

A Appendix

- 430** Alternative performance measures
- 433** Abbreviations frequently used in our financial reports
- 436** Information sources
- 437** Cautionary statement

Dear shareholders,

2021 was the second year shaped by the pandemic, which challenged and affected every aspect of society – from healthcare to economics, to politics, to human interactions. UBS's performance in 2021 speaks to our resilience, our progress and our future path. In 2022 we intend to continue making progress on our strategic goals, and we remain dedicated to our clients, shareholders, employees and society.

The current geopolitical situation has led to heightened volatility across global markets. We are shocked by the violence and tragedy caused by Russia's invasion of Ukraine. Our hearts go out to those affected and those who are suffering.

We are working to implement sanctions imposed by Switzerland, the US, the EU, the UK and others – all of which have announced unprecedented levels of sanctions against Russia and certain Russian entities and nationals. These events, together with counter-sanctions and other measures taken by Russia, will have ongoing effects on the markets and the global economy.

2021 backdrop and our financial performance

Despite the continuing pandemic, market conditions were constructive in 2021, with positive investor sentiment throughout the year. Growth rebounded, with the global economy expanding 6.1% after contracting 3.1% in 2020. Global equities delivered total returns of 18.5%. Economic, social and geopolitical tensions increased during the year, raising questions around the sustainability and shape of the recovery. The pandemic adversely impacted certain economic sectors, while supply chains and labor markets remained challenging. A potential resurgence in global inflation and tight labor markets in many countries could lead to more restrictive monetary policy, and this has become an additional concern for the market.

Within this environment, we delivered a strong financial performance in 2021. We had the highest pre-tax and net profit in 15 years, a 17.5% return on CET1 capital and a 14.1% return on tangible equity. We maintained our cost / income ratio under 74%, which is in line with 2020 and more than six percentage points better than the two years before that. For the second year in a row, we exceeded all our targets, with all regions and businesses contributing to our performance. We deepened our relationships with clients, resulting in high levels of activity and strong flows across all our segments. This business momentum led to our highest revenues in over a decade.

Our results included two exceptional items. The first item is a loss of USD 861 million that we incurred in the first half of 2021 on the default of a US-based client of our prime brokerage business. We have conducted a thorough review, we have put in place appropriate measures to strengthen our relevant risk management processes, and we have reflected the matter in our annual performance assessment and compensation processes. The second item occurred in the fourth quarter of 2021, when we took additional provisions of EUR 650 million, bringing the total to EUR 1.1 billion for the French cross-border matter. As announced in December 2021, we have filed an appeal with the

French Supreme Court regarding the decision of the Court of Appeal. This enables us to thoroughly assess the verdict of the Court of Appeal and to determine the next steps in the best interests of our stakeholders.

Our purpose and strategic direction

In 2021, we reconfirmed and continued to implement our strategy. Last April, we introduced our purpose "Reimagining the power of investing. Connecting people for a better world," which unites all of UBS behind a common goal. It's the starting point for every strategic decision; it will shape our future, help us capture opportunities and allow us to grow from our already strong position.

Our vision is to convene THE global ecosystem for investing: where thought leadership is impactful, people and ideas are connected, and opportunities are brought to life. In order to achieve this vision, we identified five strategic imperatives: (i) supporting, growing and aligning our network of clients, connections and contributors; (ii) increasing our focus by playing where we are positioned to win; (iii) enabling technology and making it our differentiator; (iv) becoming simpler and more efficient so it is easier for our clients to bank with us; and (v) mobilizing employees behind our vision and acting as one firm.

Supporting clients, society and employees

We retained our clients' trust as they continued to turn to us for our content, advice and solutions. This resulted in USD 107 billion in net new fee-generating assets in wealth management and USD 48 billion of net new money in Asset Management. We also helped clients finance businesses, homes and other liquidity needs by extending USD 28 billion of net new loans to clients across wealth management and personal banking. We now manage over USD 4.6 trillion in assets on behalf of our clients. And we increased our philanthropic activities, both with and for clients and as a firm.

At UBS, we are committed to supporting the communities in which we work, to understand the issues they face, and develop long-term partnerships to catalyze positive change in people's lives. We focus our efforts on social inequalities by supporting education and skills development as areas where we can drive sustainable change. We also enable our employees to support their communities through volunteering by partnering with organizations such as Powercoders in Switzerland, which trains refugees in computer science and information technology skills. The pandemic meant we continued to provide COVID-19 relief to the most vulnerable in 2021, including recovery and rebuilding efforts through our community partners. Currently, to help victims of the war in Ukraine, UBS Optimus Foundation and our Community Impact teams are providing emergency relief to refugees through the International Rescue Committee and are matching the first USD 5 million of donations from employees and clients, creating a combined impact of USD 10 million.



Axel A. Weber

Chairman of the Board of Directors



Ralph A.J.G. Hamers

Group Chief Executive Officer

Due to the ongoing pressure placed on employees by closures, restrictions and lockdowns, we implemented new ways to help employees through these difficult times. We offered tools and resources to support employees' physical, mental and social well-being, and provided extra flexibility for child and elderly care. As a result of our experience during the pandemic, we are developing more permanent ways of flexible working for our employees, while supporting a safe return to our offices as economies reopen.

We believe a hybrid approach will support a better work / life balance and make us a more attractive employer, appealing to a more diverse pool of applicants, such as working parents, caregivers and those in continuing education. Moreover, flexible working, by the nature of its emphasis on technology and virtual collaboration, encourages an innovative mindset across our firm – which is a big part of our strategy. In addition, we are reshaping our future real estate footprint, reducing the number of buildings and square meters we occupy, while also investing in our locations to reimagine our workplace and support our sustainability ambitions.

Capturing growth opportunities

After introducing our purpose and strategy on a page, we took steps to ensure UBS is well positioned to capture the areas we see as having the greatest growth potential. For example, regionally, we expect most wealth will be created in the US and Asia Pacific. As a result, we have identified these as key growth markets and we have prioritized investments in those regions. EMEA continues to be a core region for us and important to our global footprint, and a region where we can improve profitability and drive focused growth. And in Switzerland, we are further building on our position as a digital leader.

Affluent clients and entrepreneurs are expected to generate high revenue growth. So we are also expanding into new segments to reach a much broader set of clients. Our plans to acquire Wealthfront, announced in January 2022, will help us deliver a digital wealth management offering to Millennial and Gen Z affluent investors in the US, allow us to expand our wallet share, lower the cost to serve and drive long-term growth.

Technology plays a large part in how we grow and deliver the personalized, relevant, on-time and seamless services that clients expect. That is why we are further investing in digitalization, including artificial intelligence, data and analytics – areas we have already been building up for years. We will digitalize what can be made digital and become more agile to deliver faster. While not increasing our total expenditure on technology, we are increasing the amount we spend on our strategic priorities. Our aim is to deliver around USD 1 billion in-year gross cost saves by 2023 in order to fund our growth initiatives.

Leading in sustainability – our path to Net Zero

Over the years, UBS has established itself as a recognized leader for sustainability in the financial sector. Recent ratings such as the Dow Jones Sustainability Index and CDP have reconfirmed this. To maximize impact and direct capital to where it is needed most, we focus on three areas: (i) Planet, where we are making climate a clear priority as we shift toward a lower carbon future; (ii) People, where we are taking action, both within our own workplace and within wider society, to promote a diverse, equitable and inclusive society; and (iii) Partnerships, where we are uniting with others and bringing people together around common goals to achieve greater impact. To meet our impact goals, we started assigning all Group Executive Board members environmental, social and governance (ESG)-related objectives in 2021.

Sustainability is not just something we focus on because we think it is the right thing to do. We also have a duty: to help private clients protect and grow their wealth, to help firms transition to sustainable ways of doing business, to ensure clients' long-term success and to support them in fulfilling their responsibility to society. We strongly believe that this is the best way to remain profitable and attractive to clients, investors and talent in the long term. We are seeing an ever-increasing demand in sustainable investing – invested assets in sustainability-focus and impact strategies increased 78% in 2021 – and we will continue to meet this need by growing our offering.

In 2021, we published our Net-Zero and Beyond statement, which sets out our commitment to transition our firm to net zero and help our clients meet their transition targets by 2050. We have developed and are transparently disclosing a climate road map with intermediate targets for 2025, 2030 and 2035. The "Say-on-Climate" advisory vote at the upcoming Annual General Meeting (the AGM) is a key milestone on our journey to net zero, reflecting our commitment to our shareholders having their say on our firm's climate roadmap. Furthermore, we strongly believe in cross-company and cross-industry collaboration when it comes to achieving net zero. As such, we are a founding member of both the Net Zero Asset Managers Initiative and the Net-Zero Banking Alliance.

Updated targets and ambitions to create value across stakeholders

We are aiming to create sustainable value through the cycle. Reflecting our improved operating performance over the last two years, we updated our financial targets and kept our capital guidance unchanged, including deploying up to one-third of Group risk-weighted assets (RWA) and leverage ratio denominator (LRD) in the Investment Bank. In addition, we outlined selected commercial and ESG aspirations to support the achievement of these targets.

First, for society at large, we are committed to building a better world through our sustainability focus and the numerous commitments you can find in our 2021 Annual and Sustainability Reports. For example, we aim to reach net-zero emissions across our business by 2050 and net-zero emissions resulting from our own operations by 2025. We will also help our clients do good, as we aspire to raise USD 1 billion in philanthropy assets to reach 25 million beneficiaries and we are targeting USD 400 billion in sustainability-focus and impact investments by 2025.

Second, for our clients, we will assess how we are doing through our commercial aspirations. We are optimistic that we can maintain growth rates from net new fee-generating assets of 5% and above over the cycle. As a result, we aspire to surpass USD 5 trillion, and then USD 6 trillion, in invested assets as clients entrust us with managing their investments.

And third, we are targeting a 15–18% return on CET1 capital. This is significantly higher than our previous target range and reflects the progress we have made over the last two years. To consistently achieve this, we are targeting a cost / income ratio of 70–73%. We have ambitious growth plans across our franchise and are retaining our target to grow profits in global wealth management by 10–15% over the cycle.

Our capital returns today and in the future

Reflecting the step-up in profitability, we are proposing to increase the dividend to USD 0.50 per share for the 2021 financial year, and to have a progressive cash dividend thereafter. Additional excess capital will be used to buy back our shares, and we repurchased USD 2.6 billion of shares in 2021. Given our strong capital position, we are looking to repurchase up to USD 5 billion in 2022.

Proposed elections to the Board of Directors

Axel A. Weber is reaching the ten-year term limit set in our Organization Regulations as the Chairman of the Board and will therefore be stepping down in April 2022. On 20 November 2021, the Board of Directors of UBS Group AG announced that it will nominate Colm Kelleher as the new Chairman and Lukas Gähwiler as the new Vice Chairman for election to the Board at the AGM on 6 April 2022.

Virtual AGM in 2022

To protect the health of shareholders and employees, in light of the COVID-19 pandemic and continued uncertainty, the Board of Directors has decided that the 2022 AGM will be held as a webcast. As such, it will not be possible to physically attend the AGM. Nevertheless, we look forward to your feedback and to welcoming you to this year's virtual AGM on 6 April.

Thank you for your ongoing support.

Yours sincerely,



Axel A. Weber
Chairman of the
Board of Directors



Ralph A.J.G. Hamers
Group Chief Executive Officer

Corporate information

UBS Group AG is incorporated and domiciled in Switzerland and operates under Art. 620ff. of the Swiss Code of Obligations as an Aktiengesellschaft, a corporation limited by shares. Its registered office is at Bahnhofstrasse 45, CH-8001 Zurich, Switzerland, telephone +41-44-234 11 11, and its corporate identification number is CHE-395.345.924. UBS Group AG was incorporated on 10 June 2014 and was established in 2014 as the holding company of the UBS Group. UBS Group AG shares are listed on the SIX Swiss Exchange and on the New York Stock Exchange (ISIN: CH0244767585; CUSIP: H42097107). UBS Group AG owns 100% of the outstanding shares of UBS AG.

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UBS's Shareholder Services team, a unit of the Group Company Secretary's office, manages relationships with shareholders and the registration of UBS Group AG registered shares.

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Corporate calendar UBS Group AG

Publication of the Sustainability Report 2021:	Friday, 11 March 2022
Annual General Meeting 2022 (webcast):	Wednesday, 6 April 2022
Publication of the first quarter 2022 report:	Tuesday, 26 April 2022
Publication of the second quarter 2022 report:	Tuesday, 26 July 2022
Publication of the third quarter 2022 report:	Tuesday, 25 October 2022

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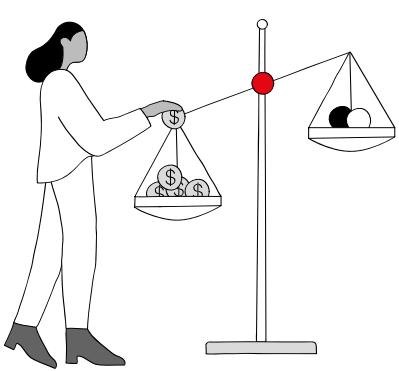
Printed in Switzerland on chlorine-free paper with mineral oil-reduced inks. Paper production from socially responsible and ecologically sound forestry practices.



Highlights of the 2021 financial year

We demonstrated a strong performance across our business units and geographical regions throughout the 2021 financial year.

Group results



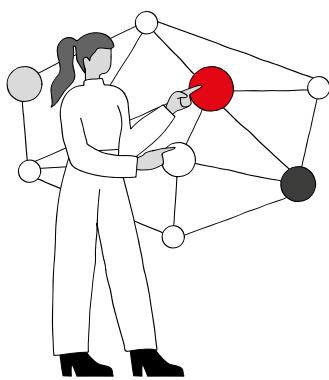
USD billion

7.5

Net profit attributable
to shareholders

(2020: USD 6.6 billion)

Resources



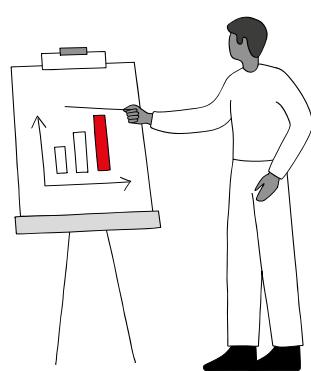
USD trillion

1.1

Total assets

(2020: USD 1.1 trillion)

Profitability



%

17.5

Return on common
equity tier 1 capital

(2020: 17.4%)

USD

2.06

Diluted earnings
per share

(2020: USD 1.77)

USD billion

60.7

Equity attributable
to shareholders

(2020: USD 59.4 billion)

%

14.1

Return on
tangible equity

(2020: 12.8%)

Our key figures

	As of or for the year ended		
<i>USD million, except where indicated</i>	31.12.21	31.12.20	31.12.19 ¹
Group results			
Operating income	35,542	32,390	28,889
Operating expenses	26,058	24,235	23,312
Operating profit / (loss) before tax	9,484	8,155	5,577
Net profit / (loss) attributable to shareholders	7,457	6,557	4,304
Diluted earnings per share (USD) ²	2.06	1.77	1.14
Profitability and growth³			
Return on equity (%)	12.6	11.3	7.9
Return on tangible equity (%)	14.1	12.8	9.0
Return on common equity tier 1 capital (%)	17.5	17.4	12.4
Return on risk-weighted assets, gross (%)	12.0	11.7	11.0
Return on leverage ratio denominator, gross (%) ⁴	3.4	3.4	3.2
Cost / income ratio (%)	73.6	73.3	80.5
Effective tax rate (%)	21.1	19.4	22.7
Net profit growth (%)	13.7	52.3	(4.7)
Resources⁵			
Total assets	1,117,182	1,125,765	972,194
Equity attributable to shareholders	60,662	59,445	54,501
Common equity tier 1 capital ⁵	45,281	39,890	35,535
Risk-weighted assets ⁵	302,209	289,101	259,208
Common equity tier 1 capital ratio (%) ⁵	15.0	13.8	13.7
Going concern capital ratio (%) ⁵	20.0	19.4	20.0
Total loss-absorbing capacity ratio (%) ⁵	34.7	35.2	34.6
Leverage ratio denominator ^{4,5}	1,068,862	1,037,150	911,322
Common equity tier 1 leverage ratio (%) ^{4,5}	4.24	3.85	3.90
Going concern leverage ratio (%) ^{4,5}	5.7	5.4	5.7
Total loss-absorbing capacity leverage ratio (%) ⁵	9.8	9.8	9.8
Liquidity coverage ratio (%) ⁶	155	152	134
Net stable funding ratio (%) ⁶	119	119	111
Other			
Invested assets (USD billion) ⁷	4,596	4,187	3,607
Personnel (full-time equivalents)	71,385	71,551	68,601
Market capitalization ⁸	61,230	50,013	45,661
Total book value per share (USD) ⁸	17.84	16.74	15.07
Total book value per share (CHF) ⁸	16.27	14.82	14.59
Tangible book value per share (USD) ⁸	15.97	14.91	13.28
Tangible book value per share (CHF) ⁸	14.56	13.21	12.86

¹ Refer to the "Accounting and financial reporting" and "Consolidated financial statements" sections of this report for information about the restatement of comparative information, where applicable. ² Refer to "Share information and earnings per share" in the "Consolidated financial statements" section of this report for more information. ³ Refer to the "Targets, aspirations and capital guidance" section of this report for more information about our performance targets. ⁴ Leverage ratio denominators and leverage ratios for year 2020 do not reflect the effects of the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19. Refer to the "Regulatory and legal developments" section of our Annual Report 2020 for more information. ⁵ Based on the Swiss systemically relevant bank framework as of 1 January 2020. Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information. ⁶ The final Swiss net stable funding ratio (NSFR) regulation became effective on 1 July 2021. Prior to this date, the NSFR was based on estimated pro forma reporting. Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information.

⁷ Consists of invested assets for Global Wealth Management, Asset Management and Personal & Corporate Banking. Refer to "Note 32 Invested assets and net new money" in the "Consolidated financial statements" section of this report for more information. ⁸ Refer to "UBS shares" in the "Capital, liquidity and funding, and balance sheet" section of this report for more information.

Alternative performance measures

An alternative performance measure (an APM) is a financial measure of historical or future financial performance, financial position or cash flows other than a financial measure defined or specified in the applicable recognized accounting standards or in other applicable regulations. We report a number of APMs in the discussion of the financial and operating performance of the Group, our business divisions and our Group Functions. We use APMs to provide a more complete picture of our operating performance and to reflect management's view of the fundamental drivers of our business results. A definition of each APM, the method used to calculate it and the information content are presented under "Alternative performance measures" in the appendix to this report. Our APMs may qualify as non-GAAP measures as defined by US Securities and Exchange Commission (SEC) regulations.

Terms used in this report, unless the context requires otherwise

"UBS," "UBS Group," "UBS Group AG consolidated," "Group," "the Group," "we," "us" and "our"	UBS Group AG and its consolidated subsidiaries
"UBS AG consolidated"	UBS AG and its consolidated subsidiaries
"UBS Group AG" and "UBS Group AG standalone"	UBS Group AG on a standalone basis
"UBS AG" and "UBS AG standalone"	UBS AG on a standalone basis
"UBS Switzerland AG" and "UBS Switzerland AG standalone"	UBS Switzerland AG on a standalone basis
"UBS Europe SE consolidated"	UBS Europe SE and its consolidated subsidiaries
"UBS Americas Holding LLC" and "UBS Americas Holding LLC consolidated"	UBS Americas Holding LLC and its consolidated subsidiaries

In this report, unless the context requires otherwise, references to any gender shall apply to all genders.

Our Board of Directors



The Board of Directors (the BoD) of UBS Group AG, under the leadership of the Chairman, consists of between 6 and 12 members as per our Articles of Association. The BoD decides on the strategy of the Group upon recommendation by the Group Chief Executive Officer (the Group CEO) and is responsible 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 exercises oversight over UBS Group AG and its subsidiaries and is responsible for establishing a clear Group

governance framework to provide effective steering and supervision of the Group, taking into account the material risks to which UBS Group AG and its subsidiaries are exposed. 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, approves all financial statements for issue, and appoints and removes all Group Executive Board (GEB) members.



1 Axel A. Weber

Chairman of the Board of Directors / Chairperson of the Corporate Culture and Responsibility Committee / Chairperson of the Governance and Nominating Committee

2 Fred Hu

Member of the Governance and Nominating Committee / member of the Risk Committee

3 Claudia Böckstiegel

Member of the Board of Directors

4 Patrick Firmenich

Member of the Audit Committee / member of the Corporate Culture and Responsibility Committee

5 Reto Francioni

Member of the Compensation Committee / member of the Risk Committee

6 Jeremy Anderson

Vice Chairman and Senior Independent Director / Chairperson of the Audit Committee / member of the Governance and Nominating Committee

7 Julie G. Richardson

Chairperson of the Compensation Committee / member of the Governance and Nominating Committee / member of the Risk Committee

8 Nathalie Rachou

Member of the Risk Committee

9 William C. Dudley

Member of the Corporate Culture and Responsibility Committee / member of the Governance and Nominating Committee / member of the Risk Committee

10 Jeanette Wong

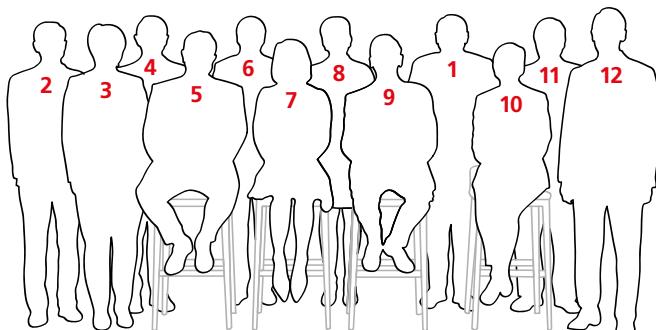
Member of the Audit Committee / member of the Compensation Committee / member of the Corporate Culture and Responsibility Committee

11 Mark Hughes

Chairperson of the Risk Committee / member of the Corporate Culture and Responsibility Committee

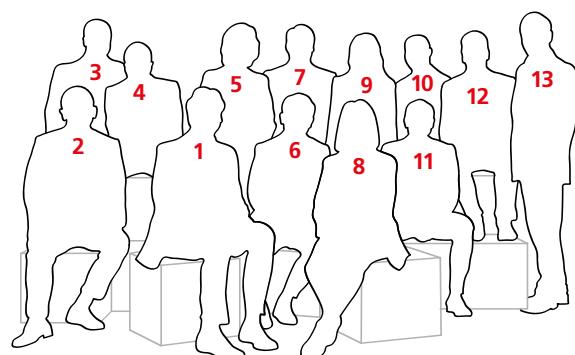
12 Dieter Wemmer

Member of the Audit Committee / member of the Compensation Committee / member of the Governance and Nominating Committee



Our Group Executive Board

- 1 Ralph A.J.G. Hamers**
Group Chief Executive Officer
- 2 Mike Dargan**
Group Chief Digital and Information Officer
- 3 Tom Naratil**
Co-President Global Wealth Management and
President UBS Americas
- 4 Christian Bluhm**
Group Chief Risk Officer
- 5 Sabine Keller-Busse**
President Personal & Corporate Banking and
President UBS Switzerland
- 6 Edmund Koh**
President UBS Asia Pacific
- 7 Markus Ronner**
Group Chief Compliance and Governance Officer
- 8 Suni Harford**
President Asset Management
- 9 Barbara Levi (since 1 November 2021)**
Group General Counsel
- 10 Robert Karofsky**
President Investment Bank
- 11 Iqbal Khan**
Co-President Global Wealth Management and
President UBS Europe, Middle East and Africa
- 12 Kirt Gardner**
Group Chief Financial Officer
- 13 Markus U. Diethelm (until 31 October 2021)**
Group General Counsel





UBS Group AG operates under a strict dual board structure, as mandated by Swiss banking law, and therefore the BoD delegates the management of the business to the GEB. Under the leadership of the Group CEO, the GEB was comprised of 12 members as of 31 December 2021 and has executive management responsibility for the steering of the Group and its business. It assumes overall responsibility for developing the strategies of the Group, the business divisions and Group Functions, and implements the BoD-approved strategies.

› Refer to "Board of Directors" and "Group Executive Board" in the "Corporate governance" section of this report or to ubs.com/bod and ubs.com/geb for the full biographies of our BoD and GEB members

Our evolution

Since our origins in the mid-19th century, many financial institutions have become part of the history of our firm and helped shape our development. 1998 was a major turning point: two of the three largest Swiss banks, Union Bank of Switzerland and Swiss Bank Corporation (SBC), merged to form UBS. Both banks were well established and successful in their own right. Union Bank of Switzerland had grown organically to become the largest Swiss bank. In contrast, SBC had grown mainly through strategic partnerships and acquisitions, including S.G. Warburg in 1995.

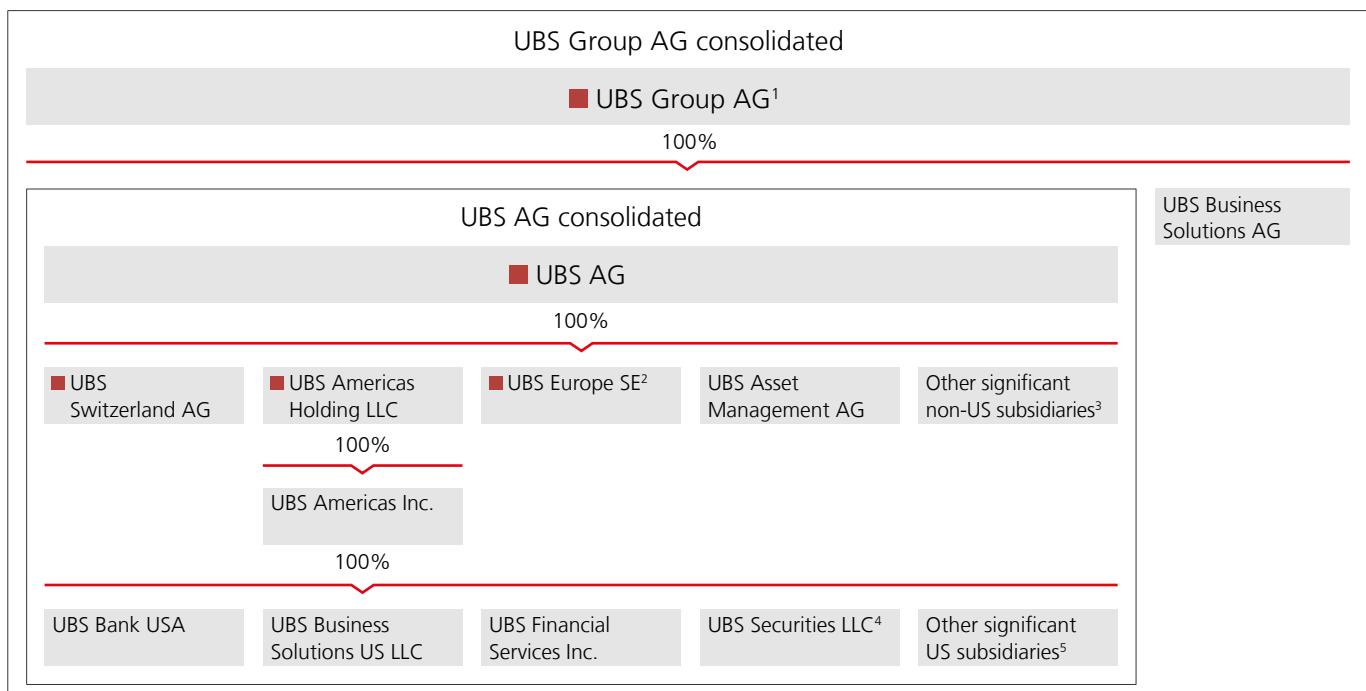
In 2000, we acquired PaineWebber, a US brokerage and asset management firm with roots going back to 1879, establishing us as a significant player in the US. Over the past 50 years, we have also built a strong presence in the Asia Pacific region, where we are the largest private bank¹, with access to asset management and investment banking capabilities.

After incurring significant losses in the 2008 financial crisis, we started a strategic transformation in 2011 toward a business model focused on our traditional businesses: wealth management, and personal and corporate banking in Switzerland. We sought to revert to our roots, emphasizing a client-centric model that requires less risk-taking and capital, and we successfully completed that transformation.

¹ Digital Wealth Management in Asia Pacific, KPMG 2021.

² Statements of market position for Global Wealth Management are based on UBS's internal estimates and publicly available information about competitors' invested assets.

The legal structure of the UBS Group



■ Holding company and significant regulated subsidiaries and sub-groups subject to disclosure in UBS Group AG annual and quarterly reporting.

¹ Refer to "Note 29 Interests in subsidiaries and other entities" in the "Consolidated financial statements" section of this report for more information about UBS's subsidiaries, including individually significant subsidiaries and sub-groups. ² UBS Limited was merged into UBS Europe SE effective 1 March 2019. ³ Other significant non-US subsidiaries are generally held either directly by UBS AG or indirectly through UBS Switzerland AG or UBS Asset Management AG. ⁴ Of which 99% directly held by UBS Americas Inc. and 1% held by UBS Americas Holding LLC. ⁵ Other significant US subsidiaries are generally held either directly by UBS Americas Inc. or indirectly through UBS Financial Services Inc.

Our strategy, business model and environment

Management report

1

Our strategy

Our purpose

As the world's leading wealth manager,¹ we have an opportunity to make a difference for our clients, our employees, and society at large.

It all starts with our purpose: **Reimagining the power of investing. Connecting people for a better world.** Our purpose unites us behind a common goal, provides direction on the way forward and helps us build on our strengths.

We will reimagine the power of investing by developing solutions that change how people look at finance and investing.

The power of investing can support achieving one's personal aspirations, whether through buying a home, growing a company, supporting future financial goals or having an impact.

We will connect people, both internally and externally, to convene an ecosystem where ideas and opportunities come together to be successful and to make a difference.

We will help build a better world by thinking sustainably and creating opportunities that help reduce, rather than contribute to, inequalities.

Sustainability is at the core of our purpose

We know finance has a powerful influence on the world. At UBS, we are reimagining the power of people and investments, to help create a better world for everyone: a fairer society, a more prosperous economy and a healthier environment. We are partnering with our clients to help them mobilize their capital toward a more sustainable world. It is why we have put sustainability at the heart of our own purpose. To help us maximize our impact and direct capital to where it is needed most,

we are focusing on three key areas to drive the sustainability transition: planet, people, partnerships.

Planet: We are making climate a clear priority as we shift toward a lower-carbon future. We will provide transparency on our milestones along the way to make sure our progress can be tracked. We are not only focused on our own journey; we are also supporting our clients in their own transitions.

People: Through our interactions, we are working to address wealth inequality, sharpening the focus of our client and corporate philanthropy, and our employee-led community affairs activities centered on health and education.

Partnerships: By working in partnership with other thought leaders and standard setters, our goal is to make an impact on a truly global scale. To create change, we realize that all of us have to unite around common goals. That is why we engage with regulators, policymakers and others to create standards and support research and development across the financial sector.

Our promise to our clients

Helping clients to achieve their financial goals is the essence of what we do. We aim to differentiate our service by delivering a client experience that is:

- **Personalized:** Our products and services are as personal as our clients' needs.
- **Relevant:** What we deliver to our clients is relevant and matters to them.
- **On-time:** Clients set the pace and can act on opportunities anytime and anywhere.
- **Seamless:** Interacting with us is simple, seamless, and intuitive.

¹ Based on Euromoney's Award for Excellence, published on 10 September 2021: euromoney.com/article/28teruws4k57c6h8c83k3/awards/awards-for-excellence/worlds-best-bank-for-wealth-management-2021-ubs.

Convening THE global ecosystem for investing

We are at our best when our clients are able to access all of UBS through a single relationship, to get a differentiated, personalized experience, and when they are connected to other areas of the firm, to providers, and to other clients with similar goals.

With our global footprint and USD 4.6 trillion in invested assets, combined with our thought leadership, we not only attract clients, but are also interesting to external contributors.

We are uniquely positioned to be the orchestrator of this ecosystem. We are a gateway to a large and diverse client base, we have strong relationships with contributors and we are a thought leader in the industry. This positions us to curate offerings and opportunities in the ecosystem, while leveraging our networks, data, and analytics, to provide ultimate matchmaking between clients and contributors.

That is why our vision is to convene THE global ecosystem for investing – where thought leadership is impactful, people and ideas are connected, and opportunities are brought to life.

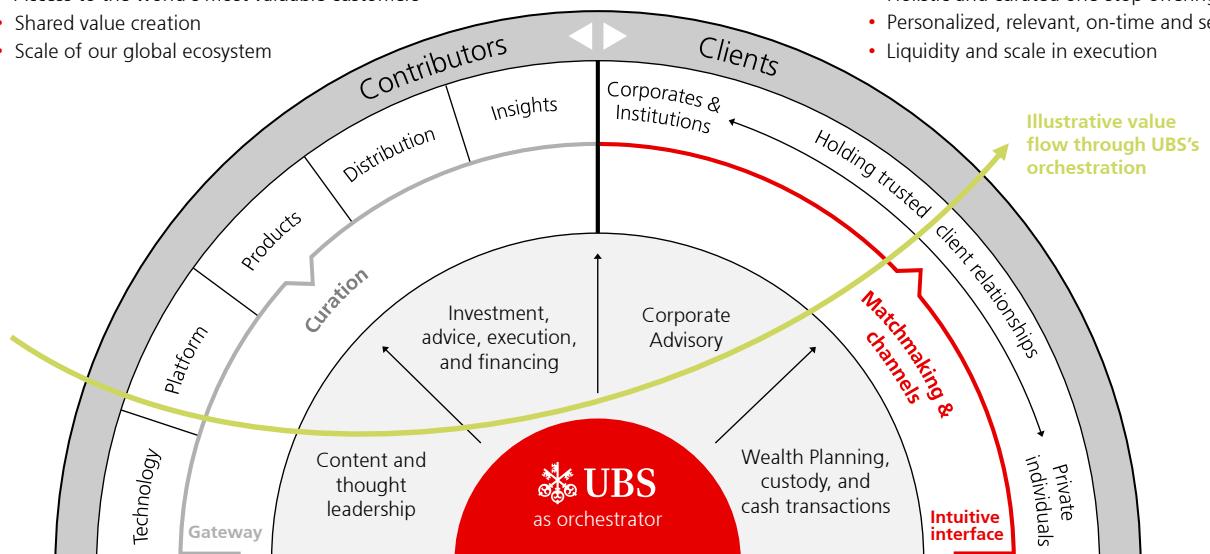
Our global ecosystem delivers the power of investing to our clients

Contributors benefit from:

- Access to the world's most valuable customers
- Shared value creation
- Scale of our global ecosystem

Clients benefit from:

- Holistic and curated one-stop offering
- Personalized, relevant, on-time and seamless solutions
- Liquidity and scale in execution



Our strategic imperatives

Five strategic imperatives will help us deliver on our strategy, bring our purpose to life, fulfill our client promise and achieve our vision. Behind these are a set of initiatives that will develop UBS along our strategic direction.



Clients, connections, contributors – delivering the power of investing

UBS is a firm that attracts clients, employees and thought leaders who have the power to enable change and bring ideas to life, and who have capacity to do a lot of good. By bringing the best of UBS to our clients in a seamless experience, growing our ecosystem and encouraging connections across it, we can deliver the full power of investing to our clients. Client needs can be more broadly met. Our clients and the trust they place in us will be put at the center of everything we do. Clients will benefit from having us as a trusted guide and thought partner, having all our products and services available at their fingertips and getting a differentiated and personalized experience.



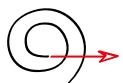
Focus – play where we are positioned to win

We intend to maintain our position as a leading global wealth manager and to build on this strength. We will prioritize our efforts where we can add the most value and make a difference. To achieve this we are working to reduce duplication and reallocate resources as necessary, all while growing our position as the world's leading wealth manager.



Technology – make technology our differentiator

We will use our investments in technology to deliver a seamless client experience as part of our client promise. We have been building our technology foundations over past years. We will move forward by focusing on how clients experience UBS every day, becoming more agile and focusing on outcomes through a modular approach. With this mind, we intend to transform the way we use and consider technology, thinking about it as a differentiator for us.



Simplification and efficiency – increase ease of doing business and enable our journey

We can make it easier for our clients to do business with us, as well as for our employees to make decisions and take responsibility. We intend to further streamline and standardize our functions, processes, entities and general ways of doing business to increase efficiency and increase capacity to invest for future growth.



Culture – mobilize employees behind our future vision and act as one firm

We already have a strong, inclusive culture, grounded in our three keys to success: our Pillars, Principles and Behaviors. We will further strengthen our culture so we can do more and do it better. Our purpose will unite us. We will act as one firm, with common values and ambitions. In order to be successful on our journey, we will further develop our cultural priorities.

Leveling up technology

Introduction

The world is faster, more digital and more data-driven than ever before, with clients increasingly demanding services that are digital first, anytime and anywhere, and underpinned by first-class technology. In addition, the financial industry ecosystem is constantly evolving, becoming even more competitive, open, connected and location-independent every day.

This presents an opportunity for us to fully embrace technology and make it a differentiator for our firm. Doing so is central to our client promise to deliver a client experience that is personalized, relevant, on-time and seamless.

To support our ambitions, we have appointed a Group Chief Digital and Information Officer to the Group Executive Board. To guide our digital transformation and to enhance the way we live up to our client promise, we have also established a Leveling up strategy based on five key pillars: Agile@UBS; quarterly business reviews and digital roadmaps; modern tech; automation; and engineering excellence (digital culture).

Agile@UBS

In order to deliver digital solutions faster and remain responsive and adaptable, we are introducing a unified agile approach across the whole firm.

To support this, we have developed a robust framework and rollout plan, which includes clearly defined role profiles, a bespoke playbook and a dedicated academy training suite.

Currently, we have 10,000 employees across the firm transitioning to the new Agile@UBS ways of working and we expect this to increase to more than 20,000 by the end of 2022. Relevant resources and training will also be available to all staff, enabling everyone to apply agile principles to their work, thereby helping to deliver an even better client experience.

Quarterly business reviews and digital roadmaps

Quarterly business reviews (QBRs) and digital roadmaps help us to manage our technology investment portfolio in a more strategic and flexible way. The QBRs serve as a forum to agree on the most important objectives that align with our strategy and are intended to ensure we deliver more frequent and valuable outcomes for our clients. The digital roadmaps help us to keep investment and design decisions aligned to our client promise and our longer-term vision.

Modern tech

We believe the bank of the future will leverage a lean, modern tech estate and Cloud-based applications. Modern tech makes a shorter time to market possible, removes dependencies, accelerates digitalization and facilitates connection with the financial industry ecosystem to provide better and faster client services.

In line with our modern tech ambitions, we migrated over 1,000 applications to the Cloud during 2021 and established a governance framework to identify and decommission legacy technologies.

Automation

To achieve our vision, we are building a best-on-street development and technology operations experience, powered by modern development tools and automation techniques.

We have also introduced a new Artificial Intelligence, Data and Analytics (ADA) center of expertise. ADA will bring together data scientists and analytics experts from across the firm to ensure a consistent firm-wide approach to these topics. ADA will also help empower our strategy and ecosystem, using AI and machine learning for the benefit of our clients.

Engineering excellence (digital culture)

To succeed in making technology a differentiator for our firm, we must attract and retain the best engineers, which is only possible by creating and fostering an engineering and digital culture of excellence. Best-in-class tech learning journeys and curricula for our engineers, a respected Certified and Distinguished Engineers framework, an effective hiring strategy, and targeted competency assessments and development plans for our technical staff will be implemented to support this ambition.

- Refer to the “Our businesses” section of this report for more information about how we deploy our technology approach in our businesses

Targets, aspirations and capital guidance

We aim to create sustainable value through the cycle. Reflecting our improved operating performance over the last two years, in February 2022 we updated our financial targets, which had previously been set in January 2020.

In addition, we have outlined selected commercial and environmental, social and governance (ESG) aspirations, which support these targets.

Our capital guidance remains unchanged. We intend to operate with a CET1 capital ratio of around 13% and a CET1 leverage ratio of greater than 3.7%. The Investment Bank is expected to represent up to one-third of Group risk-weighted assets (RWA) and liquidity ratio denominator (LRD).

Performance against targets, aspirations and capital guidance is taken into account when determining variable compensation.

The table below shows our updated financial targets and aspirations, based on reported results.

- › Refer to "Society" and "Our focus on sustainability and climate" in the "How we create value for our stakeholders" section and to the "Corporate governance" section of this report for more information about ESG
- › Refer to the "Compensation" section of this report for more information about variable compensation
- › Refer to "Alternative performance measures" in the appendix to this report for definitions of and further information about our performance measures

Targets and aspirations

ESG Selected aspirations	Commercial Selected aspirations	Financial Targets
<p>Net-zero own operations (scopes 1 and 2) by 2025</p> <p>USD 235 billion invested assets aligned to net zero by 2030, Asset Management</p> <p>USD 1 billion philanthropy donations to reach 25 million beneficiaries raised by 2025</p> <p>USD 400 billion invested assets in sustainability-focus and impact investing¹ by 2025</p>	<p>More than USD 6 trillion invested assets across Global Wealth Management, Asset Management and Personal & Corporate Banking</p> <p>More than 5% growth² in net new fee-generating assets of Global Wealth Management</p>	<p>15–18% return on CET1 capital</p> <p>70–73% cost / income ratio</p> <p>10–15%² growth in Global Wealth Management profit before tax</p>

¹ Sustainability-focus and impact investing: sustainability focus is strategies where sustainability is an explicit part of the investment guidelines, universe, selection, and / or investment process; impact investing is strategies that have an explicit intention to generate measurable, verifiable, positive sustainability outcomes. Impact generated is attributable to investor action and / or contribution. ² Over the cycle.

Our businesses

Delivering one ecosystem

We operate through four business divisions: Global Wealth Management, Personal & Corporate Banking, Asset Management and the Investment Bank. Our global reach and the breadth of our expertise are major assets setting us apart from our competitors.

We see joint efforts as key to our growth, both within and between business divisions. We aim to unlock the power of one UBS through our innovative solutions and differentiated offerings.

We are at our best when we combine our strengths to provide our clients more comprehensive and better solutions through, for example, a Unified Global Markets team across Global Wealth Management and the Investment Bank, and a Global Family Office joint venture. Initiatives such as the *Group Franchise Awards* encourage employees to look for ways to connect across teams and offer the whole firm to our clients.

How we deliver the whole firm to our clients – examples

Wealth management platforms	In all locations outside the Americas, we utilize the Wealth Management Platform, which is shared between Global Wealth Management and Personal & Corporate Banking in Switzerland. This platform can be navigated intuitively and supports strong advice capabilities across all channels, helping our clients to benefit from a broader universe of products and services, simplified onboarding, and a better banking experience. In the Americas, our clients benefit from the Wealth Management Americas Platform, as well as our innovative partnership with Broadridge, which is aimed at improving productivity and the user experience by revamping the technology used for our advisors' workstations.
Separately managed accounts	In the US, we combined portfolio management and execution resources within Asset Management during 2020. Alongside this, we introduced a new approach where Global Wealth Management clients can access selected separately managed account (SMA) strategies in the Americas with no additional management fees. This transformative move allows our advisors to focus on delivering the best ideas, solutions and capabilities to our clients, regardless of where they originate in the firm.
Shifts and referrals	To ensure that our clients are best served according to their needs and foster growth by offering a universal bank delivery model in Switzerland, we have introduced a holistic collaboration framework for Personal & Corporate Banking. We systematically initiate client shifts from Personal Banking to Global Wealth Management when the clients' investing needs become sufficiently complex. In addition, we encourage our client advisors to continuously generate leads for services provided by other business divisions. Typical examples are corporate and institutional clients being introduced to Asset Management for mandate solutions or to the Investment Bank for capital market transactions, thus providing access to our global expertise, and entrepreneurs being introduced to Global Wealth Management, ensuring holistic coverage of their corporate and private needs.
Global Family Office	Our Global Family Office unit brings together the capabilities of Global Wealth Management, Asset Management and the Investment Bank to leverage growth opportunities and deliver holistic solutions. It provides customized, institutional-style services to wealthy families and individuals seeking access to equity markets and advisory services, and assisting clients with raising capital from public and private markets.
Global Lending Unit	As a further step in serving the financing and lending needs of all UBS clients worldwide, we set up a division-agnostic Global Lending Unit in 2020. Its key objective is delivering lending capabilities to clients of both the Investment Bank and Global Wealth Management. The unit provides product expertise to clients through collaboration with Investment Bank bankers and Global Wealth Management advisors. It is organized with a regional focus by grouping existing regional resources and competencies to best serve respective markets and clients.
Unified Global Markets team	We are continuing to develop a strategic partnership between Global Wealth Management and the Investment Bank that is focused on growth – in our ultra high net worth, middle market institutions and public finance businesses – and identifying synergies across the supporting infrastructure. This important initiative includes a Unified Global Markets team, integrating risk management systems and simplifying our regional operating processes.

Global Wealth Management

As a leading truly global wealth manager,¹ with over USD 3.3 trillion in invested assets, our goal is to provide tailored financial services, advice and investable solutions to wealthy individuals and families around the world. The spectrum of our services ranges from investment management to estate planning and corporate finance advice, in addition to specific wealth management products and services. The business is managed globally across the regions.

Organizational changes

As part of the Group-wide creation of the Artificial Intelligence, Data and Analytics center of expertise in October 2021, Global Wealth Management established the Smart Technologies & Advanced Analytics Team. Leveraging our Evidence Lab Innovations team's experience and expertise, the Smart Technologies & Advanced Analytics Team focuses on developing a smart ecosystem that applies artificial intelligence, advanced analytics and data science to empower our advisors with insights and tools that help them anticipate client needs and deepen client relationships.

On 1 July 2021, the Global Wealth Management Operations team was formally integrated into Global Wealth Management, following the Group-wide decision to move each of the firm's business-aligned Operations teams into their respective divisions in order to become even more client-centric, agile and digital, while creating a seamless experience for our clients.

We continually review all our businesses for growth opportunities, future potential and efficiency. As a result, in 2021, we completed the sale of our domestic wealth management business in Austria. We also announced our intention to sell our domestic wealth management business in Spain. As part of the latter sale, the parties aim to negotiate a cooperation agreement to provide clients with access to selected UBS products and services. We expect this deal to close in the third quarter of 2022. In December 2021, we signed an agreement to sell UBS Swiss Financial Advisers AG, a Switzerland-based SEC-registered investment advisor and FINMA-licensed securities firm that offers US clients tailored investment solutions. On 26 January 2022, we entered into an agreement to acquire Wealthfront, an industry-leading digital wealth management provider. This acquisition is aligned with our growth strategy in the Americas, will broaden our reach among affluent investors and add a new digital-first offering, increasing our distribution capabilities.

Our focus

We serve high net worth and ultra high net worth individuals, families and family offices worldwide, as well as affluent clients in selected markets. Our dedicated Global Family Office unit works with ultra high net worth individuals and their families to deliver bespoke solutions using the best of our global capabilities from the Investment Bank and Asset Management.

Already a market leader in the ultra high net worth segment outside the US,¹ we are also executing our strategy to be the firm

of choice for the wealthiest clients in the US, many of whom already have relationships with UBS. Our global footprint enables us to capture growth in the largest and fastest-growing wealth markets (the US and Asia Pacific, respectively).

Our Chief Investment Office (CIO) celebrated its 10th anniversary in the first quarter of 2021. Growing from just three employees in 2011 to over 1,100 by year-end 2021, our CIO has a presence in 18 locations and is responsible for investment advice and management of more than USD 3.3 trillion in assets globally.

Our CIO's insights provide the foundation for the global UBS ecosystem, which connects clients with content and solutions. Close integration between idea generation and product development results in CIO-aligned solutions delivering real value to clients and spurring innovations such as the investment modules in *UBS Manage Advanced [My Way]*. In Asia the *Direct Investment Insights* function in our online banking platform enables clients to trade directly based on CIO insights via their smartphones or devices.

By making operational processes more efficient, we also enhance advisor productivity. Our investment in operating platforms and tools that support our clients and advisors is aimed at better serving our clients' needs and improving efficiency. As of 31 December 2021, more than 85% of invested assets outside the Americas were booked on our strategic *Wealth Management Platform*. In the US, in collaboration with software provider Broadridge, we are building the *Wealth Management Americas Platform*, for which we continue software delivery, with full conversion targeted for 2023. The development of our platforms is happening alongside enhancements to our digital capabilities, for the benefit of our clients and advisors.

- Refer to "Clients" in the "How we create value for our stakeholders" section and to "Leveling up technology" in the "Our strategy" section of this report for more information about innovation and digitalization

How we operate

Our global footprint and presence in the world's largest and fastest-growing markets position us well to serve clients with global interests and demands. They also make broad access across solutions and geographies in different market conditions possible. The US is our largest market, accounting for around half of our invested assets. We are the largest private bank in Asia Pacific² and one of the largest in Latin America,¹ in terms of invested assets.

In Switzerland, we hold the leading market position¹ and can deploy the full range of UBS's products and services. Our domestic footprint in Western and Central Europe, the Middle East, and Africa enables us to provide locally tailored offerings and ensures we are close to our clients.

In April 2021, we opened a wealth management advisory office in Doha, Qatar, as a further sign of our commitment to the Middle East, an important and growing region for us.

¹ Statements of market position for Global Wealth Management are based on UBS's internal estimates and publicly available information about competitors' invested assets.
² Digital Wealth Management in Asia Pacific, KPMG 2021.

Joint efforts with the Investment Bank, Asset Management and selected external partners enable us to offer clients broad access to financing, global capital markets and bespoke portfolio solutions. For example, in the Americas, our Private Markets OneBank Partnership has established one centralized function to manage the origination and distribution of all private markets transactions, side by side with the cross-divisional origination of the Investment Bank's Global Banking business. Additionally, to ensure we are placing resources close to clients, dedicated investment bankers are now embedded in Global Wealth Management's Private Wealth Services Hubs across the US. These investment bankers work side by side with our financial advisors to drive focused, proactive coverage of investment banking business from our wealthiest clients.

» **Refer to "Delivering one ecosystem" in this section for examples of the joint efforts of the business divisions**

Our competitors fall into two categories: peers with a strong position in the Americas but more limited global footprints, such as Morgan Stanley and JP Morgan; and peers with similar international footprints and operating models, but with significantly smaller presences than UBS in the US, such as Credit Suisse and Julius Baer. We have strategically built strong positions in the fastest-growing client segment (ultra high net worth) and region (Asia Pacific). The size and the diversification of our footprint, as well as our premium brand and reputation, would be difficult and expensive to replicate.

What we offer

Our distinctive approach to wealth management is designed to help our clients pursue what matters most to them.

We aim to offer clients the best solutions, services and expertise globally. Our experts provide thought leadership, investment analysis and investment strategies, and develop and source solutions for our clients. The CIO provides our *UBS House View*, identifying investment opportunities designed to protect and increase our clients' wealth over the longer term.

Regional client strategy teams use direct client feedback, findings from periodic *Investor Watch* surveys and insights from the Smart Technologies & Advanced Analytics Team to deepen our understanding of clients' needs. Our product specialists deliver investment solutions, including our flagship investment mandates, as well as innovative long-term themes and sustainable investment offerings.

Clients benefit from our comprehensive expertise, including wealth planning, investing, sustainability and impact investing, philanthropy, corporate and banking services, as well as family advisory services. We also offer extensive mortgage, securities-based and structured lending expertise.

In 2020, we became the first major global financial institution to make sustainable investments the preferred solution for private clients investing globally. This focus led to high levels of client activity in 2021 and reflected both our own belief in sustainable and impact investing from a performance perspective and increased client demand for relevant advice and solutions. Our discretionary offerings aligned to our sustainable investing strategic asset allocation exceeded USD 30 billion in invested assets as of 31 December 2021.

Our clients accounted for 75% (USD 647 million) of MPM Capital's Oncology Impact Fund 2 (OIF 2), which closed in 2021, following the record-setting success of the UBS Oncology Impact Fund (OIF 1) in 2016. UBS clients invested more than USD 1 billion across both Funds. OIF 2 is one of the largest dedicated impact investment funds in biotech history.¹

» **Refer to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about sustainability matters**

We also continue to broaden our offering across asset classes and themes, collaborating with external partners, such as Rockefeller Asset Management, Rethink Impact and Bridge Investment Group, to provide clients with access to differentiated sustainable and impact investing opportunities.

We constantly work on responding swiftly to changing client needs and further differentiating our leading discretionary and advisory mandate offerings. As part of our long-term cooperation with Partners Group, we have enhanced our offering by broadening access to private equity. Clients can diversify their mandates into private equity by accessing fully paid-in solutions provided by Partners Group and UBS.

In 2020, we launched *UBS Manage Advanced [My Way]*, a solution enabling clients to truly individualize their portfolios. Based on strong momentum, client demand and inflows, we intend to expand this solution into other markets.

» **Refer to "Clients" in the "How we create value for our stakeholders" section and "Leveling up technology" in the "Our strategy" section of this report for more information about innovation and digitalization**

¹ Based on a review of healthcare thematic funds using data from PitchBook as of August 2021; impact investing definitions may vary.

As of or for the year ended 31 December 2021

 CIO advises on and manages
USD 3.3 trillion
in invested assets

 **USD 27 billion**

flows into our SMA¹
initiative (Americas)

 **USD 107 billion**

of NNFGA,² 8% growth

 **Best Wealth
Manager**

for the seventh time in a decade
(Euromoney 2021)

USD 5 billion

sales via My Way with the number
of mandates tripling to 4,300
(outside of the Americas)

 **USD 25.1 billion**

of net new loans

 **USD 12 billion**

flows into our discretionary
sustainable investment mandates

 **USD 58 billion,**

with USD 25 billion in
new commitments

¹ Separately managed accounts. ² Net new fee-generating assets.

Personal & Corporate Banking

As a leading Swiss personal and corporate bank, we provide comprehensive financial products and services to private, corporate and institutional clients. Personal & Corporate Banking is the core of our universal bank in Switzerland.

Organizational changes

On 1 July 2021, the Personal & Corporate Banking Operations team was formally integrated into Personal & Corporate Banking, following the Group-wide decision to move each of the firm's business-aligned Operations teams into their respective divisions in order to become even more client-centric, agile and digital, while creating a seamless experience for our clients.

Our focus

Continued innovation and constant customer focus are the factors that differentiate us, as a market leader across all business areas we strive to grow at a rate higher than the market. We aim to be digital at the core: our client promise is to bring the bank to the app, enabling a user experience that is personalized, relevant, on-time and seamless. Even before the COVID-19 pandemic, digitalization had become a major part of our everyday lives. The pandemic has increased its relevance and accelerated the pace of technological change.

To drive this transformation, we need to better connect business and technology, focus on the needs of our clients, and empower our teams end to end; in other words, we need to be agile. The agile transformation is essential for every part of our organization. Agile is not new to us – we previously gained experience with the *Digital Factory* and *Lighthouses* – but we are now scaling it to the next level. In 2021, we set up a new virtual *Agile Delivery Organization*.

› Refer to "Clients" in the "How we create value for our stakeholders" section and "Leveling up technology" in the "Our strategy" section of this report for more information about innovation and digitalization

In 2021, we brought additional sustainable finance solutions to the market. We introduced *Green Mortgages* brokered via *key4*, the first Swiss real estate platform for investment properties offering sustainable mortgages in Switzerland. In addition, we now offer Swiss retail clients *Renovation Mortgages* that provide preferential interest rates to support energy-efficient renovations

and construction. On the investment side, we complemented our *UBS Vitainvest* product family with a passive solution, making it possible to invest for retirement in a sustainable way through Swiss third-pillar pension funds and vested benefits accounts. We also launched the innovative *UBS Sustainability Analytics* offering, helping institutional clients to achieve full transparency by screening their portfolios with regard to sustainability aspects.

› Refer to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about sustainability-related topics

We collaborate with other companies to better satisfy our clients' diverse needs. For example, in 2021, we started a project with Swiss fintech start-up Yokoy to provide extensive cash management services to corporate clients, from automated generation of expense reports to validation of supplier invoices.

How we operate

We operate primarily in our Swiss home market. With our Personal Banking and Corporate & Institutional Clients business areas, we are organized into 10 regions, covering distinct Swiss economic areas. Due to increasing client demand for remote access and the increased offering via our in-demand digital and remote channels, in the first quarter of 2021 we reduced our branch network by 44 branches to 195 branches. This followed the closure of 28 branches in 2020.

We also support the international business activities of our Swiss corporate clients through local hubs in New York, Frankfurt, Singapore and Hong Kong SAR. No other Swiss bank offers its corporate clients local banking capabilities abroad.

In Personal Banking, our main competitors are Credit Suisse, PostFinance, Raiffeisen, cantonal banks, and other regional and local Swiss banks; we also face competition from international neobanks and other national digital market participants. Areas of competition are basic banking services, mortgages and foreign exchange, as well as investment mandates and funds.

In Corporate & Institutional Clients, Credit Suisse, cantonal banks and globally active foreign banks are our main competitors. We compete in basic banking services, cash management, trade and export finance, asset servicing, investment advice for institutional clients, corporate finance and lending, and cash and securities transactions for banks.

What we offer

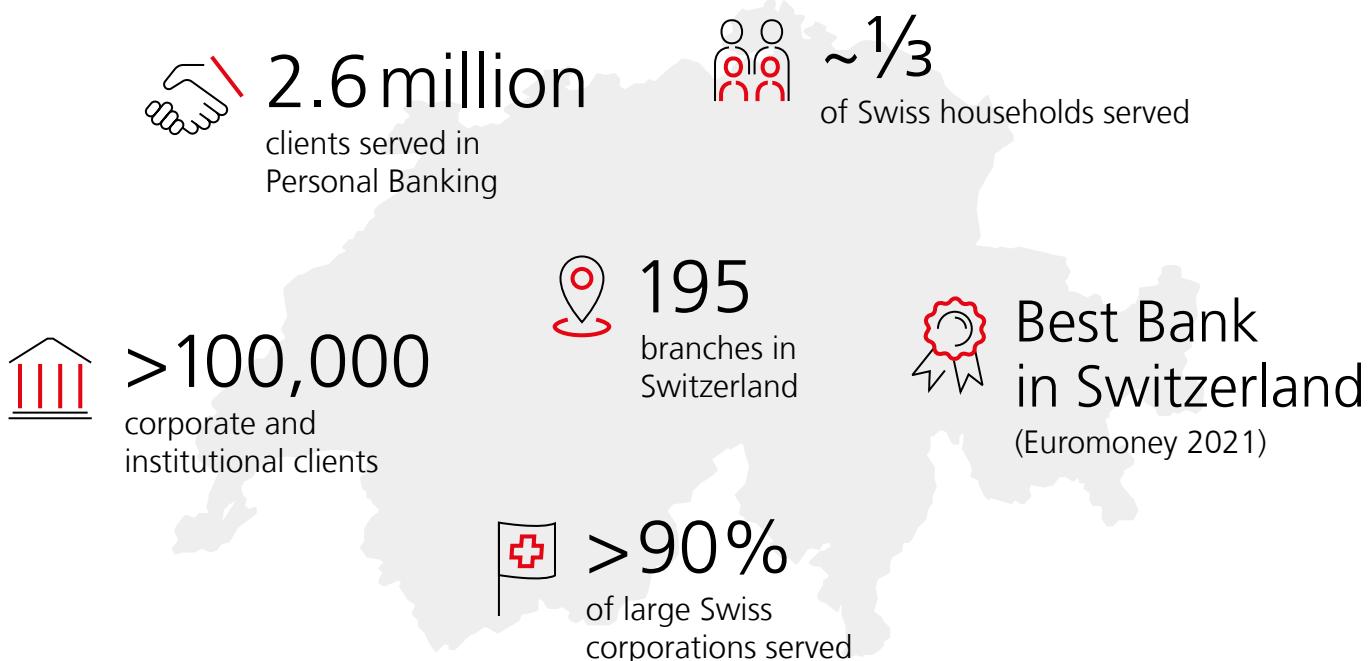
Our personal banking clients have access to a comprehensive, life-cycle-based offering, a broad range of basic banking products, from payments to deposits, cards, and convenient online and mobile banking, as well as lending (predominantly mortgages), investments and retirement services. This is complemented by our *UBS KeyClub* reward program, which provides clients in Switzerland with exclusive and attractive offers (some from third-party partners). We work closely with Global Wealth Management to provide our clients with access to leading private banking and wealth management services.

Our corporate and institutional clients benefit from our financing and investment solutions, in particular access to equity and debt capital markets, syndicated and structured credit, private placements, leasing, and traditional financing. We offer transaction banking solutions for payment and cash management services, trade and export finance, and global custody solutions for institutional clients.

We work closely with the Investment Bank to offer capital market and foreign exchange products, hedging strategies, and trading capabilities, as well as corporate finance advice. In cooperation with Asset Management, we also provide fund and portfolio management solutions.

» Refer to "Delivering one ecosystem" in this section for examples
of the joint efforts of the business divisions

As of or for the year ended 31 December 2021



Asset Management

Asset Management is a large-scale and diversified global asset manager, with USD 1.2 trillion in invested assets. We offer investment capabilities and styles across all major traditional and alternative asset classes, as well as advisory support to institutions, wholesale intermediaries and Global Wealth Management clients around the world.

Organizational changes

Following the sale of our majority stake in 2020, in 2021 we sold our remaining minority investment (48.8%) in Clearstream Fund Centre AG (previously Fondcenter AG) to Deutsche Börse AG. Long-term commercial cooperation arrangements remain in place for the provision of services by Clearstream to UBS, including collaboration on jointly servicing banks and insurance companies.

On 1 July 2021, the Asset Management Operations team was formally integrated into Asset Management, following the Group-wide decision to move each of the firm's business-aligned Operations teams into their respective divisions in order to become even more client-centric, agile and digital, while creating a seamless experience for our clients.

Our focus

Our strategy is focused on capitalizing on the areas where we have a leading position and differentiated capabilities, so as to drive further profitable growth and scale.

Sustainable and impact investing remains a key area, as clients increasingly seek solutions that combine their investment goals with sustainability objectives. We are continuing the expansion of our world-class capabilities through: product and service innovation; dedicated research; integrating environmental, social and governance (ESG) factors into our investment processes by leveraging our proprietary analytics; and active corporate engagement.

During 2021, we enhanced our ESG methodology and data sets, deepened the integration of carbon data into our investment processes, and worked to expand our ESG integration across alternative asset classes. We also increased the entire range of UBS sustainable exchange-traded funds (ETFs), which represented USD 40 billion in invested assets as of 31 December 2021. These ETFs provide exposure to various asset classes with significantly lower carbon intensity compared with their respective market cap-weighted parent indices and help investors to both reduce their climate risks and benefit from opportunities arising from the shift toward a lower-carbon economy.

In addition, we continued to expand our Climate Aware suite of products and our Climate Aware invested assets grew to USD 23 billion, a 53% increase year on year. Our sustainability focus and impact invested assets totaled USD 172 billion, a 77% increase year on year.

As a founding member of the Net Zero Asset Managers¹ initiative, we published an interim target and have committed to align USD 235 billion of invested assets by 2030. We are one of the largest and most diversified firms to have set a 2030 target and we continue to work with our clients, standard setters and industry bodies to help develop the new methodologies, tools and data needed by investors to effect further change.

- Refer to the **Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about sustainability matters**

In response to the increasing importance of private markets and alternative investments, we are building on our existing expertise in these areas, including our real estate and hedge fund businesses, as well as our capabilities across infrastructure, private equity and private debt.

We also continue to develop our award-winning² indexed businesses globally, including ETFs in Europe, Switzerland and Asia. We focus on sustainable investing across our index product range and provide customization while leveraging our highly scalable platform.

- Refer to "**Clients**" in the "**How we create value for our stakeholders**" section and to "**Leveling up technology**" in the "**Our strategy**" section of this report for more information about innovation and digitalization

Geographically, we are building on our extensive and long-standing presence in the Asia Pacific region. In China, one of the world's fastest-growing asset management markets, we continue to invest in our leading presence and products, both on- and off-shore, and are ranked as the number one foreign manager of inbound invested assets in Greater China.³

In the rapidly evolving and attractive wholesale segment, we aim to significantly expand our market share through a combination of measures: a continued increase in the share of clients' business; expansion of our strategic partnerships with distributors; the build-out of our client service and product shelf offerings; and the launch of new white-labeling and implementation capabilities.

¹ netzeroassetmanagers.org

² Passive Manager of the Year in the Insurance Asset Risk EMEA Awards, January 2021 and ranked fourth largest ETF provider in Europe as of December 2021 (source: ETFGI).

³ Ranking compiled by Broadridge in October 2021.

We also continue our joint efforts with the other business divisions, in particular with Global Wealth Management, enabling our teams to draw on the best ideas, solutions and capabilities from across the firm in order to deliver superior investment performance and experiences for our clients. For example, the separately managed accounts initiative with Global Wealth Management in the US generated USD 27 billion in net new money inflows in 2021 and USD 127 billion in invested assets. This firmly positions us to capture attractive opportunities in other channels by leveraging our world-class expertise and capabilities to meet growing client demand.

› Refer to "Delivering one ecosystem" in this section for examples
of the joint efforts of the business divisions

To support our growth, we are focused on disciplined execution of our operational excellence initiatives. This includes further automation, simplification, process optimization and offshoring / nearshoring of selected activities, complemented by continued modernization of our platform and development of our analytics and data capabilities.

How we operate

Our business division is organized into five areas: Client Coverage, Investments, Real Estate & Private Markets, Products and the COO (Operations).

We cover the main asset management markets globally, and have a local presence in 23 locations across four regions: the

Americas, Asia Pacific, EMEA and Switzerland. We have nine main hubs: Chicago, New York, London, Zurich, Singapore, Hong Kong SAR, Shanghai, Tokyo and Sydney.

Our main competitors are global firms with wide-ranging capabilities and distribution channels, such as Amundi, BlackRock, DWS, Goldman Sachs Asset Management, Invesco, JPMorgan Asset Management, Morgan Stanley Investment Management and Schroders, as well as firms with a specific market or asset-class focus.

What we offer

We offer clients a wide range of investment products and services in different asset classes, in the form of segregated, pooled or advisory mandates, as well as registered investment funds in various jurisdictions.

Our traditional and alternative capabilities include equities, fixed income, hedge funds, real estate and private markets, and indexed and alternative beta strategies (including exchange-traded funds), as well as sustainable and impact investing products and solutions.

Our Investment Solutions business draws on the breadth of our capabilities to offer: asset allocation and currency investment strategies across the risk–return spectrum; customized multi-asset solutions, advisory and fiduciary services; and multi-manager hedge fund solutions and advisory services.

As of or for the year ended 31 December 2021

 **USD 27 billion**
net new money from the SMA¹ initiative

USD 153 billion
assets invested in alternatives²

 **9 main hubs**
Chicago, New York, London, Zurich, Singapore,
Hong Kong SAR, Shanghai, Tokyo, Sydney

USD 90 billion
assets in Asia Pacific / China
investment strategies



 **USD 172 billion**
in sustainability focus and impact
invested assets

¹ Separately managed accounts. ² Hedge fund businesses, private markets and real estate.

Investment Bank

The Investment Bank provides services to institutional, corporate and wealth management clients, helping them raise capital, invest and manage risks, while targeting attractive and sustainable risk-adjusted returns for shareholders. Our traditional strengths are in equities, foreign exchange, research, advisory services and capital markets, complemented by a targeted rates and credit platform. We use our data-driven research and technology capabilities to help clients adapt to evolving market structures and changes in regulatory, technological, economic and competitive landscapes.

Aiming to deliver market-leading solutions by using our intellectual capital and electronic platforms, we work closely with Global Wealth Management, Personal & Corporate Banking and Asset Management to bring the best of UBS's capabilities to our clients. We do so with a disciplined approach to balance sheet deployment and costs.

Organizational changes

In February 2021, we announced that Piero Novelli, Co-President Investment Bank, would step down, and, effective 1 April 2021, Robert Karofsky, Co-President Investment Bank, was appointed sole President Investment Bank.

On 1 July 2021, the Investment Bank Operations team was formally integrated into the Investment Bank, following the Group-wide decision to move each of the firm's business-aligned Operations teams into their respective divisions in order to become even more client-centric, agile and digital, while creating a seamless experience for our clients.

In January 2022, Global Research and the Strategic Insights team, formerly part of Evidence Lab Innovations, were integrated into the Investment Bank as Investment Bank Research. This new setup has better aligned our research coverage with the needs of our clients, while continuing to provide research and analytical services across the firm.

Our focus

Our priority is providing seamless client service and high-quality execution, through disciplined growth in the capital-light advisory and execution businesses, while accelerating our digital transformation. We aspire to provide best-in-class services and solutions to our corporate, institutional and wealth management clients through an integrated, solutions-led approach. In Global Banking, we position ourselves as trusted advisors via our deep client coverage and ability to provide access to the full capabilities of UBS.

Our global coverage model utilizes our vast international industry expertise and product capabilities to meet the emerging needs of clients. We provide clients with excellence in execution, financing and structured solutions through our Global Markets franchise. In Global Markets, our sharpest competitive edge

comes from coordinating our services across a wide range of asset classes and products. We provide nimble, innovative and bespoke access to solutions, from market and insight tools to trading strategies and execution.

Investment Bank Research continues to publish research based on primary data to concentrate on data-driven outcomes and offer clients key insights on securities and themes in major financial markets around the globe. In April 2021, Research entered into a strategic partnership with Lynk Global, an artificial-intelligence-driven knowledge-as-a-service platform, to help clients make better, more informed investment and business decisions. In September 2021, we announced a strategic research redistribution agreement with Wind, the leading financial information provider in China, to offer onshore content to clients who invest through Wind. Investment Bank Research was also a founding partner and investor in Visible Alpha, a model aggregation platform that is now firmly embedded in many of the workflows of our core clients.

Our digital strategy harnesses technology to provide access to a wide range of sources of global liquidity and differentiated content. The Investment Bank strives to be the digital investment bank of the future, taking our best ideas and turning them into reality, with innovation-led businesses driving efficiencies and solutions. We aim to develop new products and solutions consistent with our capital-efficient business model, which are most often related to new technologies or changing market standards.

In February 2021, we announced the creation of a single *Digital Platforms* function within the Investment Bank across Global Markets and Global Banking, utilizing digital competencies to benefit all products and maximizing the return on our technology spend in close partnership with Group Technology. *Digital Platforms* combines product expertise with deep technical know-how, aiming to reduce the number of systems and increase automation, maximizing client impact, revenue and digital adoption. The *Digital Platforms* function was an early adopter of *Agile@UBS*, an evolution of the historically close collaboration with our Chief Data and Information Office, creating long-lived teams that learn and continuously improve, which in turn attracts the best talent.

Our *Investment Bank Accelerated Digital Agile Platform Transformation* initiatives form the basis of our digital roadmap, with the ambition of having a simplified and ultra-modern technology landscape that is secure and stable, where we re-use more of everything and where the platforms work together to drive progress toward our overall strategic imperatives.

➤ Refer to "Clients" in the "How we create value for our stakeholders" section and to "Leveling up technology" in the "Our strategy" section of this report for more information about innovation and digitalization

Our global reach gives attractive options for growth. In the Americas, the largest investment banking fee pool globally, we focus on increasing market share in our core Global Banking and Global Markets businesses. In Asia Pacific, opportunities arise mainly from expected market internationalization and growth in China, where we plan to grow by strengthening our presence, both onshore and offshore. In EMEA, we plan to leverage our strong base and brand recognition even further.

Joint efforts between the Investment Bank and the other business divisions (for example, our work with Global Wealth Management on the Unified Global Markets team and the Global Lending Unit) and, externally, strategic partnerships (for example, UBS BB jointly with Banco do Brasil, focused on Latin America) continue to be key strategic priorities. We expect these initiatives to continue to lead to growth by delivering global products to each region, leveraging our global connectivity across borders and sharing and strengthening our best client relationships.

› Refer to "Delivering one ecosystem" in this section for examples of the joint efforts of the business divisions

How we operate

Our business division consists of two areas: Global Banking and Global Markets, supported by Investment Bank Research. Governed by the Executive, Operating, Risk, and Asset and Liability forums, each business area is organized globally by product. Our geographically balanced business has a global reach, with a presence in more than 30 countries and offices in ten major financial hubs.

Competing firms operate in many of our markets, but our strategy differentiates us, with its focus on leadership in the areas where we have chosen to compete, and a business model that leverages talent and technology rather than balance sheet. Our main competitors are the major global investment banks (e.g., Morgan Stanley, Credit Suisse and Goldman Sachs) and corporate investment banks (e.g., Bank of America, Barclays, Citigroup, BNP Paribas, Deutsche Bank and JPMorgan Chase). We also compete

with boutique investment banks and fintech firms in certain regions and products.

Joint efforts with Global Wealth Management and Asset Management enable us to provide clients with broad access to financing, global capital markets and portfolio solutions.

› Refer to "Delivering one ecosystem" in this section for examples of the joint efforts of the business divisions

What we offer

Our Global Banking business advises clients on strategic business opportunities, such as mergers, acquisitions and related strategic matters, and helps them raise capital, both on public and private markets, to fund their activities.

Our Global Markets business enables clients to buy, sell and finance securities on capital markets worldwide, and to manage their risks and liquidity. We distribute, trade, finance and clear cash equity and equity-linked products, as well as structuring, originating and distributing new equity and equity-linked issues. From origination and distribution to managing risk and providing liquidity in foreign exchange, rates, credit and precious metals, we help clients to realize their financial goals.

Our Investment Bank Research business offers clients differentiated content about major financial markets and securities around the globe, with coverage of over 3,000 stocks in 24 countries. The Strategic Insights team provides timely and relevant information and insights to help clients quickly make decisions regarding their most important questions.

We seek to develop new products and solutions consistent with our capital-efficient business model, typically related to new technologies or changing market standards.

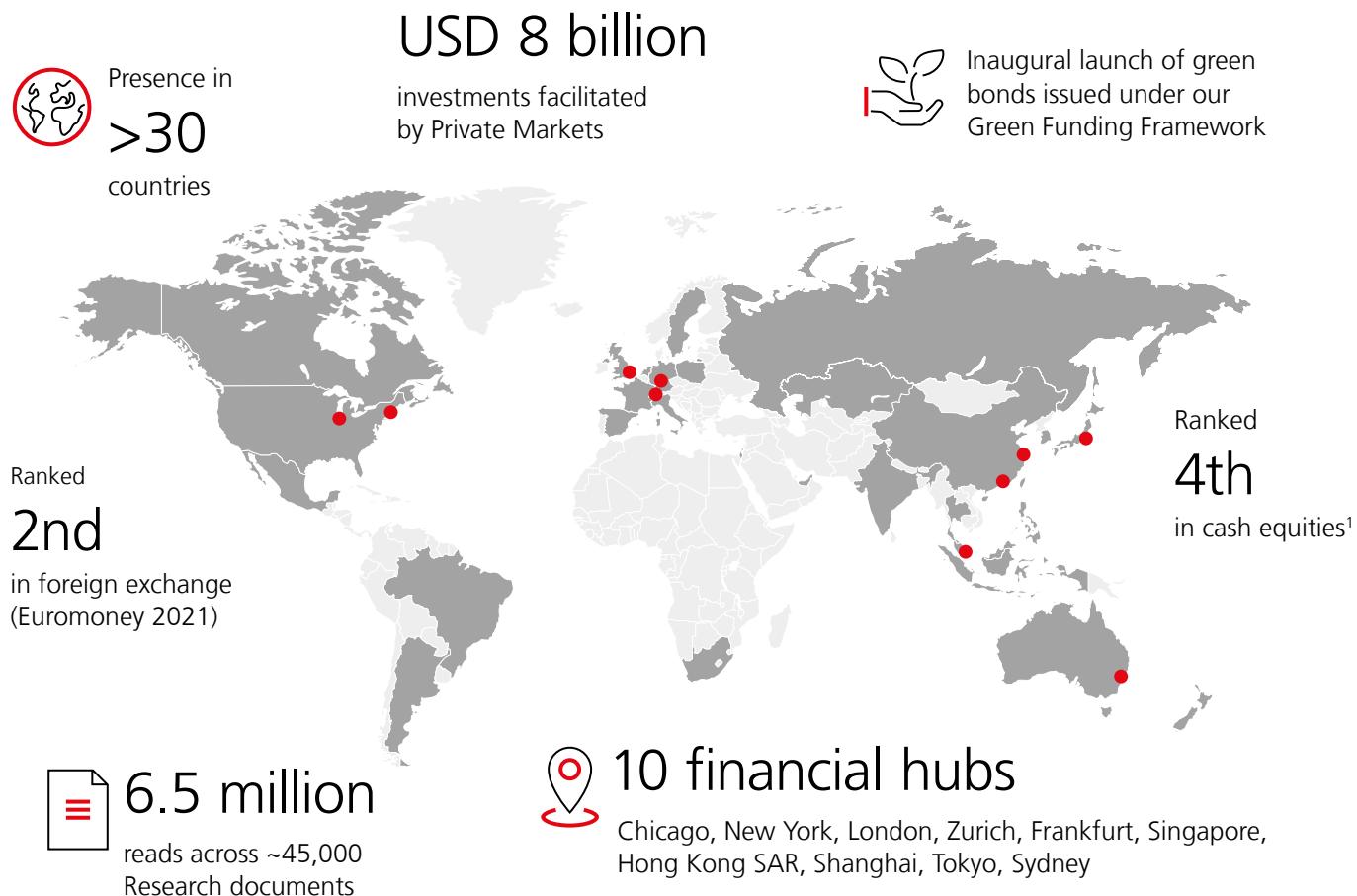
› Refer to "Clients" in the "How we create value for our stakeholders" section and to "Leveling up technology" in the "Our strategy" section of this report for more information about innovation and digitalization

The Investment Bank is focused on meeting the needs of clients with regard to environmental, social and governance (ESG) considerations and sustainable finance, helping to reshape business models and investment opportunities and to develop sustainable finance products and solutions across the Investment Bank. Since 2005, we have addressed increasing client demand for sustainable investing by providing thematic and sector research and investment solutions through socially responsible and impact exchange-traded funds and index-linked notes. In addition, we offer capital-raising and strategic advisory services globally to companies that make positive contributions to climate change mitigation and adaptation. We provide advice on innovative financing strategies, guiding clients through inaugural green issuances and positioning them in multi-currency markets.

In September 2021, we announced the formation of our ESG Advisory team in Global Banking, aiming to support our clients' sustainability strategies. As part of the Group's net-zero commitments, the Investment Bank has developed science-based intermediate emission targets for 2030 for its lending business in priority sectors (fossil fuels and power generation). In June 2021, we announced the inaugural launch of two senior unsecured green bonds under our Green Funding Framework.

➤ Refer to the "Taking action on a net-zero future – our climate report" section of the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about the Investment Bank's targets for its lending business

As of or for the year ended 31 December 2021



¹ Coalition Greenwich Competitor Analytics (third quarter, year-to-date, 2021), based on UBS's product taxonomy.

Group Functions

Group Functions provides services to the Group, focusing on effectiveness, risk mitigation and efficiency. Group Functions also includes the Non-core and Legacy Portfolio unit.

How we are organized

Group Functions

The major areas within Group Functions are Group Services (which consists of Technology, Corporate Services, Human Resources, Finance, Legal, Risk Control, Compliance, Regulatory & Governance, Communications & Branding, and Group Sustainability and Impact), Group Treasury, and Non-core and Legacy Portfolio.

In recent years, we have aligned support functions and business divisions. The vast majority of such functions are fully aligned or shared among business divisions, where they have full management responsibility. By keeping the activities of the businesses and support functions close, we increase efficiency and create a working environment built on accountability and collaboration.

On 1 July 2021, following the Group-wide decision to move each of the firm's business-aligned Operations teams into their respective divisions in order to become even more client-centric, agile and digital, while creating a seamless experience for our clients, each of the Operations teams were formally moved out of Group Functions and integrated into the respective business divisions.

Non-core and Legacy Portfolio, a small residual set of activities in Group Treasury and certain other costs that are mainly related to deferred tax assets and costs relating to our legal entity transformation program are all retained centrally.

Group Treasury

Group Treasury manages balance sheet structural risk (e.g., interest rate, structural foreign exchange and collateral risks) and the risks associated with our liquidity and funding portfolios. Group Treasury serves all business divisions and its risk management is integrated into the Group risk governance framework.

Non-core and Legacy Portfolio

Non-core and Legacy Portfolio manages legacy positions from businesses exited by the Investment Bank, following a largely passive wind-down strategy. Overseen by a committee chaired by the Group Chief Financial Officer, its portfolio also includes positions relating to legal matters arising from businesses transferred to it at the time of its formation.

- Refer to "Note 18 Provisions and contingent liabilities" in the "Consolidated financial statements" section of this report for more information about litigation, regulatory and similar matters

Our environment

Market climate

Global economic developments in 2021

2021 was a positive year for the global economy and most markets. Growth rebounded, with the global economy expanding 6.1%, after contracting 3.0% in 2020. The recovery was also broad based, with all major nations experiencing a revival in demand as pandemic restrictions were gradually relaxed and the policies of major central banks remained supportive.

Swiss GDP increased 3.5% in 2021, after decreasing 2.5% in 2020. US GDP grew 5.7%, after decreasing 3.4%. The Eurozone economy expanded 5.2%, after contracting 6.5% in the prior year. UK GDP increased 7.2% in 2021, after a decrease of 9.4% in 2020.

China's economy grew 8.1%, up from 2.2% in 2020, although momentum slowed toward the end of 2021 and into 2022. Other leading Asian economies recovered strongly in 2021, with India's GDP growing 8.7%, Singapore's GDP increasing 7.6% and South Korea's GDP expanding 3.9%. Japan experienced less growth, with GDP increasing 1.7% after a 4.5% contraction in 2020.

Growth in the top emerging markets was mixed, with a moderate 1.7% growth rate in Thailand and 3.7% in Indonesia, compared with a more robust 5.3% in Mexico and 4.5% in Brazil.

Elevated inflation emerged as a concern through 2021 in much of the world, as the pandemic continued to disrupt supply chains and shift patterns of demand. By the end of the year, US inflation was running at the fastest pace since 1982 on a year-on-year basis. This caused the US Federal Reserve to move toward monetary tightening, announcing a scaling back of asset

purchases and pointing toward rate rises. Inflation was contained in Switzerland, at 0.6% for the year, but climbed swiftly in the Eurozone, from 0.3% in 2020 to 2.6% in 2021. Meanwhile, prices in Japan declined 0.2% in 2021, having been flat in 2020.

Financial markets, both equities and fixed income, were resilient in the face of continuing waves of COVID-19 infections. Global equities delivered total returns of 18.5% in 2021. The US outperformed: MSCI USA delivered total returns of 27%, outperforming the MSCI All Country World index by 8 percentage points and taking its share of the global index's market capitalization to a record level of 48%. The Eurozone, Japanese, Swiss and UK equity markets all gained ground. China, however, was an underperformer: after reaching a record high in February 2021, MSCI China declined over the rest of the year, driven by increased regulation on the technology and property sectors, energy shortages, and a slowing economy. The index delivered negative returns of 22.4% in 2021, negatively impacting the performance of the MSCI Emerging Markets index overall, which decreased 2.5% in 2021.

Government bond markets were also resilient, especially against a backdrop of historically high inflation. The yield on 10-year US Treasuries ended the year at 1.5%, only a modest increase from 0.9% at the start of the year. With inflation rising, but nominal yields staying low, US real yields traded as low as minus 1.2%, the lowest level since the inception of the Treasury inflation-protected securities (TIPS) market in 1997. The yield on 10-year German Bunds remained negative through 2021, ending the year at minus 0.18%.

Industry trends

Although our industry has been heavily affected by various regulatory developments over the past decade, technological transformation and changing client expectations are further emerging as key drivers of change today, increasingly affecting the competitive landscape, as well as our products, service models and operations. In parallel, our industry continues to be materially driven by changes in financial market and macroeconomic conditions.

Client expectations

As technology progresses, clients more rapidly redefine the way they live, work and interact with others. This is reshaping clients' expectations toward financial services firms, as their reference points are increasingly influenced by experiences with companies outside our sector, where technology-supported and data-driven solutions are progressively enabling a more seamless and improved client experience. These services often focus on convenience and personalization, and drive toward holistically addressing clients' needs and facilitating community building. Therefore our franchise needs to evolve, as clients measure us against new standards.

Sustainability

Markets around the world are undergoing a profound transformation as company business models evolve and investors factor in the transition to a low-carbon economy and other sustainable themes with regard to investment risk and return.

Shifting societal values and greater regulation are supporting client demand. Investors are adding sustainable investing strategies to their portfolios, with the fastest growth around funds focused on climate. Industry inflows into sustainable funds have accelerated during the COVID-19 pandemic and the sustainable investing market share remains above pre-pandemic levels.

Our view is that this trend plays to UBS's strengths, as we have been at the forefront of sustainable finance for over two decades, making us well placed to continue developing the innovative products and solutions our institutional and private clients need.

› Refer to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about sustainability matters

Digitalization

Digitalization in the financial services industry is accelerating and has been given further momentum by the ongoing COVID-19 pandemic. Banks have demonstrated their ability to take on a vast increase in the number of clients switching to digital channels

while ensuring operational resilience. As a result, clients increasingly trust digital solutions and are now demanding even more seamless, personalized digital products and services tailored to their needs. Regional and demographic differences in the acceptance and use of digital technologies are narrowing across all client segments, thus increasing the number of digital users. This trend requires financial institutions to focus even more on fully digital and digitally enhanced service models and digitally enabled ecosystems.

As governments reacted to the outbreak of the pandemic by imposing restrictions on physical interactions, digital communication, with clients and employees alike, established new remote ways of working, which are expected to also be used by some companies in post-pandemic scenarios, enabling them to attract an even wider array of talent than before. The digitalization of the financial services industry has led to a structural shift in the workforce: more and better engineers are required to keep banks at the forefront of technology, thus setting them into direct competition with technology companies beyond the borders of the financial sector.

Continuous investment in technology is driving automation and simplification of labor-intensive processes, improving banks' operational efficiency and freeing up resources to focus on client needs. Decision making is becoming increasingly data-driven, with advanced analytics and artificial intelligence enabling banks to address client needs in an even more targeted manner.

Nascent technologies, such as distributed ledger technology, are expected to mature over the coming years and are likely to reshape our industry. They provide opportunities to overcome existing financial system frictions, broaden access to underbanked communities and make previously unviable products or services available to the financial services industry.

Consolidation

Many regions and businesses in the financial services sector are still highly fragmented. We expect further consolidation, with the key drivers being ongoing margin pressure, a push for cost efficiencies and increasing scale advantages resulting from the fixed costs of technology, and regulatory requirements. Many banks currently seek increasing exposure and access to regions with attractive growth profiles, such as Asia and other emerging markets, through local acquisitions or partnerships. The increased focus on core capabilities and geographical footprint, as well as the ongoing simplification of business models to reduce operational and compliance risks, is likely to drive further disposals of non-core businesses and assets. The impact of the COVID-19 pandemic may further accelerate consolidation, as banks face increasing threats from digitalization, low interest rates and intensified competition.

New competitors

Our competitive environment is evolving. In addition to traditional competitors in the asset-gathering businesses, new entrants are targeting selected parts of the value chain. However, we have not yet seen a fundamental unbundling of the value chain and client relationships, which might ultimately result in the further disintermediation of banks by new competitors. Over the long term, we believe large platform companies entering the financial services industry could pose a significant competitive threat, given their strong client franchises and access to client data, if they decide to broaden the scope of their services. Fintech firms are gaining momentum, which has been accelerated by the COVID-19 pandemic, causing increased use of remote solutions. However, such firms have not to date materially disrupted our asset-gathering businesses. The trend for forging partnerships between new entrants and incumbent banks is continuing, as technology and innovation help banks overcome new challenges.

Regulation

Although the impact of the COVID-19 pandemic is still evident, regulators are re-focusing their attention toward policy areas that were already in motion before the pandemic started, including prudential regulation and anti-money laundering (AML), and to emerging policy topics, particularly in the areas of digital innovation and environmental, social and governance (ESG).

Sustainable finance and climate risk were a key focus of policymakers in 2021, with the United Nations Climate Change Conference (COP26) acting as a catalyst for action. We expect further policy developments, including in the areas of climate-related disclosures, climate-related financial risks and ESG.

The acceleration of the digital finance agenda, which in part resulted from the COVID-19 pandemic, continues to trigger action from regulators and this will likely further intensify. Among such action, we expect further progress on the regulation of cryptoassets and stablecoins, as well as on the ongoing work on central bank digital currencies and digital engagement practices.

The national implementation of the Basel framework remains another important focus area, but there is a significant risk of divergence in the timing of implementation, as well as the content of the provisions. EU authorities have proposed a package of measures aimed at implementing the remaining Basel III elements by 2025, i.e., two years after the timeline envisaged by the Basel Committee on Banking Supervision, while the authorities in Switzerland and the UK are expected to consult on their approach in 2022. Implementation in Switzerland is expected in 2024 and in the UK no earlier than March 2023. Implementation in the US is still uncertain.

In addition, regulatory authorities continue to refine existing regulations, including the finalization of the Swiss too-big-to-fail framework, with a current focus on additional liquidity requirements for systemically important banks. The regulators are also advancing the regulatory framework in key policy areas, including anti-money laundering, operational resilience and

outsourcing arrangements, and putting an emerging policy focus on diversity and inclusion.

Finally, central banks and regulators continue to learn the lessons from the COVID-19 pandemic. An important area of concern is understanding the effects of contagion in financial markets, particularly financial stability risks emanating from non-bank financial institutions.

Many of these developments are taking place in an environment characterized by significant political uncertainties, including geopolitical tensions that could pose additional challenges to the provision of cross-border financial services and rapidly evolving societal expectations toward financial institutions.

We believe the adaptations made to our business model and our proactive management of regulatory change put us in a strong position to absorb upcoming changes to the regulatory environment.

➤ Refer to the “Regulatory and legal developments” and “Capital, liquidity and funding, and balance sheet” sections of this report for more information

Wealth creation¹

Despite the economic tumult related to the pandemic, the global high net worth individual population and financial wealth increased in 2020 6.3% and 7.6%, respectively.

The United States continued to lead, with high net worth individual wealth growth of 12.3%; in Asia Pacific, such wealth expanded 8.4% and in Europe 4.5%. In line with previous trends, the ultra high net worth individual segment led wealth growth, with an average of 9.1%. Today, 44% of global financial wealth is concentrated in North America, followed by Asia (26%) and Europe (21%).²

By segment, approximately a third of global high net worth individual wealth is held by individuals with wealth in excess of USD 30 million, 23% by individuals with wealth ranging from USD 5 million to USD 30 million and the remaining approximately 43% is within the wealth segment between USD 1 million and USD 5 million.

Wealth is being created at a faster rate for a number of key client groups, including female clients and entrepreneurs. We also see significant wealth transition to the next generation over the coming decade.

The outlook for wealth remains positive, with North America, Asia (excluding Japan) and Western Europe expected to account for 87% of new financial wealth growth worldwide between now and 2025.²

Wealth transfer

Demographic and socioeconomic developments continue to generate shifts in wealth. Over the next 10 to 15 years, the “next gen,” composed of individuals currently between the ages of 20 and 50, will be an influential driver of future growth, as those people accumulate significant financial wealth from inheritance or liquidity events.²

¹ All the figures are from the Capgemini World Wealth Report 2021 unless otherwise stated and refer to the 2020 financial year. The Capgemini World Wealth Report 2021 defines wealth segmentation as follows: those with wealth of greater than USD 30 million are classified as ultra high net worth individuals; USD 1–30 million for high net worth individuals.

² Based on BCG Global Wealth Report 2021. Wealth concentration is based on financial assets by regions and excludes real assets and liabilities.

As a group, next gens have a longer investment horizon, a greater appetite for risk and often a desire to use wealth to create a positive societal impact alongside investment returns. As shown in the Wealth-X report "World Ultra Wealth Report 2021," the proportion of ultra-wealthy women has also been on a gradual upward trend in recent years, reflecting changing cultural attitudes and growth in female entrepreneurship, as well as wealth transfers between generations.

We are responding to the evolving wealth landscape with a framework that addresses all aspects of our clients' financial lives, called *UBS Wealth Way*. It begins with discovery questions and a conversation with clients about what is most important to them. We help clients organize their financial life along three key strategies: *Liquidity* to help provide cash flow for short-term expenses; *Longevity* for long-term needs; and *Legacy* for needs that go beyond their own and help improve the lives of others, a key part of wealth transfer planning.

Search for yield

Since the beginning of the COVID-19 pandemic, investors have faced a very different investment landscape when compared with the last decade, with higher rates of economic growth in developed markets and most notably higher inflation.

Nevertheless, we expect changes in monetary policies of the central banks of Switzerland and Europe, which have kept interest rates at historically low levels, to be gradual. The US Federal Reserve has quickly adjusted to a higher-rate path, but the overall expected rates remain low in a historical context. Therefore, while this will create new opportunities for investors in the bond and equity markets, the overall low-yield environment will continue.

As a result, investors searching for sustainable high returns for the longer term continue to diversify into illiquid alternatives (e.g., private equity, property, hedge funds and infrastructure) that can deliver compelling risk-adjusted returns. At the same time, investors continue to look for low-cost, efficient passive strategies across liquid equity markets. We believe the breadth of Asset Management's investment expertise enables us to find the right solutions for clients across asset classes and regions.

Our response to COVID-19

In 2021, the COVID-19 pandemic, which had caused a globally unprecedented situation in 2020, continued to affect UBS and its employees and required our ongoing focus on safeguarding the well-being of our employees and their families, on serving our clients and ensuring operational continuity.

The rebound in economic activity in 2021 and expectations of further economic recovery was accompanied by the spread of new variants that resulted in all-time high numbers of COVID-19 infections and associated disruption.

Our support for clients and the economies in which we operate

We continued to support our clients with advice needed to manage their assets and liabilities, along with actively developing investment solutions and global insights.

The program established by the Swiss Federal Council in March 2020 to support small and medium-sized entities (SMEs) by guaranteeing loans granted by banks closed on 31 July 2020. Outstanding commitments of loans granted by UBS under the program amounted to CHF 2.2 billion on 31 December 2021, with a total amount drawn of CHF 1.6 billion, compared with the peak commitments of CHF 3.3 billion and the corresponding total amount drawn of CHF 1.7 billion as of 31 July 2020. No net economic profits have been made since the launch of the program in 2020.

In the US, we continued to support the lending programs created under the CARES Act for small businesses. Working with a partner, we provided loans of USD 1.1 billion under the Paycheck Protection Program until the program expired in May 2021. We donated around USD 1 million of fees earned on such loans in 2021 to COVID-19 relief efforts and around USD 2 million in 2020.

Our support for communities

Following earlier donations to various COVID-19-related aid projects that support communities across regions in which we operate, and recognizing the critical importance of ensuring access to COVID-19 vaccines globally, in 2021 UBS partnered with

Gavi, the global vaccine alliance, to raise funds for its COVID-19 Vaccines Global Access (COVAX) facility. UBS Optimus Foundation raised USD 2 million from clients for the Gavi COVAX facility, which, with matching funds from UBS and the Bill & Melinda Gates Foundation, will support COVID-19 vaccinations for more than 800,000 people in low- and middle-income countries.

More recently, we have committed to a range of relief programs in India through the UBS Optimus Foundation COVID-19 Response Fund. Following the first tranche in the second quarter of 2021, which focused on the delivery of oxygen and other medical supplies to those most in need, the current tranche centers around building healthcare worker capacity across underserved and remote locations, as well as supporting the mental health of children and young people to help them cope with the effects of the COVID-19 pandemic.

Our support for employees

Throughout 2021, we continued to prioritize the health and safety of our employees and clients and to adapt our processes related to office work and in-person meetings in line with country- and location-specific developments.

Due to the ongoing pressure placed on employees by closed workplaces and schools, restricted activities and varying degrees of lockdown, we continued with a range of supportive measures throughout 2021. The offer to our employees included a variety of tools and resources to support employees' physical, mental, financial and social well-being, as well as continuing flexibility to manage various work / life demands.

Effects of the COVID-19 pandemic on our financial and capital position

The negative effects of the COVID-19 crisis on our financial and capital positions remained limited in 2021, despite the uncertainties caused by the pandemic.

We maintained a strong capital and liquidity position in the face of the COVID-19 pandemic.

How we create value for our stakeholders

Stakeholder group	Stakeholder needs: what our stakeholders expect from us	Value proposition: how we create value for our stakeholders	Key topics discussed: what was important to our stakeholders in 2021	Stakeholder engagement: how we engage with our stakeholders
Clients	Advice on a broad range of products and services from trusted advisors	Delivering tailored advice and customized solutions, using our intellectual capital and digital platforms	Investment performance in light of the continued low-interest-rate environment coupled with the threat of rising inflation	Individualized client meetings
	A mix of personal interaction with our advisors in combination with digital service anywhere and anytime (convenient, seamless digital banking is the expectation)	Building long-term personalized relationships with our clients	Holistic goal-based financial planning	Requests for regular client feedback, feedback monitoring and complaint handling
	Top-quality solutions and the highest standards in terms of asset safety, data and information security, confidentiality, and privacy	Developing new products, solutions and strategic partnerships in response to clients' evolving needs, including in the digital age	Sustainable finance and investing opportunities	Primarily virtual client events and conferences, including information on key developments and opportunities
	A combination of global reach and local capabilities targeting positive investment outcomes	Providing access to global capital markets and bespoke financing solutions	Data privacy and security	Client satisfaction surveys
	Competitively priced products and services, risk management, and liquidity	Meeting increasing sustainable investment and private markets demand from clients	Products and services, including those around digital banking	Increasing levels of digital interaction with clients
Investors	Disciplined execution of our strategy leading to attractive capital returns through dividends and share repurchases	Executing our strategy with discipline and agility as the external environment evolves, while aiming to deliver cost- and capital-efficient growth	Strategic plans and updated targets following the change of CEO in late 2020	Financial reports, investor and analyst conference calls, and webcasts, as well as media updates on our performance or other disclosures
	Comprehensive and clear disclosures on quantitative and qualitative data necessary to make informed investment decisions	Providing transparent, timely and reliable public disclosures	Structural growth in and return potential of our businesses	General meetings of shareholders
	Recognizing and proactively addressing strategic opportunities and challenges		Cost efficiency and ability to generate positive operating leverage	Investor and analyst meetings
			Ability to protect or even grow revenues in a low-for-longer interest rate environment	Digital interactions with investors as a result of COVID-19 pandemic restrictions, with limited impact on pre-pandemic meeting schedules and participation, given reliable virtual solutions; the 2021 Annual General Meeting was held virtually
Employees	A global, world-class employer, with the expertise and breadth of opportunity to empower people to develop successful careers	Hiring great talent and investing in development, now and for the future	Our corporate culture, aligned to purpose and enabled by our three keys to success	Regular CEO and GEB communications and events, along with senior leadership, regional and functional sessions with employees
	A collaborative, engaging, supportive and inclusive workplace culture	Effective, fair people management and compensation policies and practices	A clear commitment to fair pay	Employee surveys and other virtual employee engagement activities
	An environment that provides a sense of belonging and the opportunities to positively impact clients, shareholders and society	A strong workplace culture that aligns with our purpose and values, enabling employees to develop their careers and unlock their full potential	A performance management process that supports our strategic priorities	Group Franchise Awards and the Kudos peer-to-peer recognition program
	Skill and career development opportunities, including future-skills development, and rewards for performance and impact	Holistic support, including health and well-being initiatives, that empowers employees and fosters resilience	Hybrid working options for employees	Health and well-being offerings, employee volunteering and network opportunities, flexible and hybrid-working arrangements
		Comprehensive workforce data analytics enable making better and faster decisions to meet business needs	Strategic focus on diversity, equity and inclusion	
			A more agile future; accelerating new ways of working	
Society	Facilitation of economic development that is sustainable for the planet and humankind	Promoting significant and lasting improvements to the well-being of communities in which we operate	Sustainable finance	Community investments and partnerships with social institutions
	Maximization of our positive effects and minimization of any negative effects on society and the environment	Taking an active role in the transition of our economy toward environmentally and socially sustainable solutions	Our climate strategy	Interaction with NGOs
	Proactive management of the environmental and societal impacts of our businesses	Advising clients to align their business models with ESG parameters and the UN Sustainable Development Goals	Our client and corporate philanthropy efforts	Participation in forums and round tables, as well as industry-, sector- and topic-specific debates
			Reducing inequalities in our local communities	Dialogues with regulators and governments
				Support of COVID-19-related aid projects across our communities

Clients

Our clients are the heart of our business. We are committed to building and sustaining long-term relationships based on mutual respect, trust and integrity. Understanding our clients' needs and expectations enables us to best serve their interests and to create value for them.

Our clients and what matters most to them

There is no typical UBS client. Our clients have varying needs, but each of them expects outstanding advice and service, a wide range of choices, and an excellent client experience.

Global Wealth Management focuses on serving the unique and sophisticated needs of high net worth and ultra high net worth individuals, families and family offices worldwide, as well as affluent clients in selected markets. We give them access to outstanding advice, service and investment opportunities from around the globe, delivered by experts they can trust and based on the expertise and insights of our Chief Investment Office (the CIO). Using a holistic, goals-based approach to financial planning, we deliver a personalized wealth management experience and work side by side with clients to help them realize their ambitions. Our client-facing advisors and the global teams supporting them focus on developing long-term client relationships, which often span generations. Clients look to us for expertise in helping them to grow, protect and transfer their wealth, as well as helping them make some of the most important decisions in their lives. From significant liquidity events to professional milestones and personal turning points, we aim to give clients the confidence to move forward and achieve their goals. Through extensive research into clients' preferences and goals, and broader analysis of investor sentiment globally, we constantly evolve our offerings to meet the shifting priorities of today's wealthy clients. This includes investing in digital capabilities and developing products to help clients fund their lifestyles and manage their cash flow, as well as offering guidance on how they can create a lasting and positive impact for their communities and the causes they care about most. We are the leading global wealth manager for clients interested in sustainable investing,¹ with a commitment to developing solutions that enable clients to align their financial goals and their personal values.

› Refer to "Global Wealth Management" in the "Our businesses" section of this report for more information about sustainable investment offerings

Personal & Corporate Banking serves a total of approximately 2.6 million individual clients and over 100,000 corporate clients, companies ranging from start-ups to multi-nationals, including specialized entities, such as pension funds and insurers, real estate companies, commodity traders and banks. Our clients include more than 30% of Swiss households, more than 90% of the largest 250 Swiss corporations and more than 50% of midsize to large pension funds in Switzerland. They look for financial advice based on their needs at each stage of their individual or corporate journey. We aim to deliver outstanding advice to all via a multi-channel approach. Clients have access to digital banking, a wide network of branches and remote advice. These channels are designed to deliver a superior, convenient client experience with 24/7 availability, security and value for money, resulting in high levels of client satisfaction. Clients are also offered a broad range of products and services in all relevant areas: basic banking, investing, financing (including mortgages), retirement planning, cash management, trade and export finance, global custody, and company succession, among others. Additionally, they have full access to the solutions of the Investment Bank, Asset Management and Global Wealth Management.

In Asset Management, we deliver investment products and services directly to approximately 2,800 clients around the world, including sovereign institutions, central banks, supranational corporations, pension funds and insurers, as well as to Global Wealth Management and its clients, wholesale intermediaries and financial institutions. By building long-term, personalized relationships with our clients and partners, underpinned by disciplined execution, we aim to achieve a deep understanding of their needs and to earn their trust. We combine our global scale with the independent thinking of our distinct investment teams to utilize innovative ideas, drawing on the breadth and depth of our investment capabilities, across traditional and alternative, active and indexed, to deliver the solutions that clients need.

The Investment Bank provides corporate, institutional and wealth management clients with expert advice, financial solutions, execution and access to the world's capital markets. Our business model is specifically built around our clients and their needs. Corporate clients can access advisory services, debt and equity capital market solutions, and bespoke financing through our reshaped Global Banking business. Our Global Markets business focuses on helping institutional clients engage with local markets around the world, offering equities and equity-linked products, and foreign exchange, rates and credit products and services. Our equities and differentiated content offering is underpinned by Investment Bank Research. The differentiated nature of our research provides access to insight-ready data sets for thousands of companies, and aims to give clients an informational edge. In 2021, approximately 45,000 research reports were produced, with more than six million reads.

¹ Euromoney Private Banking and Wealth Management Survey 2021: Overall Global Results.

We know the security and confidentiality of our clients' data is of utmost importance to them, as it is for UBS. That is why we put the highest priority on having comprehensive measures in place that are designed to ensure that client data confidentiality and integrity are maintained. We continually assess and improve our control environment to mitigate emerging cyber threats and meet expanding legal and regulatory expectations. Investments in our IT platforms preserve and improve our IT security standards, with a focus on giving clients secure access to their data via our digital channels and protecting that data from unauthorized access. Although the level of sophistication and the impact and volume of cyberattacks continue to grow worldwide, we are ever vigilant, maintaining a strong and agile cybersecurity and information security program to mitigate and manage cyber risk by providing robust, consistent, secure and resilient business processes.

Enhancing the client experience through innovation and digitalization

We streamline and simplify interactions with clients through front-to-back digitalization and innovations.

In Global Wealth Management, we develop and deploy digital tools that enhance the value of human relationships, a factor that differentiates UBS. Clients expect the convenience and speed that technology offers but, simultaneously, they feel that a personal experience with advisors is more important than ever. Our advisors use state-of-the-art digital tools to spend more time with clients and better evaluate the full scope of their financial lives. Our clients appreciate digital tools that improve their experience, for example, easy ways to view their portfolios or access research that is tailored to their needs. They also want multiple ways in which to interact with their advisors. The COVID-19 pandemic, and the associated need for physical distancing, has led clients to embrace the use of digital and mobile tools more than ever before. We continue to introduce new and better tools to meet and exceed clients' expectations. For example, our *UBS Manage Advanced [My Way]* app offers clients in selected markets an at-a-glance comprehensive view of their investment portfolio. With access to more than 60 professionally managed investment modules (building blocks), it is underpinned by continuous portfolio monitoring and risk management. The app is interactive; clients can work with their advisors on a tablet to design their own portfolio, easily including elements such as sustainable investing and themes to reflect their individual preferences and priorities. Based on the strong momentum, client demand and inflows, we intend to scale up and further develop *UBS Manage Advanced [My Way]*. In 2021, the *Direct Investment Insights* digital investment service was introduced in Asia and rolled out in Europe and Switzerland. This service provides timely, relevant and actionable investment insights and ideas from the CIO directly to clients' mobile and desktop devices, linking insights with execution in our e-banking and mobile app. In the US, we announced the development of a digital-led, scalable advice model for affluent clients. As a trusted brand with premium content, we see opportunities to deliver our expertise to a broader set of clients, combining digital experience with human advice. In Switzerland, our *UBS Mobile Banking* app has been enhanced so clients can now see relevant investment views and access our real-time quote capabilities before logging in. At a broader level, progress continues on our multi-year strategy to serve clients from two platforms: the *Wealth Management Americas Platform* in the US and the *Wealth Management Platform* outside the US.

Personal & Corporate Banking continued to develop simple, smart, secure and sustainable solutions in 2021, reflecting our digital transformation progress. In May 2021, we launched a new Remote Sales & Advice (RSA) unit to offer Personal Banking clients more flexibility in the way they bank through extended service times and the option to receive professional advice remotely. The new RSA approach was also successfully piloted for Corporate & Institutional clients. Following the excellent results of the 2020 pilot, we initiated a Switzerland-wide rollout of *UBS Multibanking* for corporate clients, an offering that integrates third-party banks for full transparency across accounts and convenient payment execution via a single platform. To assist clients throughout the onboarding phase, we established a virtual support team for the multi-banking solution. Moreover, in response to the growing number of client-support requests via UBS channels, email and telephone, we introduced the *UBS Conversational Platform*, an end-to-end platform enabling clients to get the right answers for their issues quickly without a lot of interaction with call agents or client advisors. To accelerate innovation in the payment business, we announced our *UBS Virtual Credit Cards*, a new generation of purely digitally available cards that can be used in online shops and receive deposits from TWINT, Apple Pay, Samsung Pay and Google Pay. Since its introduction, more than 30,000 virtual cards have been issued. For banking packages, we have launched *UBS me* to replace the previous pre-defined banking bundles. Clients can now put together their individual package based on their own needs and preferences, and are only charged for solutions they actually need. Our *UBS Atrium* mortgage platform for investment properties has been integrated into the *key4* brand, creating a true multi-channel and multi-product offering. As a result of the integration, clients can benefit from digital offering capabilities of the innovative mortgage platform for owner-occupied residential property. In addition, the *Green Mortgage* for income-producing properties is available via *key4* and offers a financial advantage on financing to borrowers who hold recognized sustainability certificates. To give clients access to market-leading solutions beyond banking, we have expanded our network of partnerships. We have joined forces with a Swiss fintech start-up to provide corporate clients with extensive cash management functionalities, from automated generation of expense reports to validation of supplier invoices. To make progress in our journey toward being more agile, we set up a new virtual organization as a collaboration between Personal & Corporate Banking, Global Wealth Management and the Chief Digital and Information Office: the *Agile Delivery Organization*. With more than 26 agile end-to-end delivery crews focused on our clients' needs, we are empowering teams, removing silos and evolving toward an integrated setup to deliver responsive, adaptable and innovative products. With sustainability being a top strategic priority for our business and our client proposition, we have continuously expanded our sustainability agenda. Our platform for volunteer work, *UBS Helpetica*, has so far received 286 project ideas and published more than 180 projects with over 70 non-profit partners across its focus topics: the environment, social issues, education and entrepreneurship. An example of further progress in our sustainability journey came when the *UBS Strategy Funds* were repositioned toward *UBS Strategy Funds Sustainable* in 2021, which led to the transfer of a significant amount of existing custody assets to sustainable solutions.

In Asset Management, we are accelerating our investment in digitalization. We have extended our digital client relationship management pilot tools, technologies and data capabilities to enhance the experience of, and service for, our clients, to foster innovation and to support alpha generation. For example, we will soon launch a scalable platform to enable more efficient development and management of theme-based investment products to meet growing client demand. We continue to expand the suite of tools used by our Quantitative Evidence & Data Science team, who utilize alternative and traditional data combined with statistical modeling to enhance and augment our fundamental and systematic investment processes. To simplify and enhance our client servicing, we are introducing improvements in client and data analytics.

The Investment Bank strives to be the digital investment bank of the future, with innovation-led businesses driving efficiencies and solutions. In February 2021, we announced the creation of a *Digital Platforms* function within the Investment Bank across Global Markets and Global Banking, to work on exponential transformation through experimentation, innovation, and external partnerships. The *Digital Platforms* function is critical to delivering on our client promise. In Global Markets, our *Technology-Enhanced Sales (TES)* teams work in close partnership with our Data Intelligence, Group Technology, and Client Coverage teams to embed our data and technology capabilities across all client teams and enhance our client service. *TES* allows clients to choose where and how we deliver content and uses data modeling to customize the content they receive. *UBS Neo*, our award-winning multi-channel platform and enterprise ecosystem for digital clients, lets our professional and institutional clients access a comprehensive suite of products and services covering the full investment life cycle. Historically, most clients used only one or two of the capabilities available to them via *UBS Neo*. We have now transformed the client experience through a new personalized version of the platform, including the launch of an app store. *Investment Bank DigiOps*, our Operations team working in collaboration with Group Technology on digital innovation projects, is enhancing the client experience through a digital platform that continues to make progress on simplifying Operation's technology infrastructure, increasing front-to-back efficiency and enhancing our decision making and relevance to clients. New non-bank competitors have secured a foothold in our markets, while fintech firms have carved out and dominated entirely new segments. In response, we created a team focused on strategic investments and fundamentally new market infrastructure. By utilizing distributed ledger technology, Global Markets is transforming the business models of products where the Investment Bank has been strong historically. One example is *UBS Gold*, our global physical gold transaction network of retail investors, gold merchants, institutional investors and vault providers that enables clients to buy and sell at interbank prices.

A tokenized representation of underlying physical gold provides fractional ownership with low-friction transactional capability. Our vision is to accelerate the tokenization of financial products traded by UBS clients. In November 2021, the Investment Bank helped SIX Group to launch the first ever Swiss franc-denominated digital bond offering, which is listed, traded and settled on the newly established SIX Digital Exchange. Global Banking has also prioritized the client experience. *Global Banking Data & Analytics Lab* uses data science, predictive analytics and quantitative models to develop solutions for our businesses. *UBS-GUARD* applies data science and predictive analytics to Global Banking business users, predicting the risk of companies becoming the targets of activists, identifying deal opportunities and helping navigate client pitches. Our *SPAC database* is a fully automated database of in-market special purpose acquisition companies (SPACs) created to match SPACs with potential acquisition targets and help increase efficiency and collaboration across sectors and regions.

Engaging with our clients

We use a variety of channels to engage with clients, including regular client relationship and service meetings, as well as various corporate roadshows and dedicated events. Digital interaction with clients increased as the pandemic continued.

Global Wealth Management interacted with clients via various settings in 2021, from personalized private briefings with subject matter experts to segment-specific virtual events and large-scale initiatives. We utilize marketing campaigns, events, advertising, publications and digital-only solutions to help drive greater awareness of UBS among prospective clients and reinforce trust-based relationships between advisors and clients.

Personal & Corporate Banking holds regular client events (mostly webcasts and virtual or hybrid events since the onset of the COVID-19 pandemic), covering a wide range of topics. In 2021, we increasingly engaged with clients via online channels, such as social media, online displays and search engines, and further decreased our use of traditional out-of-home channels.

In Asset Management, we have a consistent program of client events and engagement activities throughout the year. This includes our flagship conferences, such as the annual *UBS Reserve Management Seminar*, and we held our inaugural *Alternatives Conference* in 2021. Alongside this, our teams continued the high level of interaction with clients globally in 2021, facilitated by new digital tools, and our publication of macro insights and thought leadership to provide timely insights into rapidly evolving markets. We also hosted a broad range of virtual events, including our *Nobel Perspectives* webinar series, to help our clients better understand market challenges and investment opportunities, and we continued to engage with clients through our social media and online channels.

The Investment Bank hosted over 170 investor conferences and educational seminars globally in 2021, covering a broad range of macro, sector, regional and regulatory topics. Almost all of those conferences were held virtually. More than 40,000 clients took part in such events in 2021, providing insight and access to our own opinion leaders, policymakers and leading industry experts. We leverage our intellectual capital and relationships and use our execution capabilities, differentiated research content, bespoke solutions, client franchise model and global platform to expand coverage across a broad set of clients. *UBS Neo Question Bank* is the largest global database of market-related questions asked by professional investors, while *UBS Live Desk*, built within the *UBS Neo* platform, provides clients with a stream of fast-paced commentary from UBS traders.

How we measure client satisfaction

We use multiple techniques to regularly assess our achievements and the satisfaction of our clients.

Global Wealth Management is increasingly using technology and analytics capabilities to collect and respond to client feedback. Our digital client feedback tool lets clients submit, via mobile and the web, input about overall satisfaction with advisors and UBS, and share key topics they wish to discuss with their advisors. Advisors and their teams have seamless, real-time access to client feedback, enabling them to be highly responsive. The tool is available in the US and Asia Pacific, as well as most EMEA countries.

Personal & Corporate Banking has conducted annual surveys of clients in Switzerland since 2008, consistently covering all private and corporate client segments annually since 2015. Clients provide feedback on their satisfaction with regard to various topics (e.g., UBS overall, branches, client advisors, products and services) and indicate further product or advisory needs. Survey responses are distributed to client advisors, who follow up with each respondent individually. In 2021, we had an all-time high client satisfaction and net promoter score (NPS), and achieved a 77% follow-up rate with survey participants.

The Quality Feedback system in Global Wealth Management and Personal & Corporate Banking provides a comprehensive and systematic platform to receive and process client feedback and suggestions. We receive feedback in various forms and through different channels, including in writing, electronically, orally to client advisors and staff in our branches and other client touch points, via social media channels, and via the Swiss Banking Ombudsman. Client feedback, including complaints and suggestions, is vitally important, as it shows direct and unfiltered client needs, supports the development and introduction of new products and services and hence fosters the optimization of our offering in a client-focused manner. By addressing client feedback, we aim to strengthen client relationships, improve

client satisfaction and make tangible improvements to our services. By sharing their views, clients contribute to quality improvements at all levels. We aim to respond to each individual who provides feedback. In 2021, key topics and enhancements centered mostly around digital banking functionalities, digital client onboarding and the reorganization of UBS's branches and services.

In Asset Management, we have an integrated process to record and manage client feedback through our client relationship management tool. We also conduct regular surveys, covering our wholesale and institutional clients globally, inviting them to assess their satisfaction with our client service, products and solutions, as well as other factors relevant to their investments. The results are analyzed to identify focus areas for improvement and our client relationship managers follow up with respondents to address specific feedback where required.

The Investment Bank closely monitors client satisfaction via individual product coverage points. Direct client feedback is actively captured and tracked in our systems. Internal regional forums serve as a platform for senior management to discuss client relationships, possibilities for improvement, potential opportunities and specific client issues. Other processes are in place to enable consolidated findings to be shared within UBS as appropriate. The Investment Bank also closely monitors external surveys, which provide feedback across a range of investment banking services. We continue to make progress in simplifying our technology infrastructure, focusing on increasing front-to-back efficiency and enhancing our decision making and relevance to clients. In November 2021, we launched the first Annual Global Markets Client Survey to gauge our clients' experience of UBS and the products and services that are important to them, measuring client satisfaction and loyalty. In 2021, over 49% of Global Markets clients surveyed expected to increase their market share with UBS in the next six months. When ranking the most important factor in choosing a market partner, relationship management coverage and connectivity were a priority, further underlining the importance of our people. When asked about future capabilities, our clients ranked highly the need for profiled personalization of products and services, underlining the importance of our *Digital Platforms* and our *TES* initiative.

We thoroughly evaluate the feedback we receive, including complaints from clients, and take measures to address key themes identified. For example, in 2021, Personal & Corporate Banking clients expressed an increasing need for security and trust. The ongoing optimization and digitalization of products has been well received by clients across all segments. However, in light of ongoing branch closures, clients would like further digitalization. Furthermore, feedback indicated that clients developed high levels of acceptance for telephone or video advice and were increasingly satisfied with the service received via Global Banking.

Investors

We aim to create sustainable, long-term value for our investors by executing our strategy with discipline, maintain risk and cost discipline, and deliver attractive shareholder returns.

Investor base

Our investor base is well diversified. A substantial proportion of our institutional shareholders are based in the US, the UK and Switzerland.

- › Refer to the “Corporate governance” section of this report for more information about disclosed shareholdings

Alignment of interests

We aim to align the interests of our employees with those of our equity and debt investors, and this approach is reflected in our compensation philosophy and practices.

- › Refer to “Our compensation philosophy” in the “Compensation” section of this report for more information

Driving growth while maintaining risk and cost discipline

We are focusing on growth, as we expand into new client segments and accelerate our strategic technology investments. Across the firm, we intend to maintain our risk and cost discipline to support our growth plans, with continual enhancement of day-to-day efforts.

We are aiming to create sustainable value through the cycle. To accomplish this, we have outlined selected commercial and environmental, social and governance (ESG) aspirations, which should support our financial targets.

Our primary measurement of performance for the Group is return on common equity tier 1 (CET1), as regulatory capital is our binding constraint and drives our ability to return capital to shareholders.

- › Refer to the “Targets, aspirations and capital guidance” section of this report for more information

Active capital management to enable growth and deliver attractive shareholder returns

Our first priority is ensuring that we can maintain a strong balance sheet. This includes our strong capitalization, in line with our capital guidance of maintaining a CET1 capital ratio of around 13% and a CET1 capital leverage ratio of greater than 3.7%.

As a second priority, we consider opportunities for investment in growth.

Our third priority is returning capital to shareholders in the form of dividends, and we intend to pay progressive cash dividends. For 2021, the Board of Directors intends to propose a dividend to UBS Group AG shareholders of USD 0.50 per share.

After these three priorities have been met, we intend to distribute excess capital to shareholders via share buybacks. In 2021, we bought back USD 2.6 billion of our shares. Looking ahead, we intend to buy back up to USD 5 billion of shares by the end of 2022.

- › Refer to “UBS shares” in the “Capital, liquidity and funding, and balance sheet” section of this report for more information

Communications

Our Investor Relations (IR) function is the primary point of contact between UBS and our shareholders. Our senior management and IR regularly interact with institutional investors, financial analysts and other market participants, such as credit rating agencies. Clear, transparent and relevant disclosures, and regular direct interactions with existing and prospective shareholders, form the basis for our communications. The IR team relays the views of and feedback on UBS from institutional investors and other market participants to our senior management.

IR and our Corporate Responsibility function work together and interact with any investors interested in sustainability topics relevant to UBS and wider society.

- › Refer to the first nine pages of the “Corporate governance” section of this report and “Information policy” in that same section for more information
- › Refer to the Sustainability Report 2021, available from 11 March 2022 under “Annual reporting” at ubs.com/investors, for more information

Employees

At UBS, we know the meaning of long-term commitment; to our clients, investors, employees, communities and society. With our employees, this commitment is personal. We are dedicated to being a world-class employer where our employees can leverage and continually enhance their skills, partnering with clients and colleagues on solutions that make a real difference.

Our people leadership approach aligns with our strategy and our purpose, as both rely on engaged and empowered individuals to drive them forward. Our employees are the key to realizing our ambitions. Reimagining the power of people and making connections are at the heart of what we do. Every day, our global team connects people with innovative ideas and opportunities that lead to better results for UBS and for our clients, as well as to progress in society.

Our purpose drives our strategy and culture

Our purpose articulates why we do what we do and why it matters. Our culture affects how we do things and is firmly grounded in our three keys to success: our *Pillars, Principles and Behaviors*. To help ensure that our culture advances our strategic

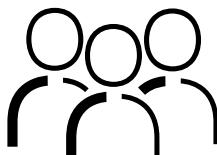
decade, these keys have defined how we work together and what we stand for, as a firm and as individuals. They continue to drive daily business decisions and are integrated into our people management processes.

› Refer to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about our Pillars, Principles and Behaviors

We promote culture-building behavior through a number of global, regional and divisional initiatives. Notably, since 2016, our *Group Franchise Awards* (GFA) program has rewarded employees for promoting cross-divisional collaboration and innovation. A related idea-sharing site enables employees to cooperate on solutions for operational, client service, sustainability and technology challenges. Nearly 6,000 ideas have been submitted since its launch, with approximately 450 ideas implemented or supported for future implementation.

A peer-to-peer recognition program instituted in late 2020 encourages employees to recognize colleagues' exemplary behavior. Called *Kudos*, this initiative serves to bring teams together and increase motivation, engagement and employee

Our workforce at a glance¹



71,385

employees (FTE) 72,779 employees (headcount)

Women

 40%
28,888

Men

 60%
43,891



50 countries



145 nationalities



162 languages spoken



8 years of service, on average

Age

 age < 30
18%

 age 30–50
60%

 age > 50
22%

Region

29%

Switzerland

30%

Americas

21%

Asia Pacific

20%

EMEA

¹ Calculated as of 31 December 2021 on a headcount basis of 72,779 internal employees only.

Leadership, engagement and culture

Connecting people with transformative ideas and becoming a more agile organization starts with our leaders. In 2021, we updated our *House View on Leadership* to reflect the behavior that we expect every leader to demonstrate toward employees, clients and business activities. Leaders at all levels are also expected to foster simplification, empowerment and accountability in their teams to support our ongoing transformation.

Key to maintaining a strong culture are listening to employees and acting on their feedback. Launched in mid-2021, our new employee-listening strategy uses Group-wide surveys conducted by an external provider to measure indicators such as line manager effectiveness, and in-depth research to solve specific business issues. As an example, an Organizational Health Index assesses firm-wide alignment with strategic goals, working practices and adaptability. Employee responses in 2021 directly influenced the development of our purpose, our new performance management approach and our increased focus on innovation, sustainability and impact.

➤ Refer to the **Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about our management practices, and to the foldout page of this report for more information about our purpose**

Toward a more agile future

Driven by our strategic imperatives and in response to evolving client needs, we are accelerating the adoption of new ways of working together. In particular, agile working practices, and agile teams where they make sense, will enable us to be more responsive, adaptive and innovative in everything we do. Multi-disciplinary teams working across the firm will create better outcomes for clients and improve our employees' work experience. In 2021, we launched a first wave of the *Agile@UBS* program ahead of a broader implementation in 2022. Currently, we have 10,000 employees transitioning to the new *Agile@UBS* ways of working by the end of the first quarter of 2022 and we are on track to have over 20,000 employees working in *Agile@UBS* by the end of 2022. Participants' experiences, along with coaching and specialized training delivered through the Agile Academy within our UBS University, will enable us to systematically roll out *Agile@UBS* to more business areas going forward.

Personnel by region

		As of		% change from	
		31.12.21	31.12.20	31.12.19	31.12.20
<i>Full-time equivalents</i>					
Americas		21,317	21,394	21,036	0
<i>of which: USA</i>		20,537	20,528	20,232	0
Asia Pacific		15,618	15,353	13,956	2
Europe, Middle East and Africa (excluding Switzerland)		14,091	13,899	12,918	1
<i>of which: UK</i>		6,051	6,069	5,704	0
<i>of which: rest of Europe (excluding Switzerland)</i>		7,826	7,652	7,048	2
<i>of which: Middle East and Africa</i>		215	178	166	21
Switzerland		20,359	20,904	20,691	(3)
Total		71,385	71,551	68,601	0

Our commitment to diversity, equity and inclusion (DE&I)

In our experience, diverse teams better understand and relate to our equally diverse clients and their needs. Furthermore, employees with different backgrounds and experiences drive innovation and better decision making. Our aim, therefore, is to shape a diverse and inclusive organization that is innovative, provides outstanding service to our clients and offers equitable opportunities so that all employees may thrive.

Our broad approach encompasses a range of aspects, including inclusive leadership, gender, ethnicity, LGBTQ+ and disability. Along with a concerted focus on building inclusive leadership skills, increasing gender and ethnic diversity, and ensuring equitable policies and practices were priorities in 2021. Regarding gender, we aspire to have 30% of Director and above roles held by women by 2025. At the end of 2021, that figure stood at 26.7%, up from 26.0% in 2020. Similarly, our 2025 aspiration is to achieve a 26% representation of ethnic minorities at Director level and above in the UK and the US. As of the end of 2021, this figure was 20.1% in the US and 21.3% in the UK.

Initially launched in Switzerland in 2016, our global *UBS Career Comeback* program continues to help us increase our pipeline of female leaders. To date, the program has helped 196 women and 19 men relaunch their careers.

In addition to strategic initiatives, each year we sponsor numerous activities to promote inclusivity and a culture of belonging. Chief among them are activities provided by our 48 employee networks across the firm. Employee volunteers regularly host educational events and initiatives focused on gender, culture, ethnicity, LGBTQ+ / Pride, disability, veterans, parenting, elder care and other topics. Our employee networks also raise the visibility of employees' needs and help shape our DE&I program, local benefits offerings, and more. Disability is a key focus area: as such, the firm became a member of The Valuable 500 in 2021, committing to make disability inclusion part of the firm's business leadership agenda.

➤ Refer to ubs.com/diversity for more information about our DE&I priorities, commitments and progress

Practices that help us remain an employer of choice

Compensating employees fairly and consistently is key to ensuring equal opportunities. We pay for performance, and we take pay equity seriously. A strong commitment to both is embedded in our compensation policies, and we conduct both internal reviews and independent external audits as quality checks. If we uncover gaps that cannot be explained by business factors or appropriate personal factors – such as experience, role, responsibility, performance or location – we explore the root causes of those gaps and address them. Additionally, our regular monitoring and review processes also allow us to maintain our certification status with the EQUALSALARY Foundation for our equal pay practices in Switzerland, the US, the UK, Hong Kong SAR and Singapore. The firm also successfully completed an equal pay analysis in Switzerland in 2020, as required by the Swiss Federal Act on Gender Equality. The results of the analysis confirmed that we are fully compliant with Swiss equal pay standards. These holistic certifications are a testament to our well-established equal opportunity environment and the strength of our human resources practices, including performance and reward. In 2021, we continued to monitor pay fairness and addressed any unexplained gaps to ensure that all employees are paid fairly. All employees have access to competitive benefits, including insurance, retirement and personal leave.

› Refer to the “Compensation” section of this report for more information about compensation-related topics

Meeting employees’ needs while improving services for clients

Working both from home and from the office became the norm for many employees in 2021, with surveys indicating strong support for continued flexibility. Following a global analysis that considered factors such as regulation, risk and productivity, we determined that approximately 75% of our employees could be eligible to work in a hybrid setup. In addition to fostering better work / life balance, a hybrid model makes us a more attractive employer to a wider pool of applicants, such as early-career talent, working parents and those in continuing education. The emphasis on technology and virtual collaboration also sparks innovative thinking that will make us more agile and further improve client service. We are implementing hybrid working on a country-by-country basis, along with wide-ranging support to ensure that employees, teams and our culture all continue to thrive.

Health and well-being

Supporting employee health and well-being remained a priority in 2021. We are committed to helping employees thrive in their current roles and deliver sustainable performance over time. Regular “pulse” surveys gauged employees’ views on remote work, stress, communication and other aspects. Resources to help employees support holistic well-being featured a bespoke eLearning curriculum, physical and mental health initiatives, volunteering opportunities, increased benefits offerings in certain locations, and financial education.

Employee representation

We maintain an open dialogue with our formal employee representation groups, all of which are in Europe, as part of our commitment to being a responsible employer. These groups represent 17 countries and consider issues that may affect our performance, operations and prospects. Collectively, these groups represent approximately 49% of our global workforce.

Attracting, developing and retaining the best talent

Fostering an agile and connected workforce is a priority for the near term. We therefore need to have processes in place that are designed to ensure that we have the best people, in the right roles, at the right time, to achieve our strategic goals. Comprehensive workforce data dashboards help us analyze all aspects of the employee life cycle, including recruitment, performance management, training, internal mobility and attrition, along with demographic and diversity aspects, such as gender and ethnicity. This helps us identify trends quickly and make fact-based decisions grounded in human resources data.

Throughout 2021, we hired new talent where necessary to launch or expand businesses and to fill gaps in our workforce. We recruit for potential and cultural fit, hiring beyond immediately relevant skills to include the person’s experience, competencies and digital aptitude. We hired a total of 9,363 external candidates in 2021, adding more than 1,700 graduates and other trainees, apprentices and interns through our various junior talent programs. We invest in young talent in every region, supporting national apprenticeship programs in Switzerland and the UK and summer internship programs in many locations. In Singapore, UBS worked with the government to set up a program to support ongoing employability during the pandemic and to increase the resilience of regional banking infrastructure. Our approach has garnered numerous external accolades in 2021, including a top-50 ranking in the World’s Most Attractive Employers from employer-branding experts Universum, for the 13th consecutive year.

› Refer to ubs.com/employerawards for more information about our most recent employer rewards

Focusing on performance and development

Resetting the firm’s strategic course sparked a comprehensive review of our performance management practices in 2021. As a result, we introduced a new approach called *MyImpact* that aims to better support our strategic priorities and reinforce our culture, as well as making our year-end review, objective setting and employee feedback processes simpler and more transparent.

Key to our talent management strategy is offering employees opportunities to build interesting careers. Our innovative digital *Career Navigator* platform, which now features short-term rotation opportunities, promotes internal mobility across teams, functions and business divisions. Employees can explore career paths, search for jobs and connect with colleagues while allowing our recruiters to more easily source internal talent. The tool also identifies potential competency gaps and automatically recommends appropriate training. Since inception, *Career Navigator* has helped 47,600 employees search for short-term job opportunities or find internal experts, discover possible career paths and match themselves to open roles. More than 160,000 skills were added to our employee skills-sharing platform in 2021.

Our in-house UBS University plays a central role in fostering diversity of thought within the firm, and in building employees’ skills for use now along with capabilities for the future. Our offering includes line manager and leadership development, advisory and sales training, and industry-leading certification for client advisors, as well as data literacy, agile working and health and well-being topics. Altogether in 2021, our permanent employees completed more than 1,425,000 learning activities, including mandatory training on compliance, business and other topics, resulting in an average of more than two training days per employee.

Society

The world's social and environmental problems are too big and complex to tackle alone. Lasting change can only be achieved when philanthropists and public and private organizations work collectively to maximize positive impact for people and the planet.

Our clients can maximize the positive effect of their giving through our diverse social impact offering: UBS Philanthropy Services and the grant-making UBS Optimus Foundation, as well as UBS Global Visionaries and UBS Community Impact.

Reimagining client philanthropy

With nearly 70 philanthropy experts around the globe, we help clients to maximize their impact locally, nationally and globally. We have partnered for more than two decades with clients and their families by using an investment-based approach and connecting them to an international network of expertise and support.

To best serve our clients, we base our approach on three pillars: Advice, Insights and Execution. *Advice* – consulting with clients who are considering setting up their first charitable fund and guiding them on tax-efficient giving, thus maximizing the value of charitable giving. *Insights* – connecting our clients to a global network of experts, both within and outside UBS (e.g., through insight trips, publications, events with fellow philanthropists, thought leaders and social entrepreneurs, such as UBS Global Visionaries). *Execution* – providing clients with flexible options for managing their philanthropic giving, including structures such as our donor-advised funds (DAFs) and our new *UBS Collectives*, and supporting curated programs via UBS Optimus Foundation.

Donor-advised funds

A DAF offers clients an easy, flexible and efficient alternative to setting up their own foundation. UBS has offered DAF services in the US for some time, and in 2014 we established a DAF in the UK, which has since had over GBP 450 million in donations. The UBS Philanthropy Foundation was launched in Switzerland in 2020: it has raised more than USD 10 million in donations and in its first year of operations launched its first thematic fund, which is dedicated to the environment.

UBS Optimus Foundation

With a track record of over two decades, UBS Optimus Foundation is recognized globally as both a philanthropic thought leader and a pioneer in the social finance space, through which we leverage solutions to mobilize private capital in new and more efficient ways. The foundation uses an evidence-based approach and focuses on programs that have the potential to be transformative, scalable and sustainable. It conducts extensive due diligence and only recommends what it considers to be the most innovative programs that have the capacity to achieve long-term, measurable impact. UBS also makes matching contributions to the foundation, to help our clients' donations go even further.

The *UBS Collectives* also utilize an evidence-based approach and bring together philanthropists to pool their funds, share their expertise and achieve a longer-term impact. The *Collectives* are a three-year learning journey during which philanthropists follow a curriculum, network with peers and engage in programs with the goals of preventing family separation, mitigating climate change

and funding programs linked to measurable results. In 2021, USD 21 million in funding was raised for this long-term systems-level change approach.

UBS Global Visionaries

The private sector has a crucial role to play in supporting innovative, sustainable solutions to some of the world's most pressing problems. This is why we launched the UBS Global Visionaries program in 2016 with two main goals: (i) to create opportunities for our clients and prospective clients to connect in person (or virtually) with leading social entrepreneurs; and (ii) to help our UBS Global Visionaries scale their positive change by expanding their global network, building capacity and raising awareness about their work. Since the program started, we have supported 63 entrepreneurs across the globe, who all work toward achieving a variety of the UN Sustainable Development Goals. At the end of 2021, 20 of those entrepreneurs were engaged in the program as active Global Visionaries, more than 60 prospective clients and clients had been directly connected with them, and 80 events hosted by UBS at which they were featured speakers. Over 29,000 stakeholders (such as prospective clients, clients and employees) participated in these events. Feedback from our clients shows this gives them new ways to engage in their passions and learn about new topics or technologies. In return, our UBS Global Visionaries benefit from clients sharing their skills, experience and contacts.

UBS Community Impact

We are committed to supporting the communities in which we work. Our employees, clients and shareholders expect us to play our part in addressing social issues – and we believe it is the right thing to do. Direct cash contributions, including support through our Community Impact program, UBS's affiliated foundations in Switzerland, the UBS Foundation of Economics in Society at the University of Zurich and contributions to UBS Optimus Foundation, amounted to a total of USD 59 million in 2021. During 2021, we focused on addressing social and wealth inequality in our local communities through education and skill building. Given the ongoing impact of the pandemic in 2021, we continued to provide some COVID-19 relief to support the most vulnerable, as well as supporting recovery and rebuilding efforts through our community partners.

Following the announcement of UBS's purpose in April 2021, we undertook a review of our global Community Impact strategy in light of UBS's new sustainability commitment. We will increase our focus on education and skills with the implementation of our revised strategy in 2022.

UBS's overall charitable contributions are measured using the industry-leading Business Investment for Societal Impact framework (B4SI). This includes cash, employee time, and in-kind support.

- Refer to "UBS's charitable contributions" in the "What" section of the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information

Our focus on sustainability and climate

Our commitment to sustainability starts with our purpose. We know finance has a powerful influence on the world. At UBS, we reimagine the power of people and investment, to help create a better world for everyone: a fairer society, a more prosperous economy and a healthier environment. That is why we partner with our clients to help them mobilize their capital toward a more sustainable world and why we have put sustainability at the heart of our own business.

We are guided by the goal of being the financial provider of choice for clients that want to mobilize capital toward the achievement of the 17 Sustainable Development Goals (the SDGs) of the United Nations (the UN) and the orderly transition to a low-carbon economy. We are advancing toward 2030, the designated deadline to achieve the SDGs. The SDGs focus on issues such as climate change, equality and healthcare – major challenges for our world now and over the coming years.

To help us maximize our impact and direct capital to where it is needed most, we are focusing on three key areas to drive the sustainability transition: planet, people, partnerships.

- **Planet:** Climate is a clear focus for us as we shift toward a lower-carbon future. We have committed to achieving net-zero greenhouse gas emissions resulting from all aspects of our business by 2050.
- **People:** We believe in a diverse, equitable and inclusive society. We are taking action to get there, within our own workplace and beyond.
- **Partnerships:** By working in partnership with other thought leaders and standard setters, our goal is to achieve impact on a truly global scale.

➤ Refer to the **Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about how UBS is advancing sustainability in the financial sector and beyond**

Our sustainability and impact governance

Sustainability activities, including sustainable finance, are overseen at the highest level of UBS, by the Board of Directors (the BoD) and the Group Executive Board (the GEB), and are grounded in our Code of Conduct and Ethics (the Code).

Code of Conduct and Ethics

In our Code of Conduct and Ethics, the BoD and the GEB set out the principles and practices that define our ethical standards and the way we do business, which apply to all aspects of our business. All employees must affirm annually that they have read and will adhere to the Code and other key policies, supporting a culture where ethical and responsible behavior is part of our everyday operations. In our Code we make a commitment to acting with the long term in mind and creating value for clients, employees and shareholders. We aspire to do our part to create a

fairer, more prosperous society, championing a healthier environment and addressing inequalities at their root. This ethos underpins our purpose and is in line with our external commitments, such as our pledge to help making progress toward the SDGs.

In 2021, we revised the Code in line with our focus on simplification, making it shorter, sharper and better aligned to our strategic imperatives.

➤ Refer to the **Code of Conduct and Ethics of UBS, available at ubs.com/code, for more information**

Board of Directors and Group Executive Board

The BoD is responsible for setting UBS's values and standards to ensure the Group's obligations to stakeholders are met. Both the Chairman of the BoD and the Group CEO play a key role in safeguarding our reputation and ensuring we communicate effectively with all of our stakeholders.

The BoD's Corporate Culture and Responsibility Committee (the CCRC) is the UBS body primarily responsible for corporate culture, responsibility and sustainability. The CCRC oversees our sustainability and impact strategy and activities and approves Group-wide sustainability and impact objectives. The Group CEO has delegated to the GEB lead for sustainability and impact, Suni Harford, the responsibility for setting the firm's sustainability and impact strategy, in agreement with fellow GEB members.

The GEB sets the overall risk appetite for the firm and resolves overarching matters relating to sustainability and climate risks, including risk management framework, policies, and disclosure. Group Risk Control is responsible for the development and implementation of principles and an appropriate independent control framework for sustainability and climate risks within UBS, and the integration of the principles and the framework into the firm's overall risk management and risk appetite frameworks.

Group Sustainability and Impact

The Group Sustainability and Impact (GSI) organization was created in 2021 to support the GEB lead for sustainability and impact with carrying out her responsibilities. GSI comprises the Chief Sustainability and Social Impact offices, headed by the Chief Sustainability Officer (the CSO) and the Head Social Impact. The CSO is responsible for driving the implementation of the Group-wide sustainability and impact strategy, including reporting on our progress toward net zero, and the execution thereof by the business divisions and Group Functions. The Head Social Impact is responsible for driving and implementing our social impact strategy, including UBS Community Impact, UBS Philanthropy Services and UBS Global Visionaries. Progress toward the firm's sustainability and impact strategy, including climate strategy, and associated targets is reviewed at least annually by the GEB and the CCRC.

Sustainability Risk, Finance, Compliance and Legal functions

The Chief Risk Officer for Sustainability oversees sustainability activities relating to risk, including the climate risk program, and supports the GEB by providing leadership on sustainability in cooperation with the business divisions and Group Functions.

The Sustainability Chief Financial Officer, a member of the Group Finance function, ensures that sustainability considerations are embedded into the firm's financial decision-making processes, supports the expanding external sustainability disclosures arising from both new regulatory requirements and voluntary commitments made by our firm, and oversees the continued development of the firm's financial control environment that underpins our disclosures.

The Sustainability Expert Group within the GCRG function was established in 2021 due to the strategic importance of sustainability to UBS, the rapidly evolving nature of the regulatory and policy agenda in this area, and GCRG's desire to ensure the firm is able to interact effectively and proactively with policy-makers, the regulatory supervisors of the Group and other relevant stakeholders.

The global environmental, social and governance (ESG) legal team within the Group General Counsel function advises the business on sustainability-related risks across UBS's operations. It plays an important role in advising the business teams on existing and emerging rules and regulations governing sustainable investing and sustainable lending.

- › Refer to "Board of Directors" in the "Corporate governance" section of this report for more information about the CCRC
- › Refer to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about our governance of sustainability and impact

Our approach to sustainable finance

The UN estimates the gap in funding needed to achieve the SDGs by 2030 at USD 2.5 trillion to USD 3 trillion annually,¹ with some experts putting the number even higher. We recognize this as both a challenge for society and an opportunity for our clients. As a global financial institution, we have a role in reaching the SDGs, by directing capital to where it is needed the most.

Our clients turn to us for advice on how they can help to finance the transition to a low-carbon economy, support sustainable finance, align their investments with their personal values, and better risk manage their portfolios and businesses. They want to take advantage of these opportunities, while also managing the risks associated with this transformational challenge.

Our clients' growing interest in sustainable finance is clearly shown in a number of key surveys. According to a global UBS Investor Sentiment survey,² 66% of investors see sustainable investing as highly important to their portfolio strategy. When it comes to business owners, 61% believe sustainability could

generate more revenue, 57% believe it could improve client relationships and 55% believe it could do the same for relationships with employees.

A global survey published in 2021 titled "Resetting the agenda How ESG is shaping our future"³ found that three-quarters of institutional investors agree that the COVID-19 pandemic will accelerate the general interest in ESG and capital inflows into sustainable investments over the next three to five years. Of those surveyed, 65% plan to integrate ESG into at least 25% of their assets under management for the next 12 months. Importantly, almost three-quarters of survey respondents agreed that investments integrating ESG factors performed better financially than equivalent traditional investments in the three years prior to 2020.

We are committed to serving our clients' growing sustainable finance needs and expectations. More fundamentally, we believe sustainable finance is the future of finance. Recognition of impact on financial performance, regulatory developments, evolving societal norms, investor demand and consumer preference are factors that contribute to drive the continued evolution of mainstream investing toward more holistic long-term-oriented approaches.

We are looking to create more scalable sustainable and impact investing solutions that deliver competitive financial returns, and to advise our corporate clients on risks to their business models, while driving positive outcomes. Fundamentally, for the benefit of our clients, we are helping to shape the landscape of sustainable finance by using thought leadership, innovation and partnerships to support them in their sustainability efforts.

- › Refer to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about our sustainability and impact strategy and activities
- › Refer to the sub-section below for more information about our climate governance, strategy, risk management, and metrics and targets and to the UBS Climate Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for the full UBS climate disclosures

Defining sustainable finance

Sustainable finance refers broadly to any form of financial service that aims to achieve positive sustainability outcomes, including through the integration of ESG criteria into business or investment decisions. This encompasses sustainable investing and sustainable financing solutions. Sustainable finance has long been a topic firm-wide and there is now a sharpened understanding in the market of its importance, accelerated by factors such as the COVID-19 pandemic and a changing climate. Our aim is to continue to help our clients meet their investment and financing objectives through sustainable finance.

¹ un.org/sustainabledevelopment/sdg-finance-strategy

² About the survey: UBS surveyed 3,004 investors and 1,202 business owners with at least USD 1 million in investable assets (for investors) or at least USD 1 million in annual revenue and at least one employee other than themselves (for business owners), between 28 September and 18 October 2021. The global sample was split across 15 locations: Argentina, Brazil, Mainland China, France, Germany, Hong Kong SAR, Italy, Japan, Mexico, Russia, Singapore, Switzerland, the UAE, the UK and the US.

³ The survey was conducted by the Economist Intelligence Unit, commissioned by UBS, and surveyed 450 institutional investors working in asset and wealth management firms, corporate pension funds, endowment funds, family offices, government agencies, hedge funds, insurance companies, pension funds, sovereign wealth funds and reinsurers in North America, Europe and Asia Pacific.

Sustainable investment

Sustainable investment (SI) focuses on investment decisions that seek to make a difference, while generating competitive financial returns. SI strategies aim to better risk manage portfolios in line with 21st-century challenges and / or to align investments with investors' sustainability values, while also targeting improved portfolio risk and return characteristics.

We have long recognized that clients and other stakeholders need transparency about the sustainability objectives of our various investment products. During 2021, the European Union's Sustainable Finance Disclosure Regulation (the SFDR) provided the first formal, comprehensive legislative framework establishing an important marker for the industry's efforts in this area. Consequently, we have further evolved our own definitions of SI, which now include the following two categories.

- *Sustainability focus*: strategies that have explicit sustainable intentions or objectives that drive the strategy. Underlying investments may contribute to positive sustainability outcomes through products / services / use of proceeds.
- *Impact investing*: investment strategies that have an explicit intention of generating measurable, verifiable, positive sustainability outcomes. Impact generated is attributable to investor action and / or contribution.

ESG integration and exclusion

We also identify two approaches that consider ESG factors in the investment process to varying degrees, but which on their own are not considered sustainable investment.

- *ESG integration*: considers ESG factors alongside traditional financial metrics to assess the risk-return profile in the investment process. This approach is rapidly becoming an industry standard, as the inclusion of such factors has been shown to benefit overall investment risk-return considerations.
- *Exclusion*: when individual companies or entire industries are excluded from portfolios because their activities do not meet certain ESG criteria and / or do not align with the values of clients and / or UBS.

Investment approaches

UBS's definition of sustainable investments

"Traditional" investing

- No explicit sustainability objectives
- Manage sustainability and all risks related to investment performance
- May use ESG tools, but these do not drive the strategy

Sustainability focus

- Target market-rate investment returns
- Have explicit sustainable intentions or objectives that drive the strategy
- Underlying investments may contribute to positive sustainability outcomes through products, services and / or proceeds

Impact investing

- Target market-rate investment returns
- Have explicit intentions to generate measurable, verifiable, positive sustainability outcomes
- Impact attributable to investor action and / or contribution

UBS total invested assets^{1,2}

	GRI	For the year ended			% change from 31.12.20
		31.12.2021	31.12.20	31.12.19	
<i>USD billion, except where indicated</i>					
Sustainable investments					
Sustainability focus ³	FS11	222.7	127.7	46.4	74.4
Impact investing ⁴	FS11	28.5	13.1	9.1	117.1
Total sustainable investments⁵		251.2	140.8	55.5	78.4
SI proportion of total invested assets (%)		5.5	3.4	1.5	
ESG integration ⁶	FS11	558.0	512.8	372.3	8.8
Exclusion ⁷	FS11	255.1	132.2	52.2	93.0
Total ESG integration and exclusion	FS11	813.2	645.0	424.5	26.1
ESG integration and exclusion proportion of total invested assets (%)	FS11	17.7	15.4	11.8	
UBS total invested assets		4,596.2	4,187.2	3,606.6	9.8

¹ We are refocusing our sustainable investment reporting on those investment strategies exhibiting an explicit sustainability intention. ESG integration and exclusion approaches, although considering ESG aspects in the investment process, are in and of themselves not considered sustainable investment strategies. ² FS represents the performance indicators defined in the Financial Services Sector Supplement of the Global Reporting Initiative (GRI) reporting framework. ³ Strategies that have explicit sustainable intentions or objectives that drive the strategy. Underlying investments may contribute to positive sustainability outcomes through products / services / use of proceeds. Examples include Global Wealth Management's Discretionary Managed SI mandate solution and Asset Management's strategies such as its Global Sustainable Equities product. ⁴ Strategies that have explicit intentions of generating measurable, verifiable and positive sustainability outcomes. Impact generated is attributable to investor action and / or contributions. Examples include Global Wealth Management's Oncology Impact funds and Asset Management's Global Engage for Impact Equity funds. ⁵ In 2021, UBS converted funds to the sustainability focus and impact investment categories, in line with corresponding changes to the funds' underlying investment policies. The main impact was on sustainability focus and impact strategies in Asset Management of USD 38 billion and sustainability focus fund conversions in Global Wealth Management. ⁶ Strategies that integrate ESG factors into the fundamental financial analysis to improve risk / return. ⁷ Strategies that avoid investments in companies that do not meet certain ESG criteria and / or do not align with the values of clients and / or UBS. The enhancement of the UBS ESG exclusion policy to include a broader set of exclusions in the third quarter of 2021 was the main driver (>50%) of the increase in exclusion assets in 2021.

Our offering to clients

Our private clients benefit from fully diversified sustainable portfolios, as well as advisory options. In 2020, we made sustainable investments the preferred solution for private clients investing globally. In July 2021, we expanded our sustainable investing offering with a new advisory solution that enables clients to tailor their sustainable investments to their personal preferences. In 2021, our flagship SI mandates, based on our sustainable investing strategic asset allocation (SI SAA), exceeded USD 30 billion under management.

Our institutional clients benefit from the holistic integration of ESG factors into the investment decision-making process across the entire suite of investment funds and strategies. Underpinning our ESG integration activities is a robust stewardship program, including engagement and proxy voting. We have continued to build on our position as a leading provider of sustainable exchange-traded funds (ETFs), launching 17 new sustainable ETFs in 2021, including a full suite of benchmarks aligned with the Paris Agreement. We remain firmly positioned as Europe's second-largest sustainable ETF-provider, with an SI asset base of USD 40 billion as of 31 December 2021.

Our retail clients in Switzerland have access to appropriate and relevant SI products. Interest in SI solutions continued to be strong in 2021. *UBS ManageTM SI*, a Global Wealth Management product, represented almost 70% of Personal Banking's mandate sales. In addition, 47% of total custody assets in Personal Banking are composed of sustainable investments.

For our Swiss corporate and institutional clients, supplier and producer transactions in commodity trade finance are monitored according to our SCR standards. Furthermore, our sustainable finance advice extends to strategic positioning of business models, disclosure practices and benchmarking.

Our corporate clients benefit from a range of financing and advisory solutions at all stages on their sustainability journey. In 2021, Global Banking, within our Investment Bank, set up an ESG Advisory team to assist established corporate clients with the integration of ESG risks and opportunities into their decisions related to strategy, operations and financing, thereby supporting their positioning in the financial markets. They also help young ESG-driven companies with the raising of private and / or public financing.

➤ Refer to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about our sustainable investing and financing offering, including financing solutions, advisory and research and insights

Managing sustainability and climate risks

At UBS, SCR is defined as the risk that UBS is negatively impacted by or negatively impacts climate change, loss of biodiversity, human rights infringements, and other environmental, social and governance matters. We apply an SCR policy framework with the aim of identifying and managing potential adverse impacts on the environment and / or to human rights, as well as the associated environmental and social risks to which our clients' and our own assets are exposed.

➤ Refer to "Sustainability and climate risk" in the "Risk management and control" section of this report for more information

Our sustainability targets and progress

We work with a long-term focus on providing appropriate returns to all of our stakeholders in a responsible manner. To underline our commitment, we provide transparent targets and report on progress made against them wherever possible. In 2021, we included new targets, in particular pertaining to our commitment to becoming a net-zero bank. Our targets, as set out below, can therefore only partly be compared with what we set out in previous years.

Our key targets

Planet, people, partnerships

- USD 400 billion invested assets in sustainable investments by 2025.

Planet

- Set decarbonization targets for 2030 for financing of the fossil fuel, power generation and real estate sectors (from 2020 levels):
 - reduce absolute financed emissions associated with UBS loans to fossil fuel companies by 71%;
 - reduce emissions intensity associated with UBS loans to power generation companies by 49%;
 - reduce emissions intensity of UBS's commercial real estate lending portfolio by 44%; and
 - reduce emissions intensity of UBS's residential real estate lending portfolio by 42%.
- Align USD 235 billion of invested assets to net zero by 2030 (Asset Management).
- Achieve net-zero emissions across discretionary client portfolios by 2050.
- Achieve net-zero emissions resulting from our own operations (scopes 1 and 2) by 2025; cut energy consumption by 15% by 2025 (compared with 2020).
- Offset historical emissions back to the year 2000 by sourcing carbon offsets (achieved by the end of 2021) and by offsetting credit delivery and full retirement in registry (by the end of 2025).
- Engage with our key vendors on targeting net zero by 2035.

People

- 30% global female representation at Director level and above by 2025.
- 26% US ethnic minority representation at Director level and above by 2025.
- 26% UK ethnic minority representation at Director level and above by 2025.
- Raise USD 1 billion in donations to our client philanthropy foundations and funds and reach 25 million beneficiaries by 2025 (cumulative for 2021–2025).
- Support one million beneficiaries through our community impact activities by 2025 (cumulative for 2020–2024).

Partnerships

- Establish UBS as a leading facilitator of discussion, debate and idea generation.
 - Drive standards, research and development, and product development through partnerships across the financial ecosystem.
- › Refer to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information about UBS's sustainability achievements in 2021 and our progress on key targets

Taking climate action¹

Our climate governance

As part of its annual approval of our sustainability and impact objectives, the CCRC also oversees UBS's climate strategy, as set by the GEB. During its six meetings throughout the course of the year, the CCRC reviews the GEB's activities in executing our climate strategy and, jointly with the BoD's Risk Committee, evaluates the progress of our climate risk program. The committee also reviews the alignment of our climate disclosures with the recommendations of the Task Force on Climate-related Financial Disclosures (the TCFD).

We manage these annual plans and goals through our ISO 14001-certified environmental management system (the EMS), with management accountabilities across our firm. The EMS helps us reduce environmental risks, seize market opportunities, and continually improve our environmental, climate and resource-efficiency performance.

In May 2021, we established a net-zero task force to help progress toward our ambition of reaching net zero by 2050. The GEB lead for sustainability and impact chairs the task force. Senior representatives from across our firm, including from the business, risk and finance, attend the task force's monthly meetings.

- › Refer to the UBS Climate Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for UBS's full climate disclosures

¹ This sub-section provides key information from the UBS Climate Report 2021, which contains our full climate disclosures and follows the recommendations provided by the TCFD. The Climate Report is available from 11 March 2022 under "Annual reporting" at ubs.com/investors, integrated in the UBS Sustainability Report 2021 or as a standalone document.

Our climate strategy

In April 2021, we committed to achieving net-zero greenhouse gas emissions resulting from all aspects of our business by 2050 (scope 1, 2 and 3 emissions). We are publishing our journey toward this ambition in our climate roadmap.

Our climate strategy covers two main areas: managing climate-related financial risks and acting for a low-carbon future. Underpinning these two areas are four strategic pillars.

Governance

Strategy

Managing climate-related financial risks

Acting on a low-carbon future

Protecting our clients' assets

- managing climate-related risks and opportunities through our innovative products and services in investment, financing and research

Protecting our own assets

- limiting our risk appetite for carbon-related assets
- estimating our firm's vulnerability to climate risks

Reducing our climate impact

- sourcing 100% of our electricity consumption from renewable sources
- responsible supply chain management

Mobilizing capital

- from private and institutional clients
- toward the orderly transition to a low-carbon economy

Risks and opportunities

Metrics and targets

1. Protecting our clients' assets

As a global financial institution, it is our responsibility to help clients navigate through the challenges of the transition to a low-carbon economy. We help our clients assess, manage and protect their assets from climate-related risks by offering innovative products and services in investment, financing and research. We work collaboratively across our industry and with our clients, ensuring they have access to best practice, robust science-based approaches, standardized methodologies, and quality data for measuring and mitigating climate risks. Our activities include engaging on climate topics with the companies we invest in. For example, our Asset Management business division has implemented an engagement program with 46 companies from the oil and gas, electric and other utilities, metals and mining, construction materials, chemicals, and automotive sectors. During 2021, we also supported 70 climate-related resolutions.

2. Protecting our own assets

We seek to protect our assets by limiting our risk appetite for carbon-related assets. We use scenario-based stress-testing approaches and other forward-looking portfolio analyses to estimate our vulnerability to climate-related risks. As of 31 December 2021, we had reduced our lending exposure to carbon-related assets to 9.9% (USD 45.6 billion) of our total customer lending exposure. This was down from 10.4% at the end of 2020 and 10.7% at the end of 2019.

3. Reducing our climate impact

We are committed to achieving net-zero emissions in our own operations (scopes 1 and 2) by 2025 by replacing fossil fuel heating systems, maintaining our 100%-renewable electricity

coverage and investing in credible carbon removal projects (including negative emissions technology). We will also compensate for our historical scope 1 and 2 emissions back to the year 2000 by using credible and clear carbon offsets and investments in nature-based solutions. Furthermore, we are currently working to understand and quantify the scope 3 emissions in our supply chain. We are engaging with our key vendors on targeting net zero by 2035.

4. Mobilizing capital

We mobilize private and institutional capital through investments that help the world mitigate and adapt to climate change. We were the first major global financial institution to have made sustainable investments the preferred solution for our private clients wishing to invest globally. We also support our goal of mobilizing capital as a lender and corporate advisor. For corporate clients, we support the issuance of green, social, sustainability and sustainability-linked bonds – and the raising of capital in international capital markets – in line with recognized market guidelines, such as the ICMA Green Bond Principles. We also extend green and sustainable loans in line with the Loan Market Association. In 2021, we began offering borrowers *Green Mortgages* via the *key4* platform, the first Swiss real estate platform for investment properties that promotes sustainable mortgages.

➤ Refer to the **UBS Climate Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for a full description of UBS's climate strategy**

Our management of climate risks

Climate risks can arise from either changing climate conditions (physical risks) or from efforts to mitigate climate change (transition risks). The physical and transition risks from a changing climate contribute to a structural change across economies and, consequently, can affect banks and the financial sector through financial and non-financial impacts.

In March 2020, Group Risk Control established our firm's climate risk program to further integrate climate risk in the firm's risk management framework and standard processes. The program follows a multi-year roadmap to address regulatory expectations and is engaging with stakeholders and experts both internally and externally to further develop climate risk methodologies, to deliver on ongoing climate stress testing exercises and to build capacity to respond to climate risk management expectations.

We currently identify and manage climate risks in our own operations, our balance sheet, client assets and the supply chain. To protect our clients' and our own assets from climate-related risks, in 2021, we continued to drive the integration of climate-related risk into our standard risk management framework.

We further integrated climate risk in: (i) risk identification and measurement; (ii) monitoring and risk appetite setting; (iii) management and control; and (iv) reporting processes across the organization.

- › **Refer to "Sustainability and climate risk" in the "Risk management and control" section of this report**
- › **Refer to the UBS Climate Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for a full description of UBS's management of climate risks**

Our climate-related metrics and targets

For many years, we have been developing methodologies that enable us to disclose climate-related metrics more robustly and transparently. Most recently, regulators and standard setters have provided more guidance on metrics. We firmly aim to keep pace with these new developments and requirements and further evolve our climate-related metrics. This commitment remains, as does our determination to continue leading the way in efforts to mitigate climate change.

UBS supports the goals of the Paris Agreement, which includes aligning our own operations and business activities with a pathway of a five-step net-zero plan to: (i) measure carbon emissions; (ii) define a roadmap and set targets; (iii) reduce climate impact; (iv) finance climate action and support the transition of our clients; and (v) communicate and engage.

- › **Refer to the UBS Climate Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for a full description of UBS's net-zero targets, including baselines and pathways**

Climate-related metrics 2021

	For the year ended			% change from 31.12.20
	31.12.21	31.12.20	31.12.19	
Risk management				
Carbon-related assets (USD billion) ^{1,2}	45.6	45.4	40.1	0.4
of which: UBS AG (standalone) ³	7.0	7.6	7.5	(8.7)
of which: UBS Switzerland AG (standalone) ³	37.9	37.1	31.9	2.4
Proportion of total customer lending exposure, gross (%)	9.9	10.4	10.7	
Total exposure to climate-sensitive sectors, transition risk (USD billion) ^{2,4}	37.5	37.5	33.4	0.0
of which: UBS AG (standalone) ³	4.6	5.4	5.8	(15.9)
of which: UBS Switzerland AG (standalone) ³	32.8	31.7	27.3	3.4
Proportion of total customer lending exposure, gross (%)	8.2	8.6	9.0	
Total exposure to climate-sensitive sectors, physical risk (USD billion) ^{2,4}	25.5	26.2	25.6	(2.8)
of which: UBS AG (standalone) ³	10.8	11.5	13.1	(6.1)
of which: UBS Switzerland AG (standalone) ³	13.6	13.5	11.7	1.4
Proportion of total customer lending exposure, gross (%)	5.6	6.0	6.9	
Identified significant climate-related financial risk on balance sheet ⁵	None	None	None	
Opportunities				
Number of green, sustainability, and sustainability-linked bond deals ⁶	98	29	26	237.9
Total deal value of green, sustainability, and sustainability-linked bond deals (USD billion) ⁶	63.3	19.3	15.6	
UBS apportioned deal value of above (USD billion)	13.2	5.7	3.4	
Stewardship – voting				
Number of climate-related resolutions voted upon ⁷	89	50	44	78.0
Proportion of supported climate-related resolutions (%)	78.6	88.0	81.8	
Own operations (reporting period: July to June)				
Net GHG footprint (1,000 metric tons CO ₂ e) ⁸	30	75	104	(60.0)
Change from baseline 2004 (%)	(92.0)	(79.0)	(71.2)	
Share of renewable electricity (%)	100	85	72	

¹ The carbon-related assets metric has been updated to cover the four non-financial groups as defined by the TCFD, i.e., energy, transportation, materials and buildings, and agriculture, food and forest products. ² Includes total loans and advances to customers and guarantees as well as irrevocable loan commitments (within the scope of expected credit loss). ³ Based on standalone IFRS numbers. ⁴ Climate-sensitive sectors are defined as those business activities that are rated as having high, moderately high or moderate vulnerability to transition risks and physical risks. For more details, refer to the "UBS lending to climate-sensitive sectors" table under "Sustainability and climate risk" in the "Risk management and control" section of this report and "Climate scenario analysis" in the "What" section of the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors. Physical risk number includes USD 4 billion of loans backed by real estate in regions with elevated physical climate risks. Global Wealth Management corporate lending to customers represents 1.1% of all on- and off-balance sheet loans and advances to customers, and is excluded from the climate-sensitive sectors analysis in 2021. ⁵ Methodologies for assessing climate-related financial risk are emerging and may change over time, as described in the UBS Climate Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors. ⁶ Such as, but not limited to, ICMA Green Bond Principles, Sustainability Bond Principles, and Sustainability-linked Bond Principles. ⁷ This excludes proposals related to Japanese companies that included changes to the companies' articles of association. 2021 numbers include shareholder and management proposals, 2020 and 2019 numbers shareholder proposals only. This reflects the increasingly common market practice of climate-related proposals being presented by management. ⁸ Net greenhouse gas (GHG) footprint equals gross GHG emissions minus GHG reductions from renewable electricity and CO₂e offsets (gross GHG emissions include: direct GHG emissions by UBS; indirect GHG emissions associated with the generation of imported / purchased electricity (grid average emission factor), heat or steam; and other indirect GHG emissions associated with business travel, paper consumption and waste disposal). A breakdown of our GHG emissions (scopes 1, 2 and 3) is provided in appendix 4 to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors.

Reporting to our stakeholders on our sustainability strategy and activities

Information about all our sustainability efforts and commitments is provided in our Sustainability Report 2021, available under "Annual reporting" at ubs.com/investors. The content of the Sustainability Report 2021 has been prepared in accordance with Global Reporting Initiative (GRI) Standards (the "comprehensive" option) and with the German rules implementing the EU Directive on disclosure of non-financial and diversity information

(2014/95/EU). Our reporting on sustainability has been reviewed on a limited assurance basis by Ernst & Young Ltd against the GRI Standards.

» Refer to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for an overview of non-financial disclosures in accordance with the German rules implementing EU Directive 2014/95 and for information on UBS AG and UBS Europe SE disclosures pursuant to EU Taxonomy Art. 8

Regulation and supervision

As a financial services provider based in Switzerland, UBS is subject to consolidated supervision by the Swiss Financial Market Supervisory Authority (FINMA). Our entities are also regulated and supervised by authorities in each country where they conduct business. Through UBS AG and UBS Switzerland AG, both licensed as banks in Switzerland, UBS may engage in a full range of financial services activities in Switzerland and abroad, including personal banking, commercial banking, investment banking and asset management.

As a global systemically important bank (a G-SIB), as designated by the Financial Stability Board, and a systemically relevant bank (an SRB) in Switzerland, we are subject to stricter regulatory requirements and supervision than most other Swiss banks.

- › Refer to the "Our evolution" section of this report for more information
- › Refer to the "Regulatory and legal developments" and "Risk factors" sections of this report for more information

Regulation and supervision in Switzerland

Supervision

UBS Group AG and its subsidiaries are subject to consolidated supervision by FINMA under the Swiss Banking Act and related ordinances, which impose standards for matters such as minimum capital, liquidity, risk concentration and internal organization standards. FINMA meets its statutory supervisory responsibilities through licensing, regulation, supervision, and enforcement. It is responsible for prudential supervision and mandates audit firms to perform regulatory audits and other supervisory tasks on its behalf.

Capital adequacy and liquidity regulation

As an internationally active Swiss SRB, we are subject to capital and total loss-absorbing capacity requirements that are based on both RWA and LRD and are among the most stringent in the world. We are also subject to short-term liquidity coverage ratio rules and to long-term minimum funding requirements.

- › Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information about the Swiss SRB framework and the Swiss too-big-to-fail requirements
- › Refer to "Liquidity coverage ratio" in the "Capital, liquidity and funding, and balance sheet" section of this report for more information about liquidity coverage ratio requirements
- › Refer to the "Regulatory and legal developments" section of this report for more information about the introduction of the net stable funding ratio
- › Refer to "Industry trends" in the "Our environment" section of this report for more information about revisions of the Swiss too-big-to-fail liquidity framework

Regulation and supervision outside Switzerland

Regulation and supervision in the US

In the US, UBS is subject to regulation and supervision by the Board of Governors of the Federal Reserve System (the Federal Reserve Board) under a number of laws. UBS Group AG and UBS AG are both subject to the Bank Holding Company Act, pursuant to which the Federal Reserve Board has supervisory authority over the US operations of both UBS Group AG and UBS AG.

In addition to being a financial holding company under the Bank Holding Company Act, UBS AG has US branches, which are authorized and supervised by the Office of the Comptroller of the Currency. UBS AG is registered as a swap dealer with the Commodity Futures Trading Commission (the CFTC) and as a securities-based swap dealer with the Securities and Exchange Commission (the SEC).

UBS Americas Holding LLC, the intermediate holding company for our operations in the US outside of the UBS AG branch network, as required under the Dodd-Frank Act, is subject to requirements established by the Federal Reserve Board related to risk-based capital, liquidity, the Comprehensive Capital Analysis and Review stress testing and capital planning process, and resolution planning and governance.

UBS Bank USA, a Federal Deposit Insurance Corporation-insured depository institution subsidiary, is licensed and regulated by state regulators in Utah.

UBS Financial Services Inc., UBS Securities LLC and several other US subsidiaries of UBS are subject to regulation by a number of different government agencies and self-regulatory organizations, including the SEC, the Financial Industry Regulatory Authority, the CFTC, the Municipal Securities Rulemaking Board and national securities exchanges, depending on the nature of their business.

Regulation and supervision in the UK

Our regulated UK operations are mainly subject to the authority of the Prudential Regulation Authority (the PRA), which is part of the Bank of England, and the Financial Conduct Authority (the FCA). We are also subject to the rules of the London Stock Exchange and other securities and commodities exchanges of which UBS AG is a member.

UBS AG has a UK-registered branch in London, which serves as a global booking center for our Investment Bank. Our regulated subsidiaries in the UK that provide asset management services are authorized and regulated mainly by the FCA, with one entity also subject to the authority of the PRA.

Regulation and supervision in Germany / the EU

UBS Europe SE is subject to the direct supervision of the European Central Bank, as well as to continued conduct, consumer protection and anti-money laundering-related supervision by the German Federal Financial Supervisory Authority (the BaFin) and supervisory support by the German Bundesbank. The entity is subject to EU and German laws and regulations. UBS Europe SE maintains branches in Denmark, France, Italy, Luxembourg, the Netherlands, Poland, Spain, Sweden and Switzerland, and is subject to conduct supervision by authorities in all those countries.

Regulation and supervision in Asia Pacific

We operate in 13 locations in Asia Pacific and are subject to the regulation and supervision by local financial regulators. Our regional hubs are Singapore and Hong Kong SAR.

In Singapore, we conduct our operations primarily through UBS AG Singapore Branch and UBS Securities Pte. Ltd., which are supervised by the Monetary Authority of Singapore and the Singapore Exchange.

UBS AG Hong Kong Branch is primarily supervised by the Hong Kong Monetary Authority. UBS Securities Hong Kong Limited, UBS Securities Asia Limited and UBS Asset Management (Hong Kong) Limited are primarily supervised by the Hong Kong Securities and Futures Commission. In addition, UBS Securities Hong Kong Limited is supervised by the Hong Kong Stock Exchange and the Hong Kong Futures Exchange.

In Mainland China, UBS has multiple licenses to operate its core business lines, and the various UBS entities are subject to regulation by a number of different government agencies. The People's Bank of China oversees the macro capital markets policies and ensures coordinated supervisory approaches by the China Banking and Insurance Commission, the China Securities and Regulatory Commission, and the exchanges.

Financial crime prevention

Combating money laundering and terrorist financing has been a major focus of many governments in recent years. Laws and regulations, including the US Bank Secrecy Act, require effective policies, procedures and controls to detect, prevent and report money laundering and terrorist financing, and the verification of client identities. Failure to introduce and maintain adequate programs to prevent money laundering and terrorist financing can result in significant legal and reputation risk and fines.

We are also subject to laws and regulations prohibiting corrupt or illegal payments to government officials and other persons, including the US Foreign Corrupt Practices Act and the UK Bribery Act. We maintain policies, procedures and internal controls intended to comply with those regulations.

- › Refer to “Non-financial risk” in the “Risk management and control” section of this report for more information

Data protection

We are subject to regulations concerning the use and protection of customer, employee, and other personal and confidential information. This includes provisions under Swiss law, the EU General Data Protection Regulation (the GDPR) and laws of other jurisdictions.

- › Refer to the “Risk factors” section of this report for more information about regulatory change

Recovery and resolution

Swiss too-big-to-fail (TBTF) legislation requires each Swiss SRB to establish an emergency plan to maintain systemic functions in case of impending insolvency. In response to these Swiss requirements, and similar ones in other jurisdictions, UBS has developed recovery plans and resolution strategies, as well as plans for restructuring or winding down businesses if the firm could not be stabilized otherwise.

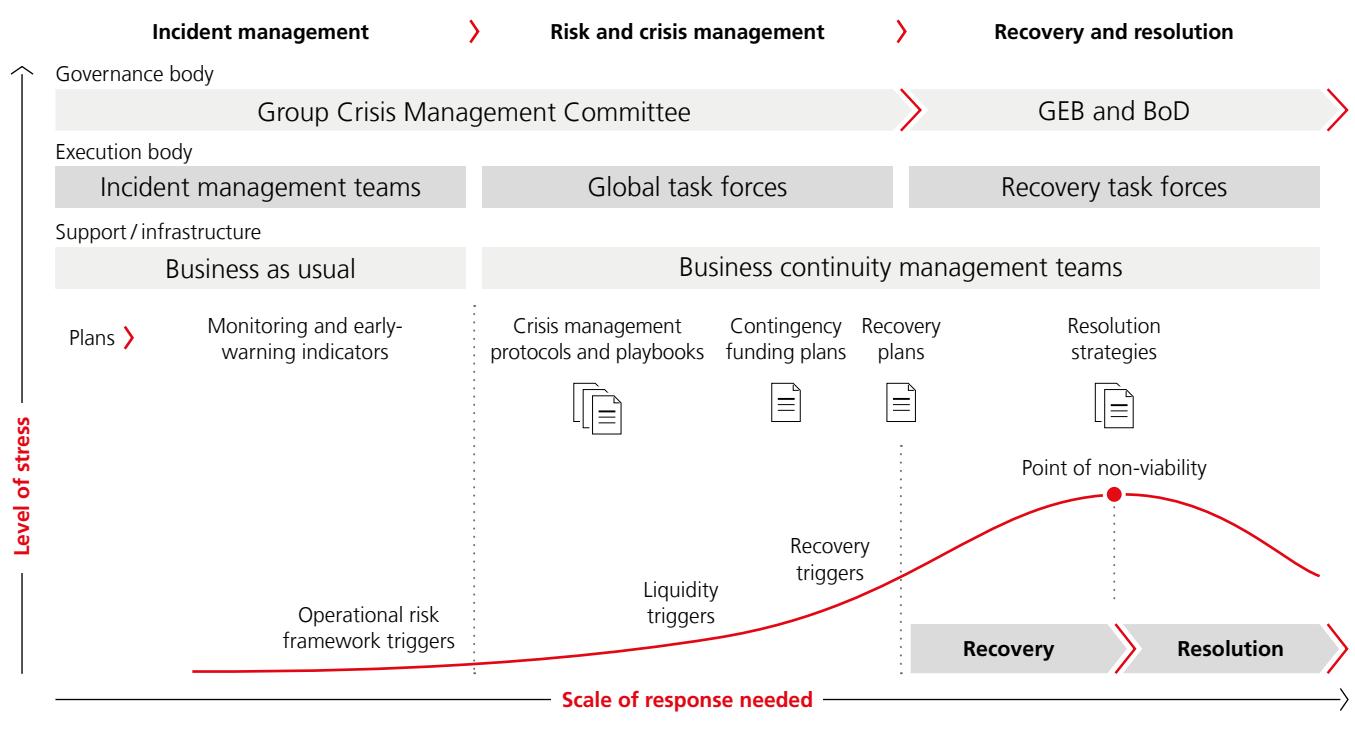
In 2013, FINMA stated its preference for a single point of entry (SPE) strategy for globally active SRBs, such as UBS, with a bail-in at the group holding-company level. UBS has made structural, financial and operational changes to facilitate an SPE strategy and is confident that a resolution of the bank is operationally executable and legally enforceable. FINMA published its most recent assessment of Swiss SRBs' emergency and recovery and resolution plans in March 2021, which confirmed that our Swiss emergency plan is effective, subject to further reduction of joint and several liabilities. Since the previous assessment, UBS has reduced its joint and several liabilities to the requested level. FINMA acknowledged progress made in UBS's overall resolvability, by building up the necessary capabilities or removing obstacles to the implementation of the resolution strategy.

UBS's crisis management framework

Our crisis management framework includes three key governance bodies (see chart on the following page), which take responsibility and action depending on the nature of the stress incident and the scale of the response needed.

- For incident, risk and crisis management, the Group Crisis Management Committee works with incident management teams that provide monitoring and early-warning indicators at local / regional level, without needing to activate protocols at the Group level. If a local response is insufficient, global task forces and crisis management teams provide decision-making guidance and coordination, including crisis management plans, protocols and playbooks, and contingency funding plans.
- The Group Executive Board and the Board of Directors would evaluate and decide upon the need to activate the Global Recovery Plan (the GRP) if a stress event reached a severity requiring that, based on the GRP's risk indicators.
- FINMA has the authority to determine whether the point of non-viability (PONV) as defined by Swiss law (referred to as “impending insolvency” in the Banking Act) has been reached and, in such cases, as part of the resolution strategy, has the power to order the bail-in of creditors to recapitalize and stabilize the Group, limit payments of dividends and interest, alter our legal structure, take actions to reduce business risk, and order a restructuring of the bank.

UBS crisis management framework



Global Recovery Plan

The GRP gives senior management a tool to restore financial strength if UBS comes under severe capital and liquidity stress.

Quantitative and qualitative triggers are monitored daily and subject to predefined governance and escalation processes. Recovery options are linked to owners and checklists with the objectives being capital preservation, capital raising and raising funding, and disposal or wind-down of businesses.

Global Resolution Strategy

FINMA is responsible for developing the resolution strategy for UBS. The planning includes measures that FINMA can take to resolve UBS in an orderly manner if the Group enters into resolution. FINMA has the ultimate authority and responsibility to execute the resolution, in cooperation with the Swiss National Bank, the Swiss Federal Department of Finance and other key authorities. The SPE bail-in strategy would involve writing down the Group's remaining equity and additional tier 1 and tier 2 instruments, as well as bail-in of total loss-absorbing (TLAC)-eligible senior unsecured bonds at the UBS Group AG level. An internal recapitalization of undercapitalized subsidiaries would be made simultaneously with losses transmitted to UBS AG and, ultimately, UBS Group AG. Post-resolution restructuring measures could include disposal and winding down of businesses and assets. FINMA noted that we have already taken key preparatory steps and made good progress regarding global resolvability.

Local recovery and resolution plans

The Swiss emergency plan demonstrates how UBS's systemically important functions and critical operations in Switzerland can continue if the UBS Group cannot be restructured. This is achieved mainly by maintaining UBS Switzerland AG as a separate legal entity. FINMA has confirmed that the Swiss emergency plan is effective, subject to further reduction of joint and several liabilities.

The US resolution plan sets out the steps that could be taken to resolve the UBS Americas Holding LLC group if it suffered material financial distress and the UBS Group was unable or unwilling to provide financial support. As required by US regulations, our US plan contemplates that UBS Americas Holding LLC will commence US bankruptcy proceedings. Prior to commencement thereof, the plan envisages UBS Americas Holding LLC down-streaming financial resources to subsidiaries to facilitate orderly wind-down or disposal of businesses.

Following the cross-border merger of UBS Limited into UBS Europe SE, the enlarged European operating subsidiary has developed resolution plans based on Single Resolution Board requirements. Given the relatively small size of UBS Europe SE compared with the overall Group, emphasis is placed on the recovery plan and the resolution strategy for the UBS Group to provide the tools necessary to recapitalize and restructure the entity in case of material financial distress.

Other local recovery and resolution plans exist for various Group entities and jurisdictions.

Regulatory and legal developments

Developments regarding Sanctions and Export Controls

As a result of the Russian invasion of Ukraine on 24 February 2022, Switzerland, the US, the EU, the UK and others have announced unprecedented levels of sanctions and other measures against Russia and certain Russian entities and nationals. UBS's policy is to comply with all applicable laws, including sanctions and export controls, in the jurisdictions in which it operates. At present, numerous complex regimes are developing rapidly in response to the escalating conflict and UBS is working carefully and assiduously to comply with all relevant requirements and to address their potential consequences.

Developments regarding the too-big-to-fail regulation

In March 2021, the Swiss Financial Market Supervisory Authority (FINMA) published its annual assessment of the recovery and resolution plans of systemically important financial institutions in Switzerland. The report shows that FINMA approved UBS's group recovery plan and assessed its Swiss Emergency Plan as effective. It also highlighted that UBS made further progress in improving its global resolvability by building up the necessary capabilities and removing obstacles to the implementation of the resolution strategy, while pointing out areas for further improvement.

In June 2021, the Swiss Federal Council issued the results of its bi-annual review of the Swiss too-big-to-fail regulatory framework. The Swiss Federal Council concluded that no fundamental changes to the framework are needed. Potential areas for adjustment identified include further tightening of the liquidity requirements for systemically important banks and the alignment of incentive systems to support a bank's resolvability.

In September 2021, the Swiss Federal Department of Finance launched a consultation on proposed revisions to the Swiss Liquidity Ordinance, with the aim of strengthening the resilience of systemically important banks in Switzerland. As proposed, the revisions would increase the regulatory minimum liquidity requirements for systemically important banks, including UBS. The final rule is expected to be published later this year.

Reactivation of the Swiss countercyclical buffer

In January 2022, the Swiss Federal Council decided, at the request of the SNB, to reactivate the countercyclical capital buffer, at a maximum level of 2.5% on risk-weighted positions that are directly or indirectly backed by residential properties in Switzerland. This is expected to increase our common equity tier 1 (CET1) minimum capital requirement by approximately 30 basis points. The reactivated countercyclical capital buffer will become effective on 30 September 2022.

International developments regarding capital regulation

In March 2021, US banking regulators, including the Federal Reserve Board (the FRB), the OCC and the Federal Deposit Insurance Corporation (the FDIC) decided not to extend the temporary exclusion of central bank deposits and US Treasury securities from the leverage exposure calculation for the supplementary leverage ratio beyond March 2021. The temporary exemption was applicable to UBS Americas Holding LLC (UBSAH) with respect to US regulatory capital requirements. In addition, the Federal Reserve announced that the limits on capital distributions imposed during the COVID-19 pandemic would be removed after 30 June 2021. As a result, capital distributions by UBSAH will generally be permitted for as long as it meets regulatory capital requirements, including the incremental stress capital buffer set by the FRB as part of its Comprehensive Capital Analysis and Review stress test (CCAR). Following the completion of the annual Dodd-Frank Act Stress Tests (DFAST) and CCAR, UBSAH was assigned a stress capital buffer (an SCB) of 7.1% (previously 6.7%) under the SCB rule as of 1 October 2021.

In July 2021, the European Central Bank announced its decision to remove COVID-19-related restrictions on capital distributions and share buybacks by banks with effect from 1 October 2021.

In October 2021, the European Commission (the EC) published a legislative proposal to amend the EU's prudential rules for banks to implement the remaining elements of Basel III and revised rules on resolution. Once finalized, the EC envisages that these requirements are likely to take effect beginning in 2025 and UBS Europe SE will be subject to these final provisions.

In addition, the proposal, which may be adjusted in the political process and is expected to be finalized by the end of 2023, includes a requirement that certain banking and investment services must be provided through a branch in the EU. UBS Group entities currently provide such services in the EU on a cross-border basis. UBS will assess the final requirements to determine whether changes are required ahead of the new framework entering into force.

Swiss stamp duty and withholding tax

In June 2021, the Swiss Parliament approved an extension of the current withholding tax exemption for total loss-absorbing capacity instruments, including additional tier 1, from 2021 until the end of 2026.

In December 2021, the Swiss Parliament also adopted a legislation that will abolish the withholding tax on bond interest payments (for bonds issued from the beginning of 2023 onward) and will eliminate the securities transfer stamp tax on domestic bonds. However, the withholding tax on interest paid on bank deposits of natural persons with tax domicile in Switzerland is maintained. The reform intends to strengthen the debt capital market in Switzerland, and is expected to take effect in 2023, subject to an optional referendum.

OECD corporate tax reform

In October 2021, the G20 endorsed the final political agreement on the two-pillar solution reached by the OECD / G20 Inclusive Framework on Base Erosion and Profit Shifting (BEPS). The two-pillar solution consists of Pillar 1, which provides taxing rights to the market jurisdiction from where the profits are derived, and Pillar 2, which introduces a minimum corporate tax rate of 15%. The G20 called for all the rules to enter into force at a global level by 2024, with some to be implemented in 2023. At the time of publication in October 2021, 137 of the 141 members of the Framework had agreed to the reform and planned to incorporate the new rules into their respective national legislation, including Switzerland. As financial services are expected to be out of scope of Pillar 1, UBS will primarily be affected by Pillar 2. The impact of the reform on UBS will depend on implementation by the adhering countries of the reform.

In January 2022, the Swiss Federal Council presented the key aspects of the implementation in Switzerland. The relevant changes will require a constitutional amendment, which triggers a mandatory referendum. The government aims to implement the minimum tax rate as of 1 January 2024.

Revision of the Swiss Anti-Money-Laundering Act

In March 2021, the Swiss Parliament granted final approval for the revision of the Swiss Anti-Money-Laundering (AML) Act, which incorporates several but not all, of the recommendations from the enhanced follow-up process of the Financial Action Task Force on Money Laundering (the FATF). The revision will introduce into Swiss law further specifications of the obligation to file suspicious activity reports and increase the frequency of client data reviews. It will also improve transparency by incorporating additional legal requirements for associations with elevated risks of terrorist financing. However, the FATF's recommendation to extend the scope of the Swiss AML Act to advisors (e.g., attorneys, fiduciaries, and tax advisors) was not adopted by the Swiss Parliament.

On 1 October 2021, the Federal Council issued a draft revision of the Anti-Money-Laundering Ordinance (AMLO) to detail the implementation of the changes. The consultation on the AMLO ended on 17 January 2022, and the revisions are expected to enter into force by mid-2022. UBS is in the process of adjusting its AML processes to reflect the new requirements.

Developments regarding environmental, social and governance matters

2021 saw a significant number of sustainability-related policy developments, with a particular focus on disclosure requirements, across various jurisdictions.

In March 2021, the EU Sustainable Finance Disclosures Regulation (the SFDR) came into effect. The regulation defines standards regarding, among other matters, how investors should be informed about sustainability risks and how the impact of investments on the environment and society should be disclosed. This regulation concerns any prospectus of UBS's EU-domiciled and EU-marketed funds.

In April 2021, the EC published a legislative proposal for a revised Non-Financial Reporting Directive (NFRD) requiring firms to publish enhanced information about their activities with regard to environmental, social and governance (ESG)-related matters.

In July 2021, the EC adopted regulations prescribing the content, methodology and presentation of climate-related disclosures that are required under Art. 8 of the EU Taxonomy Regulation. As part of their non-financial reporting, credit institutions will be required to disclose a green asset ratio covering the banking book and certain trading portfolios, as well as other key performance indicators (KPIs), including the proportion of green taxonomy-aligned off-balance sheet exposures and fees and commission income. Starting with the annual reporting for 2021, taxonomy-eligible assets are required to be disclosed; the remaining set of KPIs is to be fully phased in for our annual reporting for 2025. These disclosure requirements will apply to UBS AG and UBS Europe SE.

In August 2021, the Swiss Federal Council decided to introduce mandatory reporting requirements for large Swiss companies based on the recommendations of the Financial Stability Board (the FSB) Task Force on Climate-related Financial Disclosures (the TCFD). A consultation on the draft proposal is planned in mid-2022, with mandatory requirements expected to apply to the 2023 annual reporting. Our disclosures are already largely aligned with the 2017 TCFD recommendations and we expect to fully implement those by the end of 2022.

In November 2021, the Swiss Federal Council published several recommendations to increase transparency regarding climate-related information and reporting in the Swiss financial center, including that: i) financial market participants use comparable and meaningful climate compatibility indicators to create transparency for all financial products and client portfolios; and ii) the financial sector joins international net-zero alliances. UBS has joined the Glasgow Financial Alliance for Net Zero (GFANZ) and is participating in an industry-wide working group led by the Swiss Federal Department of Finance (the FDF) to develop climate compatibility indicators. The Swiss Federal Council has also instructed the FDF to work with the Department of the Environment, Transport, Energy and Communications (DETEC) and FINMA to jointly assess, by the end of 2022, whether any changes to financial market rules may help avoid greenwashing, and, if necessary, to propose binding guidelines.

In November 2021, FINMA issued guidance on preventing and combating greenwashing in the context of sustainability-related collective investment schemes. The guidance sets out FINMA's expectations regarding: the advertised sustainability characteristics in fund documents of respective Swiss collective investment schemes; appropriate organizational structures of institutions that manage sustainability-related Swiss or foreign collective investment schemes; and the integration of ESG considerations into the process of advising clients.

In November 2021, the Swiss Environmental Commission of the Council of States agreed to start work on an indirect counterproposal to the "Glacier Initiative." Both the original initiative and the counterproposal aim to embed in national law a net-zero target to be achieved by 2050. The Environmental Commission of the National Council will formulate a draft in early 2022, but the public vote will not take place before 2023.

In November 2021, the Basel Committee on Banking Supervision (the BCBS) issued a consultation on Principles for the effective management and supervision of climate-related financial risks. The consultation paper proposes 18 principles to improve climate-related financial risk management by banks and supervisors. The proposal states that banks should incorporate climate risks into their capital and liquidity adequacy assessments.

In November 2021, the International Financial Reporting Standards (IFRS) Foundation Trustees announced the creation of a new standard-setting board, the International Sustainability Standards Board (ISSB), which will be tasked with developing a comprehensive global baseline for sustainability-related disclosure standards that will provide investors and other capital market participants with information about companies' sustainability-related risks and opportunities in order to help them make informed decisions.

In December 2021, the Swiss Federal Council opened the consultation on the revised CO₂ Act following its rejection in a public vote earlier in 2021. The new proposal contains measures to reduce carbon emissions for the period from 2025 to 2030 and mandates FINMA and the Swiss National Bank to report on climate-related financial risks.

In December 2021, the Federal Council specified new due diligence requirements to implement the counterproposal to the Responsible Business Initiative. The changes to the Code of Obligations require large Swiss companies to report on risks of their business activities in the areas of the environment, social issues, employee concerns, human rights, and the fight against corruption, as well as on the measures taken to mitigate these risks. Companies active in sensitive areas with a risk of child labor and conflict minerals must comply with additional due diligence and reporting obligations. The details of these requirements are outlined in a separate ordinance. The new provisions entered into force on 1 January 2022. The law grants companies one year to adapt to the new obligations. These will therefore be applied for the first time in the 2023 financial year.

In December 2021, the US Office of the Comptroller of the Currency (the OCC) issued a consultation on supervisory guidance regarding firms' climate risk management practices. While the proposal broadly aligns with that issued by the BCBS in November, it also represents the first step of US banking regulators regarding expectations of supervised firms in their capacity to measure and control exposures to potential climate change issues.

Starting with our 2021 annual reporting, we comply with the revised FINMA Circular 2016/1 "Disclosure – banks," which includes climate risk-related disclosure requirements. We provide information required by Art. 8 of the EU Taxonomy Regulation, starting with the disclosure of taxonomy-eligible assets of UBS AG and UBS Europe SE on a standalone basis for year-end 2021.

Developments regarding digitalization and innovation in finance

Regulatory discussions on various aspects of digital innovation in finance and, in particular, virtual assets have increased and continued to evolve. However, national regulatory approaches on the subject still differ widely.

In June 2021, the BCBS consulted on an approach to the prudential treatment of virtual assets as part of a multi-year process to develop internationally aligned prudential rules.

In October 2021, the Committee on Payments and Market Infrastructures and the International Organization of Securities Commissions (IOSCO) consulted on guidance proposing that the Principles for Financial Market Infrastructures should also apply to systemically important stablecoin arrangements.

In October 2021, the FATF updated its 2019 Guidance for a risk-based approach to virtual assets and virtual asset service providers (VASPs), who are subject to the same relevant FATF measures that apply to financial institutions. The guidance aims to help countries and VASPs understand their obligations regarding anti-money laundering and terrorist financing and effectively implement the FATF's requirements.

In November 2021, EU legislators made further progress toward agreement on the Markets in Crypto-Assets Regulation, which aims to establish a comprehensive EU-wide regulatory framework for the issuance of, and provision of services related to, various types of virtual assets. The legislation is expected to be finalized by mid-2022.

In November 2021, the US President's Working Group on Financial Markets released a paper on stablecoins recommending that US Congress enact legislation to restrict issuers of stablecoins to supervised, deposit-taking banks. In the absence of legislation, the US Financial Stability Oversight Council could designate the activity as systemically important and place them under the authority of the Federal Reserve.

In 2021, several central banks continued their efforts to actively explore central bank digital currencies (CBDC), including with each other, with the BIS Innovation Hub network and with commercial banks. For example, UBS participated in SNB- and Swiss Infrastructure and Exchange (SIX)-led CBDC projects named Helvetia and Jura. The introduction of CBDC could potentially have a significant impact on the financial sector, though the implications are not yet fully understood. In January 2022, the Federal Reserve released its discussion paper on CBDC, seeking public input on the advantages and disadvantages of these products and the preservation of monetary and financial stability while complementing existing means of payment.

In February 2022, the Swiss Federal Council published its report on framework conditions for digital finance in Switzerland, which includes measures linked to 12 prioritized action areas. The Federal Department of Finance will implement the measures in 2022 and subsequent years in close coordination with relevant stakeholders, including the private sector. Among the policy topics addressed are open finance, artificial intelligence, distributed ledger technology, cybersecurity, green fintech, the Cloud, data sharing and cross-border data flows.

Operational resilience and cybersecurity

In 2021, there were several regulatory developments on operational resilience and cybersecurity.

In March 2021, the BCBS published its Principles for Operational Resilience (the BCBS Principles), providing global standards intended to strengthen the ability of banks to absorb operational risk-related events that could cause significant operational failures or widespread disruption in financial markets.

In March 2021, the Prudential Regulation Authority (the PRA) and the Financial Conduct Authority (the FCA) published their final rules on the UK operational resilience framework. The new rules require firms to identify their important business services, set impact tolerances for such and commence testing against severe but plausible scenarios by 31 March 2022. Firms are expected to introduce any required resilience reinforcements by 31 March 2025. The rules in the UK will apply to UBS AG London Branch and other Group entities that provide services to UBS AG London Branch.

In the fourth quarter of 2021, both the Monetary Authority of Singapore and the Hong Kong Monetary Authority issued consultations on proposed rules to incorporate the BCBS Principles for Operational Resilience into their regulatory and supervisory frameworks. Rules in the UK, Singapore and Hong Kong SAR are broadly aligned to the BCBS Principles.

UBS established a global Enhanced Operational Resilience program in August 2020 with the aim of ensuring implementation and alignment with key regulatory requirements on operational resilience.

In November 2021, the US banking regulators, including the FRB, the OCC and the FDIC published final rules regarding computer security incident reporting requirements, including thresholds and timing, that apply to supervised banks and service providers and become effective in April 2022.

In January 2022, the Swiss Federal Council initiated a consultation on a proposal to introduce a reporting obligation for cyberattacks on critical infrastructures, including banks. The proposal defines the tasks of the National Cybersecurity Centre, the designated central recipient of the reports. The consultation will last until 14 April 2022. Once finalized, UBS will need to adjust its reporting processes accordingly.

Developments regarding the relationship between Switzerland and the European Union

In May 2021, the Swiss Federal Council terminated negotiations on the Institutional Framework Agreement (the IFA) between Switzerland and the European Union (the EU) due to substantial differences of opinion regarding key aspects of the agreement. The IFA would have formed a mutually agreed basis to consolidate and further develop Switzerland's bilateral market access approach with the EU. As a result, the EU is unlikely to be ready to conclude new market access agreements – including on financial services – with Switzerland in the near future.

In November 2021, the Swiss Federal Council decided to extend the existing measure protecting the Swiss stock exchange infrastructure (which was due to expire on 31 December 2021) until 31 December 2025 and to open a consultation on incorporating this measure into the Financial Market Infrastructure Act. In the absence of mutual recognition of equivalence by both Swiss and EU authorities, the measure requires EU investment firms to trade Swiss equities on Swiss stock exchanges. UBS had previously adjusted its internal processes to reflect this measure.

Revision of the Swiss Banking Act

In December 2021, the Swiss Parliament adopted a revision of the Banking Act. The legislative amendment aims to strengthen depositor protection and promote financial system stability by reducing the time needed to pay out protected deposits through the depositor protection scheme in the event a bank enters bankruptcy. Among other measures, it will also require banks to

deposit 50% of the contribution obligations in securities or Swiss francs. The revision also introduces amendments with regard to insolvency law and segregation, in particular the introduction of a more detailed and solid legal basis for bail-in, including the ranking of claims subject to bail in, ensuring legal certainty for the operationalization of a bail-in. The new provisions also provide for the subordination of bail-in-bonds, with the exception of such bail-in-bonds issued by a holding company if other debt ranking pari passu does not exceed 5% of the total bail-in-bond debt. The revised Banking Act will enter into force at the beginning of 2023. We expect moderate costs for all Switzerland-based UBS Group entities that are within the scope of the revision.

Review of restrictions on the business model of PostFinance AG

In January 2021, the Swiss Federal Council announced that it intends to privatize PostFinance AG, a Swiss systemically important bank, which is held by the state-owned Swiss Post AG. As a result, the prohibition on PostFinance AG granting mortgages and other types of loans would be lifted, among other changes. As the envisaged changes require a revision of the Post Organization Act, the Swiss Parliament will ultimately decide on any changes.

In June 2021, the Swiss Federal Council submitted a dispatch to the Swiss Parliament. If the revision passes the legislative process, which is expected to start in 2022, the reform could further intensify competition in the Swiss mortgage market.

Registration under the US security-based swaps regulations

In October 2021, FINMA and the US Securities and Exchange Commission (the SEC) finalized a memorandum of understanding relating to cooperation in oversight of Swiss entities registered under the SEC's security-based swaps regulations. The SEC also published a substituted compliance order modifying the application of certain of its regulations for Swiss security-based swap dealers. Under SEC regulations, UBS AG has been registered as a security-based swap dealer since 1 November 2021.

Developments regarding LIBOR

In March 2021, the FCA confirmed that the one-week and two-month US dollar London Interbank Offered Rate (USD LIBOR) settings, along with all GBP, EUR, CHF, and JPY LIBOR settings, would, immediately after 31 December 2021, either cease to be provided by any administrator or no longer be representative of the underlying market. The FCA further confirmed that the remaining USD LIBOR settings will cease immediately after 30 June 2023.

In October 2021, the FRB issued guidance that banks should, with limited exceptions, cease to enter into new contracts referencing USD LIBOR as soon as practicable and, in any event, no later than 31 December 2021.

Risk factors

Certain risks, including those described below, may affect our ability to execute our strategy or our business activities, financial condition, results of operations and prospects. We are inherently exposed to multiple risks, many of which may become apparent only with the benefit of hindsight. As a result, risks that we do not consider to be material, or of which we are not currently aware, could also adversely affect us. Within each category, the risks that we consider to be most material are presented first.

Market, credit and macroeconomic risks

Performance in the financial services industry is affected by market conditions and the macroeconomic climate

Our businesses are materially affected by market and macroeconomic conditions. A market downturn and weak macroeconomic conditions can be precipitated by a number of factors, including geopolitical events, such as international armed conflicts, the imposition of sanctions, global trade or global supply chain disruptions, changes in monetary or fiscal policy, changes in trade policies or international trade disputes, significant inflationary or deflationary price changes, disruptions in one or more concentrated economic sectors, natural disasters, pandemics, civil unrest, acts of violence, war or terrorism. Such developments can have unpredictable and destabilizing effects.

For example, as a result of the Russian invasion of Ukraine on 24 February 2022 and the ongoing hostilities, Switzerland, the US, the EU, the UK and others have announced sanctions against certain Russian banks, companies and individuals, as well as the Russian Central Bank, and have announced that certain Russian banks will be barred from using the Society for Worldwide Interbank Financial Telecommunication (SWIFT) messaging system. In addition, it is estimated that one million people have been displaced inside Ukraine and many of those displaced may seek refuge in Poland and other neighboring countries, as the conflict continues these numbers are likely to increase. The scale of the conflict and the unprecedented speed and extent of sanctions may produce many of the effects described above, including in ways that cannot now be anticipated.

Adverse changes in interest rates, credit spreads, securities prices, market volatility and liquidity, foreign exchange rates, commodity prices, and other market fluctuations, as well as changes in investor sentiment, can affect our earnings and ultimately our financial and capital positions. As financial markets are global and highly interconnected, local and regional events can have widespread effects well beyond the countries in which

they occur. Any of these developments may adversely affect our business or financial results.

If individual countries impose restrictions on cross-border payments, trade, or other exchange or capital controls, or change their currency (for example, if one or more countries should leave the Eurozone or as result of the imposition of sanctions on individuals, entities or countries), we could suffer losses from enforced default by counterparties, be unable to access our own assets, or be unable to effectively manage our risks.

Should the market experience significant volatility, a decrease in business and client activity and market volumes could result, which would adversely affect our ability to generate transaction fees, commissions and margins, particularly in Global Wealth Management and the Investment Bank, as we experienced in the fourth quarter of 2018. A market downturn would likely reduce the volume and valuation of assets that we manage on behalf of clients, which would reduce recurring fee income that is charged based on invested assets in Global Wealth Management and Asset Management and performance-based fees in Asset Management. Such a downturn could also cause a decline in the value of assets that we own and account for as investments or trading positions. In addition, reduced market liquidity or volatility may limit trading opportunities and may therefore reduce transaction-based income and may also impede our ability to manage risks.

We could be materially affected if a crisis develops, regionally or globally, as a result of disruptions in markets due to macroeconomic or political developments, or as a result of the failure of a major market participant. Over time, our strategic plans have become more heavily dependent on our ability to generate growth and revenue in emerging markets, including China, causing us to be more exposed to the risks associated with such markets.

Global Wealth Management derives revenues from all the principal regions, but has a greater concentration in Asia than many peers and a substantial presence in the US, unlike many European peers. The Investment Bank's business is more heavily weighted to Europe and Asia than our peers, while its derivatives business is more heavily weighted to structured products for wealth management clients, in particular with European and Asian underlyings. Our performance may therefore be more affected by political, economic and market developments in these regions and businesses than some other financial service providers.

Our results of operations and financial condition may be adversely affected by the COVID-19 pandemic and the response to it

The COVID-19 pandemic and the governmental measures taken to manage it, as well as labor market displacements, supply chain disruptions, and inflationary pressures, may continue to adversely affect global and regional economic conditions, resulting in contraction in the global economy, substantial volatility in the financial markets, crises in markets for goods and services, as well as significant disruptions in certain regional real estate markets, increased unemployment, increased credit and counterparty risk, and operational challenges. Governments and central banks around the world reacted to the economic crisis caused by the pandemic by implementing stimulus and liquidity programs and cutting interest rates and have begun to phase out pandemic relief. In addition, while vaccination campaigns have had significant success in some regions and a number of economies are recovering, outbreaks in locations where vaccination rates are low or vaccines are unavailable on a large scale, as well as the spread of new variants of COVID-19, create uncertainty around a sustainable recovery. Resurgence of the pandemic, ineffectiveness of vaccines and continuance or imposition of new pandemic control measures may result in additional adverse effects on the global economy negatively affecting UBS's results of operations and financial condition.

The COVID-19 pandemic affected all of UBS's businesses, and these effects could be greater in the future if adverse conditions persist or worsen. These effects included declines in some asset prices, spikes in volatility, inflationary pressures, supply chain disruptions, lower or negative interest rates, widening of credit spreads and credit deterioration. These effects have resulted in decreases in the valuation of loans and commitments, an increase in the allowance for credit losses and lower valuations of certain classes of trading assets. While many of these effects have reversed as economies have reopened and economic stimulus has been maintained, or were offset by high levels of client activity and by improved asset prices in many sectors in 2021, these favorable conditions may not persist. In particular, real estate markets in some regions may be significantly disrupted as a result of repeated temporary closures of business, sheltering-in-place directives, and remote work protocols enacted to respond to seasonal increases in infection rates of COVID-19.

Should inflationary pressures or other adverse global market conditions persist, or should the pandemic lead to additional economic or market disruptions, we may experience reduced client activity and demand for our products and services, increased utilization of lending commitments, significantly increased client defaults, continued and increasing credit and valuation losses in our loan portfolios, loan commitments and other assets, and impairments of other financial assets.

A fall in equity markets and consequent decline in invested assets would also reduce recurring fee income in our Global Wealth Management and Asset Management businesses. These factors and other consequences of the COVID-19 pandemic may negatively affect our financial condition, including possible constraints on capital and liquidity, as well as a higher cost of capital, and possible downgrades to our credit ratings.

The extent to which the pandemic, and the related adverse economic conditions, affect our businesses, results of operations

and financial condition, as well as our regulatory capital and liquidity ratios, will depend on future developments, including the scope and duration of the pandemic and any recovery period, the adequacy of vaccine distribution plans and execution of those plans, as well as the efficacy of vaccines against potential virus variants, future actions taken by governmental authorities, central banks and other third parties in response to the pandemic, and the effects on our customers, counterparties, employees and third-party service providers.

Our credit risk exposure to clients, trading counterparties and other financial institutions would increase under adverse or other economic conditions

Credit risk is an integral part of many of our activities, including lending, underwriting and derivatives activities. Adverse economic or market conditions, or the imposition of sanctions or other restrictions on clients, counterparties or financial institutions, may lead to impairments and defaults on these credit exposures. Losses may be exacerbated by declines in the value of collateral securing loans and other exposures. In our prime brokerage, securities finance and Lombard lending businesses, we extend substantial amounts of credit against securities collateral, the value or liquidity of which may decline rapidly. Market closures, the imposition of exchange controls, sanctions or other measures may limit our ability to settle existing transactions or to realize on collateral, which may result in unexpected increases in exposures. Our Swiss mortgage and corporate lending portfolios are a large part of our overall lending. We are therefore exposed to the risk of adverse economic developments in Switzerland, including property valuations in the housing market, the strength of the Swiss franc and its effect on Swiss exports, prevailing negative interest rates applied by the Swiss National Bank, economic conditions within the Eurozone or the EU, and the evolution of agreements between Switzerland and the EU or European Economic Area, which represent Switzerland's largest export market. We have exposures related to real estate in various countries, including a substantial Swiss mortgage portfolio. Although we believe this portfolio is prudently managed, we could nevertheless be exposed to losses if a substantial deterioration in the Swiss real estate market were to occur.

As we experienced in 2020, under the IFRS 9 expected credit loss (ECL) regime, credit loss expenses may increase rapidly at the onset of an economic downturn as a result of higher levels of credit impairments (stage 3), as well as higher ECL from stages 1 and 2. Substantial increases in ECL could exceed expected loss for regulatory capital purposes and adversely affect our common equity tier 1 (CET1) capital and regulatory capital ratios.

Interest rate trends and changes could negatively affect our financial results

The low or negative interest rate environment, particularly in Switzerland and the Eurozone, may further erode interest margins and adversely affect the net interest income generated by the Personal & Corporate Banking and Global Wealth Management businesses. The Swiss National Bank permits Swiss banks to make deposits up to a threshold at zero interest. Any reduction in or limitation on the use of this exemption from the otherwise applicable negative interest rates would exacerbate the effect of negative interest rates in Switzerland on our business.

Low and negative interest rates may also affect customer behavior and hence our overall balance sheet structure. Mitigating actions that we have taken, or may take in the future, such as the introduction of selective deposit fees or minimum lending rates, have resulted and may further result in the loss of customer deposits (a key source of funding for us), net new money outflows and a declining market share in our Swiss lending business. Interest rates in the US and some other markets are expected to increase as central banks respond to higher inflation. As returns for alternatives to deposits, such as money market funds, increase with interest rates, we may experience outflows of customer deposits or a higher cost of deposit funding if customers shift from deposits to alternative products.

Our shareholders' equity and capital are also affected by changes in interest rates. In particular, the calculation of our Swiss pension plan's net defined benefit assets and liabilities is sensitive to the applied discount rate and to fluctuations in the value of pension plan assets. Any further reduction in interest rates may lower the discount rates and result in pension plan deficits as a result of the long duration of corresponding liabilities. This could lead to a corresponding reduction in our equity and CET1 capital.

Currency fluctuation may have an adverse effect on our profits, balance sheet and regulatory capital

We are subject to currency fluctuation risks. Although our change from the Swiss franc to the US dollar as our functional and presentation currency in 2018 reduces our exposure to currency fluctuation risks with respect to the Swiss franc, a substantial portion of our assets and liabilities are denominated in currencies other than the US dollar. Additionally, in order to hedge our CET1 capital ratio, our CET1 capital must have foreign currency exposure, which leads to currency sensitivity. As a consequence, it is not possible to simultaneously fully hedge both the amount of capital and the capital ratio. Accordingly, changes in foreign exchange rates may adversely affect our profits, balance sheet and capital, leverage and liquidity coverage ratios.

Regulatory and legal risks

Material legal and regulatory risks arise in the conduct of our business

As a global financial services firm operating in more than 50 countries, we are subject to many different legal, tax and regulatory regimes, including extensive regulatory oversight, and are exposed to significant liability risk. We are subject to a large number of claims, disputes, legal proceedings and government investigations, and we expect that our ongoing business activities will continue to give rise to such matters in the future. The extent of our financial exposure to these and other matters is material and could substantially exceed the level of provisions that we have established. We are not able to predict the financial and non-financial consequences these matters may have when resolved.

We may be subject to adverse preliminary determinations or court decisions that may negatively affect public perception and our reputation, result in prudential actions from regulators, and cause us to record additional provisions for such matters even when we believe we have substantial defenses and expect to ultimately achieve a more favorable outcome. This risk is illustrated by the award of aggregate penalties and damages of EUR 4.5 billion by the court of first instance in France. This award was reduced to an aggregate of EUR 1.8 billion by the Court of Appeal, and UBS has further appealed this judgment.

Resolution of regulatory proceedings may require us to obtain waivers of regulatory disqualifications to maintain certain operations; may entitle regulatory authorities to limit, suspend or terminate licenses and regulatory authorizations; and may permit financial market utilities to limit, suspend or terminate our participation in them. Failure to obtain such waivers, or any limitation, suspension or termination of licenses, authorizations or participations, could have material adverse consequences for us.

Our settlements with governmental authorities in connection with foreign exchange, London Interbank Offered Rates (LIBOR) and other benchmark interest rates starkly illustrate the significantly increased level of financial and reputational risk now associated with regulatory matters in major jurisdictions. In connection with investigations related to LIBOR and other benchmark rates and to foreign exchange and precious metals, very large fines and disgorgement amounts were assessed against us, and we were required to enter guilty pleas despite our full cooperation with the authorities in the investigations, and despite our receipt of conditional leniency or conditional immunity from anti-trust authorities in a number of jurisdictions, including the US and Switzerland.

For a number of years we have been, and we continue to be, subject to a very high level of regulatory scrutiny and to certain regulatory measures that constrain our strategic flexibility. We believe we have remediated the deficiencies that led to significant losses in the past and made substantial changes in our controls and conduct risk frameworks to address the issues highlighted by the LIBOR-related, foreign exchange and precious metals regulatory resolutions. We have also undertaken extensive efforts to implement new regulatory requirements and meet heightened expectations.

We continue to be in active dialog with regulators concerning the actions we are taking to improve our operational risk management, risk control, anti-money laundering, data management and other frameworks, and otherwise seek to meet supervisory expectations, but there can be no assurance that our efforts will have the desired effects. As a result of this history, our level of risk with respect to regulatory enforcement may be greater than that of some of our peers.

Substantial changes in regulation may adversely affect our businesses and our ability to execute our strategic plans

Since the financial crisis of 2008, we are subject to significant regulatory requirements, including recovery and resolution planning, changes in capital and prudential standards, changes in taxation regimes as a result of changes in governmental administrations, as well as new and revised market standards and fiduciary duties. Notwithstanding attempts by regulators to align their efforts, the measures adopted or proposed for banking regulation differ significantly across the major jurisdictions, making it increasingly difficult to manage a global institution. In addition, Swiss regulatory changes with regard to such matters as capital and liquidity have often proceeded more quickly than those in other major jurisdictions, and Switzerland's requirements for major international banks are among the strictest of the major financial centers. This could put Swiss banks, such as UBS, at a disadvantage when competing with peer financial institutions subject to more lenient regulation or with unregulated non-bank competitors.

Our implementation of additional regulatory requirements and changes in supervisory standards, as well as our compliance with existing laws and regulations, continue to receive heightened scrutiny from supervisors. If we do not meet supervisory expectations in relation to these or other matters, or if additional supervisory or regulatory issues arise, we would likely be subject to further regulatory scrutiny as well as measures that may further constrain our strategic flexibility.

Resolvability and resolution and recovery planning: We have moved significant operations into subsidiaries to improve resolvability and meet other regulatory requirements, and this has resulted in substantial implementation costs, increased our capital and funding costs and reduced operational flexibility. For example, we have transferred all of our US subsidiaries under a US intermediate holding company to meet US regulatory requirements, and have transferred substantially all the operations of Personal & Corporate Banking and Global Wealth Management booked in Switzerland to UBS Switzerland AG to improve resolvability.

These changes create operational, capital, liquidity, funding and tax inefficiencies. Our operations in subsidiaries are subject to local capital, liquidity, stable funding, capital planning and stress testing requirements. These requirements have resulted in increased capital and liquidity requirements in affected subsidiaries, which limit our operational flexibility and negatively affect our ability to benefit from synergies between business units and to distribute earnings to the Group.

Under the Swiss too-big-to-fail (TBTF) framework, we are required to put in place viable emergency plans to preserve the operation of systemically important functions in the event of a failure. Moreover, under this framework and similar regulations in the US, the UK, the EU and other jurisdictions in which we operate, we are required to prepare credible recovery and resolution plans detailing the measures that would be taken to recover in a significant adverse event or in the event of winding down the Group or the operations in a host country through resolution or insolvency proceedings. If a recovery or resolution plan that we produce is determined by the relevant authority to be inadequate or not credible, relevant regulation may permit the authority to place limitations on the scope or size of our business in that jurisdiction, or oblige us to hold higher amounts of capital or liquidity or to change our legal structure or business in order to remove the relevant impediments to resolution.

Capital and prudential standards: As an internationally active Swiss systemically relevant bank (an SRB), we are subject to capital and total loss-absorbing capacity (TLAC) requirements that are among the most stringent in the world. Moreover, many of our subsidiaries must comply with minimum capital, liquidity and similar requirements and, as a result, UBS Group AG and UBS AG have contributed a significant portion of their capital and provide substantial liquidity to these subsidiaries. These funds are available to meet funding and collateral needs in the relevant entities, but are generally not readily available for use by the Group as a whole.

We expect our risk-weighted assets (RWA) to further increase as the effective date for additional capital standards promulgated by the Basel Committee on Banking Supervision (the BCBS) draws nearer.

Increases in capital and liquidity standards could significantly curtail our ability to pursue strategic opportunities or to return capital to shareholders.

Market regulation and fiduciary standards: Our wealth and asset management businesses operate in an environment of increasing regulatory scrutiny and changing standards with respect to fiduciary and other standards of care and the focus on mitigating or eliminating conflicts of interest between a manager or advisor and the client, which require effective implementation across the global systems and processes of investment managers and other industry participants. For example, we have made material changes to our business processes, policies and the terms on which we interact with these clients in order to comply with SEC Regulation Best Interest, which is intended to enhance and clarify the duties of brokers and investment advisers to retail customers, the Volcker Rule, which limits our ability to engage in proprietary trading, as well as changes in European and Swiss market conduct regulation. Future changes in the regulation of our duties to customers may require us to make further changes to our businesses, which would result in additional expense and may adversely affect our business. We may also become subject to other similar regulations substantively limiting the types of activities in which we may engage or the way we conduct our operations.

In many instances, we provide services on a cross-border basis, and we are therefore sensitive to barriers restricting market access for third-country firms. In particular, efforts in the EU to harmonize the regime for third-country firms to access the European market may have the effect of creating new barriers that adversely affect our ability to conduct business in these jurisdictions from Switzerland. In addition, a number of jurisdictions are increasingly regulating cross-border activities based on determinations of equivalence of home country regulation, substituted compliance or similar principles of comity. A negative determination with respect to Swiss equivalence could limit our access to the market in those jurisdictions and may negatively influence our ability to act as a global firm. For example, the EU declined to extend its equivalence determination for Swiss exchanges, which lapsed as of 30 June 2019.

UBS experienced cross-border outflows over a number of years as a result of heightened focus by fiscal authorities on cross-border investment and fiscal amnesty programs, in anticipation of the implementation in Switzerland of the global automatic exchange of tax information, and as a result of the measures UBS has implemented in response to these changes. Further changes in local tax laws or regulations and their enforcement, additional cross-border tax information exchange regimes, national tax amnesty or enforcement programs or similar actions may affect our clients' ability or willingness to do business with us and could result in additional cross-border outflows.

If we experience financial difficulties, FINMA has the power to open restructuring or liquidation proceedings or impose protective measures in relation to UBS Group AG, UBS AG or UBS Switzerland AG, and such proceedings or measures may have a material adverse effect on our shareholders and creditors.

Under the Swiss Banking Act, FINMA is able to exercise broad statutory powers with respect to Swiss banks and Swiss parent companies of financial groups, such as UBS Group AG, UBS AG and UBS Switzerland AG, if there is justified concern that the entity is over-indebted, has serious liquidity problems or, after the expiration of any relevant deadline, no longer fulfills capital adequacy requirements. Such powers include ordering protective measures, instituting restructuring proceedings (and exercising any Swiss resolution powers in connection therewith), and instituting liquidation proceedings, all of which may have a material adverse effect on shareholders and creditors or may prevent UBS Group AG, UBS AG or UBS Switzerland AG from paying dividends or making payments on debt obligations.

UBS would have limited ability to challenge any such protective measures, and creditors and shareholders would also have limited ability under Swiss law or in Swiss courts to reject them, seek their suspension, or challenge their imposition, including measures that require or result in the deferment of payments.

If restructuring proceedings are opened with respect to UBS Group AG, UBS AG or UBS Switzerland AG, the resolution powers that FINMA may exercise include the power to: (i) transfer all or some of the assets, debt and other liabilities, and contracts of the entity subject to proceedings to another entity; (ii) stay for a maximum of two business days (a) the termination of, or the exercise of rights to terminate, netting rights, (b) rights to enforce or dispose of certain types of collateral or (c) rights to transfer claims, liabilities or certain collateral, under contracts to which the entity subject to proceedings is a party; and / or (iii) partially or fully write down the equity capital and regulatory capital instruments and, if such regulatory capital is fully written down, convert debt instruments of the entity subject to proceedings into equity. Shareholders and creditors would have no right to reject, or to seek the suspension of, any restructuring plan pursuant to which such resolution powers are exercised. They would have only limited rights to challenge any decision to exercise resolution powers or to have that decision reviewed by a judicial or administrative process or otherwise.

Upon full or partial write-down of the equity and regulatory capital instruments of the entity subject to restructuring proceedings, the relevant shareholders and creditors would receive no payment in respect of the equity and debt that is written down, the write-down would be permanent, and the investors would likely not, at such time or at any time thereafter, receive any shares or other participation rights, or be entitled to

any write-up or any other compensation in the event of a potential subsequent recovery of the debtor. If FINMA orders the conversion of debt of the entity subject to restructuring proceedings into equity, the securities received by the investors may be worth significantly less than the original debt and may have a significantly different risk profile. In addition, creditors receiving equity would be effectively subordinated to all creditors of the restructured entity in the event of a subsequent winding up, liquidation or dissolution of the restructured entity, which would increase the risk that investors would lose all or some of their investment.

FINMA has significant discretion in the exercise of its powers in connection with restructuring proceedings. Furthermore, certain categories of debt obligations, such as certain types of deposits, are subject to preferential treatment. As a result, holders of obligations of an entity subject to a Swiss restructuring proceeding may have their obligations written down or converted into equity even though obligations ranking on par with such obligations are not written down or converted.

We may be unable to fully realize our sustainability, climate, environmental and social goals, which could damage our business prospects, reputation and lead to increased regulatory scrutiny and increased risk of litigation

We have set ambitious goals for environmental, social and governance matters. These goals include our ambitions for environmental sustainability in our operations, including carbon emissions, in the business we do with clients and in products that we offer. They also include goals or ambitions for diversity in our workforce and supply chain, and support for the United Nations Sustainable Development Goals. There is substantial uncertainty as to the scope of actions that may be required of us, governments and others to achieve the goals we have set, and many of our goals and objectives are only achievable with a combination of government and private action. National and international standards, industry and scientific practices, and regulatory taxonomies and disclosure obligations addressing these matters are in a state of rapid development. Although we have defined and disclosed our goals based on the standards that exist today, there can be no assurance that the various ESG regulatory and disclosure regimes under which we operate will not come into conflict with one another or that the current standards will not be interpreted differently than our understanding or change in a manner that substantially increases the cost or effort for us to achieve such goals or that such goals may prove to be considerably more difficult or even impossible to achieve. If we are not able to achieve the goals we have set, or can only do so at significant expense to our business, we may fail to meet regulatory expectations, incur damage to our reputation or be exposed to risk of litigation or other adverse action.

Our financial results may be negatively affected by changes to assumptions and valuations, as well as changes to accounting standards

We prepare our consolidated financial statements in accordance with International Financial Reporting Standards (IFRS). The application of these accounting standards requires the use of judgment based on estimates and assumptions that may involve significant uncertainty at the time they are made. This is the case, for example, with respect to the measurement of fair value of financial instruments, the recognition of deferred tax assets, the assessment of the impairment of goodwill, expected credit losses and estimation of provisions for litigation, regulatory and similar matters. Such judgments, including the underlying estimates and assumptions, which encompass historical experience, expectations of the future and other factors, are regularly evaluated to determine their continuing relevance based on current conditions. Using different assumptions could cause the reported results to differ. Changes in assumptions, or failure to make the changes necessary to reflect evolving market conditions, may have a significant effect on the financial statements in the periods when changes occur. Estimates of provisions may be subject to a wide range of potential outcomes and significant uncertainty. For example, the broad range of potential outcomes in our proceeding in France increases the uncertainty associated with assessing the appropriate provision. If the estimates and assumptions in future periods deviate from the current outlook, our financial results may also be negatively affected.

Changes to IFRS or interpretations thereof may cause future reported results and financial position to differ from current expectations, or historical results to differ from those previously reported due to the adoption of accounting standards on a retrospective basis. Such changes may also affect our regulatory capital and ratios. For example, the introduction of the expected credit loss (ECL) framework under IFRS 9 in 2018 fundamentally changed how credit risk arising from loans, loan commitments, guarantees and certain revocable facilities is accounted for. Under the regime, credit loss expenses may increase rapidly at the onset of an economic downturn as a result of higher levels of credit impairments (stage 3), as well as higher ECL from stages 1 and 2, only gradually diminishing once the economic outlook improves. As we observed in 2020, this effect may be more pronounced in a deteriorating economic environment. Substantial increases in ECL could exceed expected loss for regulatory capital purposes and adversely affect our CET1 capital and regulatory capital ratios.

We may be unable to maintain our capital strength

Capital strength enables us to grow our businesses and absorb increases in regulatory and capital requirements. It reassures our clients and stakeholders, allows us to maintain our capital return policy and contributes to our credit ratings. Our capital ratios are driven primarily by RWA, the leverage ratio denominator and eligible capital, all of which may fluctuate based on a number of factors, some of which are outside our control. Our ability to maintain our capital ratios is subject to numerous risks, including

the financial results of our businesses, the effect of changes to capital standards, methodologies and interpretations that may adversely affect the calculation of our CET1 ratios, the imposition of risk add-ons or capital buffers, and the application of additional capital, liquidity and similar requirements to subsidiaries. The results of our businesses may be adversely affected by events arising from other risk factors described herein. In some cases, such as litigation and regulatory risk and operational risk events, losses may be sudden and large. These risks could reduce the amount of capital available for return to shareholders and hinder our ability to achieve our capital returns target of a progressive cash dividend coupled with a share repurchase program.

Our eligible capital may be reduced by losses recognized within net profit or other comprehensive income. Eligible capital may also be reduced for other reasons, including acquisitions which change the level of goodwill, changes in temporary differences related to deferred tax assets included in capital, adverse currency movements affecting the value of equity, prudential adjustments that may be required due to the valuation uncertainty associated with certain types of positions, changes in regulatory interpretations on the inclusion or exclusion of items contributing to our shareholders equity in regulatory capital, and changes in the value of certain pension fund assets and liabilities or in the interest rate and other assumptions used to calculate the changes in our net defined benefit obligation recognized in other comprehensive income.

RWA are driven by our business activities, by changes in the risk profile of our exposures, by changes in our foreign currency exposures and foreign exchange rates, and by regulation. For instance, substantial market volatility, a widening of credit spreads, adverse currency movements, increased counterparty risk, deterioration in the economic environment or increased operational risk could result in an increase in RWA. We have significantly reduced our market risk and credit risk RWA in recent years. However, increases in operational risk RWA, particularly those arising from litigation, regulatory and similar matters, and regulatory changes in the calculation of RWA, as well as regulatory add-ons to RWA, have offset a substantial portion of this reduction. Changes in the calculation of RWA, the imposition of additional supplemental RWA charges or multipliers applied to certain exposures and other methodology changes, as well as the implementation of the capital standards promulgated by the Basel Committee on Banking Supervision, which are proposed to take effect in 2023, are expected to increase our RWA.

The leverage ratio is a balance sheet-driven measure and therefore limits balance sheet-intensive activities, such as lending, more than activities that are less balance sheet intensive, and it may constrain our business even if we satisfy other risk-based capital requirements. Our leverage ratio denominator is driven by, among other things, the level of client activity, including deposits and loans, foreign exchange rates, interest rates and other market factors. Many of these factors are wholly or partly outside of our control.

The effect of taxes on our financial results is significantly influenced by tax law changes and reassessments of our deferred tax assets

Our effective tax rate is highly sensitive to our performance, our expectation of future profitability and any potential increases or decreases in statutory tax rates, such as any potential increase in the US federal corporate tax rate. Further, based on prior years' tax losses, we have recognized deferred tax assets (DTAs) reflecting the probable recoverable level based on future taxable profit as informed by our business plans. If our performance is expected to produce diminished taxable profit in future years, particularly in the US, we may be required to write down all or a portion of the currently recognized DTAs through the income statement in excess of anticipated amortization. This would have the effect of increasing our effective tax rate in the year in which any write-downs are taken. Conversely, if we expect the performance of entities in which we have unrecognized tax losses to improve, particularly in the US or the UK, we could potentially recognize additional DTAs. The effect of doing so would be to reduce our effective tax rate in years in which additional DTAs are recognized and to increase our effective tax rate in future years. Our effective tax rate is also sensitive to any future reductions in statutory tax rates, particularly in the US, which would cause the expected future tax benefit from items such as tax loss carry-forwards in the affected locations to diminish in value. This, in turn, would cause a write-down of the associated DTAs. For example, the reduction in the US federal corporate tax rate to 21% from 35% introduced by the US Tax Cuts and Jobs Act resulted in a USD 2.9 billion net write-down in the Group's DTAs in the fourth quarter of 2017. Conversely, an increase in US corporate tax rates would result in an increase in the Group's DTAs.

We generally revalue our DTAs in the fourth quarter of the financial year based on a reassessment of future profitability taking into account our updated business plans. We consider the performance of our businesses and the accuracy of historical forecasts, tax rates and other factors in evaluating the recoverability of our DTAs, including the remaining tax loss carry-forward period and our assessment of expected future taxable profits over the life of DTAs. Estimating future profitability is inherently subjective and is particularly sensitive to future economic, market and other conditions, which are difficult to predict.

Our results in past years have demonstrated that changes in the recognition of DTAs can have a very significant effect on our reported results. Any future change in the manner in which UBS remeasures DTAs could affect UBS's effective tax rate, particularly in the year in which the change is made.

Our full-year effective tax rate could change if aggregate tax expenses in respect of profits from branches and subsidiaries without loss coverage differ from what is expected, or if branches and subsidiaries generate tax losses that we cannot benefit from through the income statement. In particular, losses at entities or branches that cannot offset for tax purposes taxable profits in other group entities, and which do not result in additional DTA recognition, may increase our effective tax rate. In addition, tax laws or the tax authorities in countries where we have undertaken

legal structure changes may cause entities to be subject to taxation as permanent establishments or may prevent the transfer of tax losses incurred in one legal entity to newly organized or reorganized subsidiaries or affiliates or may impose limitations on the utilization of tax losses that relate to businesses formerly conducted by the transferor. Were this to occur in situations where there were also limited planning opportunities to utilize the tax losses in the originating entity, the DTAs associated with such tax losses may be required to be written down through the income statement.

Changes in tax law may materially affect our effective tax rate, and, in some cases, may substantially affect the profitability of certain activities. In addition, statutory and regulatory changes, as well as changes to the way in which courts and tax authorities interpret tax laws, including assertions that we are required to pay taxes in a jurisdiction as a result of activities connected to that jurisdiction constituting a permanent establishment or similar theory, and changes in our assessment of uncertain tax positions, could cause the amount of taxes we ultimately pay to materially differ from the amount accrued.

Strategy, management and operational risks

Operational risks affect our business

Our businesses depend on our ability to process a large number of transactions, many of which are complex, across multiple and diverse markets in different currencies, to comply with requirements of many different legal and regulatory regimes to which we are subject and to prevent, or promptly detect and stop, unauthorized, fictitious or fraudulent transactions. We also rely on access to, and on the functioning of, systems maintained by third parties, including clearing systems, exchanges, information processors and central counterparties. Any failure of our or third-party systems could have an adverse effect on us. These risks may be greater as we deploy newer technologies, such as blockchain, or products that rely on these technologies. Our operational risk management and control systems and processes are designed to help ensure that the risks associated with our activities – including those arising from process error, failed execution, misconduct, unauthorized trading, fraud, system failures, financial crime, cyberattacks, breaches of information security, inadequate or ineffective access controls and failure of security and physical protection – are appropriately controlled. If our internal controls fail or prove ineffective in identifying and remedying these risks, we could suffer operational failures that might result in material losses, such as the substantial loss we incurred from the unauthorized trading incident announced in September 2011.

As a significant proportion of our staff have been and will continue working from outside the offices as a consequence of the COVID-19 pandemic, we have faced, and will continue to face, new challenges and operational risks, including maintenance of supervisory and surveillance controls, as well as increased fraud and data security risks. While we have taken measures to manage these risks, such measures have never been tested on the scale or duration that we are currently experiencing, and there is risk that these measures will prove not to have been effective in the current unprecedented operating environment.

We use automation as part of our efforts to improve efficiency, reduce the risk of error and improve our client experience. We intend to expand the use of robotic processing, machine learning and artificial intelligence to further these goals. Use of these tools presents their own risks, including the need for effective design and testing; the quality of the data used for development and operation of machine learning and artificial intelligence tools may adversely affect their functioning and result in errors and other operational risks.

For financial institutions, cybersecurity risks have increased due to the widespread use of digital technologies, cloud computing and mobile devices to conduct financial business and transactions. In addition, cyberattacks by hackers, terrorists, criminal organizations, nation states and extremists have also increased in frequency and sophistication. Current geopolitical tensions also may lead to increased risk of cyberattack from foreign state actors. In particular, the Russian invasion of Ukraine and the imposition of significant sanctions on Russia by Switzerland, the US, the EU, the UK and others may result in an increase in the risk of cyberattacks.

We and other financial services firms have been subject to breaches of security and to cyber- and other forms of attack, some of which are sophisticated and targeted attacks intended to gain access to confidential information or systems, disrupt service or destroy data. These attacks may be attempted through the introduction of viruses or malware, phishing and other forms of social engineering, distributed denial of service attacks and other means. These attempts may occur directly, or using equipment or security passwords of our employees, third-party service providers or other users. In addition to external attacks, we have experienced loss of client data from failure by employees and others to follow internal policies and procedures and from misappropriation of our data by employees and others. We may not be able to anticipate, detect or recognize threats to our systems or data and our preventative measures may not be effective to prevent an attack or a security breach. In the event of a security breach, notwithstanding our preventative measures, we may not immediately detect a particular breach or attack. Once a particular attack is detected, time may be required to investigate and assess the nature and extent of the attack. A successful breach or circumvention of security of our systems or data could have significant negative consequences for us, including disruption of our operations, misappropriation of confidential information concerning us or our customers, damage to our systems, financial losses for us or our customers, violations of data privacy and similar laws, litigation exposure and damage to our reputation. We may be subject to enforcement actions as regulatory focus on cybersecurity increases and regulators have announced new rules, guidance and initiatives on ransomware and other cybersecurity-related issues.

We are subject to complex and frequently changing laws and regulations governing the protection of client and personal data, such as the EU General Data Protection Regulation. Ensuring that we comply with applicable laws and regulations when we collect, use and transfer personal information requires substantial resources and may affect the ways in which we conduct our

business. In the event that we fail to comply with applicable laws, we may be exposed to regulatory fines and penalties and other sanctions. We may also incur such penalties if our vendors or other service providers or clients or counterparties fail to comply with these laws or to maintain appropriate controls over protected data. In addition, any loss or exposure of client or other data may adversely damage our reputation and adversely affect our business.

A major focus of US and other countries' governmental policies relating to financial institutions in recent years has been on fighting money laundering and terrorist financing. We are required to maintain effective policies, procedures and controls to detect, prevent and report money laundering and terrorist financing, and to verify the identity of our clients under the laws of many of the countries in which we operate. We are also subject to laws and regulations related to corrupt and illegal payments to government officials by others, such as the US Foreign Corrupt Practices Act and the UK Bribery Act. We have implemented policies, procedures and internal controls that are designed to comply with such laws and regulations. Notwithstanding this, US regulators have found deficiencies in the design and operation of anti-money laundering programs in our US operations. We have undertaken a significant program to address these regulatory findings with the objective of fully meeting regulatory expectations for our programs. Failure to maintain and implement adequate programs to combat money laundering, terrorist financing or corruption, or any failure of our programs in these areas, could have serious consequences both from legal enforcement action and from damage to our reputation. Frequent changes in sanctions imposed and increasingly complex sanctions imposed on countries, entities and individuals, as exemplified by the breadth and scope of the sanctions imposed in relation to the Russian invasion of Ukraine, increase our cost of monitoring and complying with sanctions requirements and increase the risk that we will not identify in a timely manner client activity that is subject to a sanction.

As a result of new and changed regulatory requirements and the changes we have made in our legal structure, the volume, frequency and complexity of our regulatory and other reporting has remained elevated. Regulators have also significantly increased expectations regarding our internal reporting and data aggregation, as well as management reporting. We have incurred and continue to incur significant costs to implement infrastructure to meet these requirements. Failure to meet external reporting requirements accurately and in a timely manner or failure to meet regulatory expectations of internal reporting, data aggregation and management reporting could result in enforcement action or other adverse consequences for us.

In addition, despite the contingency plans that we have in place, our ability to conduct business may be adversely affected by a disruption in the infrastructure that supports our businesses and the communities in which we operate. This may include a disruption due to natural disasters, pandemics, civil unrest, war or terrorism and involve electrical, communications, transportation or other services that we use or that are used by third parties with whom we conduct business.

We may not be successful in the ongoing execution of our strategic plans

We have transformed UBS to focus on our Global Wealth Management business and our universal bank in Switzerland, complemented by Asset Management and a significantly smaller and more capital-efficient Investment Bank; we have substantially reduced the risk-weighted assets and leverage ratio denominator usage in Group Functions; and made significant cost reductions. Risk remains that going forward we may not succeed in executing our strategy or achieving our performance targets, or may be delayed in doing so. Macroeconomic conditions, geopolitical uncertainty, changes to regulatory requirements and the continuing costs of meeting these requirements have prompted us to adapt our targets and ambitions in the past and we may need to do so again in the future.

To achieve our strategic plans, we expect to continue to make significant expenditures on technology and infrastructure to improve client experience, improve and further enable digital offerings and increase efficiency. We also may seek to implement our strategy through acquisitions or strategic partnerships to expand or improve our product offerings or target additional client segments. Our investments in new technology and our acquisitions and strategic partnerships may not fully achieve our objectives or improve our ability to attract and retain customers. In addition, we face competition in providing digitally enabled offerings from both existing competitors and new financial service providers in various portions of the value chain. For example, technological advances and the growth of e-commerce have made it possible for e-commerce firms and other companies to offer products and services that were traditionally offered only by banks. These advances have also allowed financial institutions and other companies to provide digitally based financial solutions, including electronic securities trading, payments processing and online automated algorithmic-based investment advice at a low cost to their customers. We may have to lower our prices, or risk losing customers as a result. Our ability to develop and implement competitive digitally enabled offerings and processes will be an important factor in our ability to compete.

As part of our strategy, we seek to improve our operating efficiency, in part by controlling our costs. We may not be able to identify feasible cost reduction opportunities that are consistent with our business goals and cost reductions may be realized later or may be smaller than we anticipate. Higher temporary and permanent regulatory costs and higher business demand than anticipated have partly offset cost reductions and delayed the achievement of our past cost reduction targets, and we could continue to be challenged in the execution of our ongoing efforts to improve operating efficiency.

Changes in our workforce as a result of outsourcing, nearshoring, offshoring, insourcing or staff reductions or, changes which arise from the introduction of work from home or other flexible ways of working or agile work methodologies may introduce new operational risks that, if not effectively addressed, could affect our ability to achieve cost and other benefits from such changes, or could result in operational losses.

As we implement effectiveness and efficiency programs, we may also experience unintended consequences, such as the unintended loss or degradation of capabilities that we need in order to maintain our competitive position, achieve our targeted returns or meet existing or new regulatory requirements and expectations.

We depend on our risk management and control processes to avoid or limit potential losses in our businesses

Controlled risk-taking is a major part of the business of a financial services firm. Some losses from risk-taking activities are inevitable, but to be successful over time, we must balance the risks we take against the returns generated. Therefore, we must diligently identify, assess, manage and control our risks, not only in normal market conditions but also as they might develop under more extreme, stressed conditions, when concentrations of exposures can lead to severe losses.

We have not always been able to prevent serious losses arising from risk management failures and extreme or sudden market events. We recorded substantial losses on fixed-income trading positions in the 2008 financial crisis, in the unauthorized trading incident in 2011 and, more recently, positions resulting from the default of a US prime brokerage client. We revise and strengthen our risk management and control frameworks to seek to address identified shortcomings. Nonetheless, we could suffer further losses in the future if, for example:

- we do not fully identify the risks in our portfolio, in particular risk concentrations and correlated risks;
- our assessment of the risks identified, or our response to negative trends, proves to be untimely, inadequate, insufficient or incorrect;
- our risk models prove insufficient to predict the scale of financial risks the bank faces;
- markets move in ways that we do not expect – in terms of their speed, direction, severity or correlation – and our ability to manage risks in the resulting environment is, therefore, affected;
- third parties to whom we have credit exposure or whose securities we hold are severely affected by events and we suffer defaults and impairments beyond the level implied by our risk assessment; or
- collateral or other security provided by our counterparties and clients proves inadequate to cover their obligations at the time of default.

We also hold legacy risk positions, primarily in Group Functions, that, in many cases, are illiquid and may again deteriorate in value.

We also manage risk on behalf of our clients. The performance of assets we hold for our clients may be adversely affected by the same factors mentioned above. If clients suffer losses or the performance of their assets held with us is not in line with relevant benchmarks against which clients assess investment performance, we may suffer reduced fee income and a decline in assets under management, or withdrawal of mandates.

Investment positions, such as equity investments made as part of strategic initiatives and seed investments made at the inception of funds that we manage, may also be affected by market risk factors. These investments are often not liquid and generally are intended or required to be held beyond a normal trading horizon. Deteriorations in the fair value of these positions would have a negative effect on our earnings.

We may not be successful in implementing changes in our wealth management businesses to meet changing market, regulatory and other conditions

In recent years, inflows from lower-margin segments and markets have been replacing outflows from higher-margin segments and markets, in particular for cross-border clients. This dynamic, combined with changes in client product preferences as a result of which low-margin products account for a larger share of our revenues than in the past, has put downward pressure on Global Wealth Management's margins.

We are exposed to possible outflows of client assets in our asset-gathering businesses and to changes affecting the profitability of Global Wealth Management, in particular. Initiatives that we may implement to overcome the effects of changes in the business environment on our profitability, balance sheet and capital positions may not succeed in counteracting those effects and may cause net new money outflows and reductions in client deposits, as happened with our balance sheet and capital optimization program in 2015. There is no assurance that we will be successful in our efforts to offset the adverse effect of these or similar trends and developments.

We may be unable to identify or capture revenue or competitive opportunities, or retain and attract qualified employees

The financial services industry is characterized by intense competition, continuous innovation, restrictive, detailed, and sometimes fragmented regulation and ongoing consolidation. We face competition at the level of local markets and individual business lines, and from global financial institutions that are comparable to us in their size and breadth, as well as competition from new technology-based market entrants, which may not be subject to the same level of regulation. Barriers to entry in individual markets and pricing levels are being eroded by new technology. We expect these trends to continue and competition to increase. Our competitive strength and market position could be eroded if we are unable to identify market trends and developments, do not respond to such trends and developments by devising and implementing adequate business strategies, do not adequately develop or update our technology including our digital channels and tools, or are unable to attract or retain the qualified people needed.

The amount and structure of our employee compensation is affected not only by our business results, but also by competitive factors and regulatory considerations.

In response to the demands of various stakeholders, including regulatory authorities and shareholders, and in order to better align the interests of our staff with other stakeholders, we have increased average deferral periods for stock awards, expanded forfeiture provisions and, to a more limited extent, introduced clawback provisions for certain awards linked to business performance. We have also introduced individual caps on the proportion of fixed to variable pay for the Group Executive Board (GEB) members, as well as certain other employees.

Constraints on the amount or structure of employee compensation, higher levels of deferral, performance conditions and other circumstances triggering the forfeiture of unvested awards may adversely affect our ability to retain and attract key employees, particularly where we compete with companies that are not subject to these constraints. The loss of key staff and the inability to attract qualified replacements could seriously

compromise our ability to execute our strategy and to successfully improve our operating and control environment, and could affect our business performance. Swiss law requires that shareholders approve the compensation of the Board of Directors (the BoD) and the GEB each year. If our shareholders fail to approve the compensation for the GEB or the BoD, this could have an adverse effect on our ability to retain experienced directors and our senior management.

Our reputation is critical to our success

Our reputation is critical to the success of our strategic plans, business and prospects. Reputational damage is difficult to reverse, and improvements tend to be slow and difficult to measure. In the past, our reputation has been adversely affected by our losses during the financial crisis, investigations into our cross-border private banking services, criminal resolutions of LIBOR-related and foreign exchange matters, as well as other matters. We believe that reputational damage as a result of these events was an important factor in our loss of clients and client assets across our asset-gathering businesses. New events that cause reputational damage could have a material adverse effect on our results of operation and financial condition, as well as our ability to achieve our strategic goals and financial targets.

As UBS Group AG is a holding company, its operating results, financial condition and ability to pay dividends and other distributions and / or to pay its obligations in the future depend on funding, dividends and other distributions received directly or indirectly from its subsidiaries, which may be subject to restrictions

UBS Group AG's ability to pay dividends and other distributions and to pay its obligations in the future will depend on the level of funding, dividends and other distributions, if any, received from UBS AG and other subsidiaries. The ability of such subsidiaries to make loans or distributions, directly or indirectly, to UBS Group AG may be restricted as a result of several factors, including restrictions in financing agreements and the requirements of applicable law and regulatory, fiscal or other restrictions. In particular, UBS Group AG's direct and indirect subsidiaries, including UBS AG, UBS Switzerland AG, UBS Americas Holding LLC and UBS Europe SE, are subject to laws and regulations that restrict dividend payments, authorize regulatory bodies to block or reduce the flow of funds from those subsidiaries to UBS Group AG, or could affect their ability to repay any loans made to, or other investments in, such subsidiary by UBS Group AG or another member of the Group. For example, in the early stages of the COVID-19 pandemic, the European Central Bank ordered all banks under its supervision to cease dividend distributions and the Federal Reserve Board has limited capital distributions by bank holding companies and intermediate holding companies. Restrictions and regulatory actions of this kind could impede access to funds that UBS Group AG may need to meet its obligations or to pay dividends to shareholders. In addition, UBS Group AG's right to participate in a distribution of assets upon a subsidiary's liquidation or reorganization is subject to all prior claims of the subsidiary's creditors.

Our capital instruments may contractually prevent UBS Group AG from proposing the distribution of dividends to shareholders, other than in the form of shares and from engaging in repurchases of shares, if we do not pay interest on these instruments.

Furthermore, UBS Group AG may guarantee some of the payment obligations of certain of the Group's subsidiaries from time to time. These guarantees may require UBS Group AG to provide substantial funds or assets to subsidiaries or their creditors or counterparties at a time when UBS Group AG is in need of liquidity to fund its own obligations.

The credit ratings of UBS Group AG or its subsidiaries used for funding purposes could be lower than the ratings of the Group's operating subsidiaries, which may adversely affect the market value of the securities and other obligations of UBS Group AG or those subsidiaries on a standalone basis.

Liquidity and funding risk

Liquidity and funding management are critical to UBS's ongoing performance

The viability of our business depends on the availability of funding sources, and our success depends on our ability to obtain funding at times, in amounts, for tenors and at rates that enable us to efficiently support our asset base in all market conditions. Our funding sources have generally been stable, but could change in the future because of, among other things, general market disruptions or widening credit spreads, which could also influence the cost of funding. A substantial part of our liquidity and funding requirements are met using short-term unsecured funding sources, including retail and wholesale deposits and the regular issuance of money market securities. A change in the availability of short-term funding could occur quickly.

The addition of loss-absorbing debt as a component of capital requirements, the regulatory requirements to maintain minimum TLAC at UBS's holding company and at subsidiaries, as well as the power of resolution authorities to bail in TLAC and other debt obligations, and uncertainty as to how such powers will be exercised, will increase our cost of funding and could potentially increase the total amount of funding required, in the absence of other changes in our business.

Reductions in our credit ratings may adversely affect the market value of the securities and other obligations and increase our funding costs, in particular with regard to funding from wholesale unsecured sources, and could affect the availability of certain kinds of funding. In addition, as experienced in connection with Moody's downgrade of UBS AG's long-term debt rating in June 2012, rating downgrades can require us to post additional collateral or make additional cash payments under trading agreements. Our credit ratings, together with our capital strength and reputation, also contribute to maintaining client and counterparty confidence, and it is possible that rating changes could influence the performance of some of our businesses.

The requirement to maintain a liquidity coverage ratio of high-quality liquid assets to estimated stressed short-term net cash outflows, and other similar liquidity and funding requirements, oblige us to maintain high levels of overall liquidity, limit our ability to optimize interest income and expense, make certain lines of business less attractive and reduce our overall ability to generate profits. In particular, UBS AG is subjected to increased liquidity coverage requirements under the direction of FINMA. Regulators may consider it necessary to increase these requirements in light of the anticipated economic stresses resulting from the COVID-19 pandemic. The liquidity coverage ratio and net stable funding ratio requirements are intended to ensure that we are not overly reliant on short-term funding and that we have sufficient long-term funding for illiquid assets. The relevant calculations make assumptions about the relative likelihood and amount of outflows of funding and available sources of additional funding in market-wide and firm-specific stress situations. There can be no assurance that in an actual stress situation our funding outflows would not exceed the assumed amounts.

Financial and operating performance

Management report

2

Accounting and financial reporting

Critical accounting estimates and judgments

In preparing our financial statements in accordance with International Financial Reporting Standards (IFRS), as issued by the International Accounting Standards Board (the IASB), we apply judgment and make estimates and assumptions that may involve significant uncertainty at the time they are made. We regularly reassess those estimates and assumptions, which encompass historical experience, expectations of the future and other pertinent factors, to determine their continuing relevance based on current conditions, and update them as necessary. Changes in estimates and assumptions may have significant effects on the financial statements. Furthermore, actual results may differ significantly from our estimates, which could result in significant losses to the Group, beyond what we expected or provided for.

Key areas involving a high degree of judgment and areas where estimates and assumptions are significant to the consolidated financial statements include:

- expected credit loss measurement;
- fair value measurement;
- income taxes;
- provisions and contingent liabilities;
- post-employment benefit plans;
- goodwill; and
- consolidation of structured entities.

› Refer to “Note 1a Material accounting policies” in the “Consolidated financial statements” section of this report for more information

› Refer to the “Risk factors” section of this report for more information

Significant accounting and financial reporting changes in 2021

Amendments to IFRS as a consequence of *Interest Rate Benchmark Reform*

Effective from 1 January 2021, we have adopted *Interest Rate Benchmark Reform – Phase 2, Amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16*, addressing a number of issues in financial reporting areas that arise when interbank offered rates (IBORs) are reformed or replaced, in particular in the area of hedge accounting. The amendments also introduced additional disclosure requirements covering how we are managing the transition to alternative benchmark rates, our progress as of the reporting date and the risks to which we are exposed because of the transition.

› Refer to “Note 1b Changes in accounting policies, comparability and other adjustments” and “Note 25 Interest rate benchmark reform” in the “Consolidated financial statements” section of this report for more information

Group performance

Income statement

		For the year ended		% change from
USD million	31.12.21	31.12.20	31.12.19	31.12.20
Net interest income	6,705	5,862	4,501	14
Other net income from financial instruments measured at fair value through profit or loss	5,850	6,960	6,842	(16)
Credit loss (expense) / release	148	(694)	(78)	
Fee and commission income	24,372	20,961	19,110	16
Fee and commission expense	(1,985)	(1,775)	(1,696)	12
Net fee and commission income	22,387	19,186	17,413	17
Other income	452	1,076	212	(58)
Total operating income	35,542	32,390	28,889	10
Personnel expenses	18,387	17,224	16,084	7
General and administrative expenses	5,553	4,885	5,288	14
Depreciation, amortization and impairment of non-financial assets	2,118	2,126	1,940	0
Total operating expenses	26,058	24,235	23,312	8
Operating profit / (loss) before tax	9,484	8,155	5,577	16
Tax expense / (benefit)	1,998	1,583	1,267	26
Net profit / (loss)	7,486	6,572	4,310	14
Net profit / (loss) attributable to non-controlling interests	29	15	6	92
Net profit / (loss) attributable to shareholders	7,457	6,557	4,304	14

Comprehensive income

Total comprehensive income	5,119	8,312	5,091	(38)
Total comprehensive income attributable to non-controlling interests	13	36	2	(64)
Total comprehensive income attributable to shareholders	5,106	8,276	5,089	(38)

2021 compared with 2020

Results

In 2021, net profit attributable to shareholders increased by USD 900 million, or 14%, to USD 7,457 million, which included a net tax expense of USD 1,998 million.

Profit before tax increased by USD 1,329 million, or 16%, to USD 9,484 million, reflecting higher operating income, partly offset by an increase in operating expenses. Operating income increased by USD 3,152 million, or 10%, to USD 35,542 million, mainly reflecting a USD 3,201 million increase in net fee and commission income. Net credit loss releases were USD 148 million, compared with net credit loss expenses of USD 694 million in 2020. This was partly offset by USD 624 million lower other income and a USD 267 million decrease in total combined net interest income and other net income from financial instruments measured at fair value through profit or loss. Operating expenses increased by USD 1,823 million, or 8%, to USD 26,058 million. This increase was mainly driven by USD 1,163 million higher personnel expenses and USD 668 million higher general and administrative expenses.

Operating income

Operating income increased by USD 3,152 million, or 10%, to USD 35,542 million.

Net interest income and other net income from financial instruments measured at fair value through profit or loss

Total combined net interest income and other net income from financial instruments measured at fair value through profit or loss decreased by USD 267 million to USD 12,555 million.

The Investment Bank decreased by USD 576 million to USD 5,067 million, largely driven by a USD 713 million decrease in our Financing business in Global Markets, primarily reflecting a loss of USD 861 million incurred in the first half of 2021 on the default of a US-based client of our prime brokerage business, partly offset by higher capital markets financing revenues. Derivatives & Solutions increased by USD 169 million, mainly due to higher revenues from equity derivatives, partly offset by lower income from foreign exchange, rates and credit products.

Group Functions recognized negative income of USD 397 million, compared with negative income of USD 302 million. This was largely due to USD 113 million lower net income in Group Treasury, mainly reflecting net effects related to accounting asymmetries, including hedge accounting ineffectiveness, partly offset by lower negative revenues related to centralized Group Treasury risk management services. In addition, 2021 included valuation gains of USD 58 million on auction rate securities in Non-core and Legacy Portfolio, compared with valuation losses of USD 9 million in the prior year.

Global Wealth Management increased by USD 302 million to USD 5,341 million, mainly driven by higher net interest income, largely reflecting growth in lending revenues from higher volumes and margins, partly offset by lower deposit revenues, mainly due to lower US dollar interest rates and despite higher deposit volumes.

Personal & Corporate Banking increased by USD 98 million to USD 2,557 million, mainly due to higher net interest income, driven by proactive deposit management.

➤ Refer to “Note 3 Net interest income and other net income from financial instruments measured at fair value through profit or loss” in the “Consolidated financial statements” section of this report for more information

Net interest income and other net income from financial instruments measured at fair value through profit or loss

USD million		For the year ended 31.12.21	31.12.20	% change from 31.12.19
Net interest income from financial instruments measured at amortized cost and fair value through other comprehensive income		5,274	4,563	3,490 16
Net interest income from financial instruments measured at fair value through profit or loss		1,431	1,299	1,011 10
Other net income from financial instruments measured at fair value through profit or loss		5,850	6,960	6,842 (16)
Total		12,555	12,822	11,343 (2)
Global Wealth Management		5,341	5,039	4,913 6
of which: net interest income		4,244	4,027	3,947 5
of which: transaction-based income from foreign exchange and other intermediary activity ¹		1,097	1,012	966 8
Personal & Corporate Banking		2,557	2,459	2,436 4
of which: net interest income		2,120	2,049	1,992 3
of which: transaction-based income from foreign exchange and other intermediary activity ¹		437	409	443 7
Asset Management		(13)	(16)	(13) (16)
Investment Bank ²		5,067	5,643	4,189 (10)
Global Banking		596	585	414 2
Global Markets		4,471	5,057	3,775 (12)
Group Functions		(397)	(302)	(182) 31

¹ Mainly includes spread-related income in connection with client-driven transactions, foreign currency translation effects and income and expenses from precious metals, which are included in the income statement line Other net income from financial instruments measured at fair value through profit or loss. The amounts reported on this line are one component of Transaction-based income in the management discussion and analysis of Global Wealth Management and Personal & Corporate Banking in the “Global Wealth Management” and “Personal & Corporate Banking” sections of this report, respectively. ² Investment Bank information is provided at the business line level rather than by financial statement reporting line in order to reflect the underlying business activities, which is consistent with the structure of the management discussion and analysis in the “Investment Bank” section of this report.

Net fee and commission income

Net fee and commission income increased by USD 3,201 million to USD 22,387 million.

Fees for portfolio management and related services increased by USD 1,753 million to USD 9,762 million, driven by Global Wealth Management, reflecting higher average fee-generating assets, due to positive market performance and net new fee-generating assets.

Investment fund fees increased by USD 501 million to USD 5,790 million, mainly driven by Global Wealth Management, reflecting higher average fee-generating assets. Management fees in Asset Management increased on a higher average invested asset base, partly offset by lower performance-based fee income, compared with the particularly high levels in 2020.

Underwriting fees increased by USD 378 million to USD 1,463 million, largely driven by higher equity underwriting revenues from public offerings in the Investment Bank.

M&A and corporate finance fees increased by USD 366 million to USD 1,102 million, primarily reflecting higher revenues from M&A transactions in our Global Banking business in the Investment Bank, due to an increase in the number of transactions that closed in 2021.

Net brokerage fees increased by USD 265 million to USD 4,123 million, reflecting higher levels of client activity in the Cash Equities business of the Investment Bank, as well as in Global Wealth Management.

- Refer to "Note 4 Net fee and commission income" in the "Consolidated financial statements" section of this report for more information

Other income

Other income decreased by USD 624 million to USD 452 million, mainly driven by lower gains from disposals of subsidiaries and associates, largely reflecting a USD 37 million gain from the sale of our remaining minority investment in Clearstream Fund Centre AG (previously Fondcenter AG) in 2021, compared with a gain of USD 631 million from the partial sale of Fondcenter AG (now Clearstream Fund Centre AG) in 2020. In 2021, we also recognized a gain of USD 100 million from the sale of our domestic wealth management business in Austria and income of USD 51 million related to a legacy bankruptcy claim. In the prior year, we recognized a USD 215 million gain from the sale of intellectual property rights associated with the Bloomberg Commodity Index family.

- Refer to "Note 5 Other income" in the "Consolidated financial statements" section of this report for more information
- Refer to "Note 30 Changes in organization and acquisitions and disposals of subsidiaries and businesses" in the "Consolidated financial statements" section of this report for more information about the sale of our remaining investment in Clearstream Fund Centre AG and the sale of our domestic wealth management business in Austria

Credit loss expense / release

Total net credit loss releases were USD 148 million, compared with net credit loss expenses of USD 694 million in the prior year, reflecting net releases of USD 123 million related to stage 1 and 2 positions and net releases of USD 25 million related to credit-impaired (stage 3) positions.

- Refer to "Note 9 Financial assets at amortized cost and other positions in scope of expected credit loss measurement" and "Note 20 Expected credit loss measurement" in the "Consolidated financial statements" section of this report for more information about credit loss expenses / releases
- Refer to the "Risk factors" section of this report for more information

Credit loss (expense) / release

USD million	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	Total
For the year ended 31.12.21						
Stages 1 and 2	28	62	0	34	0	123
Stage 3	1	24	(1)	0	0	25
Total credit loss (expense) / release	29	86	(1)	34	0	148
For the year ended 31.12.20						
Stages 1 and 2	(48)	(129)	0	(88)	0	(266)
Stage 3	(40)	(128)	(2)	(217)	(42)	(429)
Total credit loss (expense) / release	(88)	(257)	(2)	(305)	(42)	(694)
For the year ended 31.12.19						
Stages 1 and 2	3	23	0	(4)	0	22
Stage 3	(23)	(44)	0	(26)	(7)	(100)
Total credit loss (expense) / release	(20)	(21)	0	(30)	(7)	(78)

Operating expenses

Operating expenses increased by USD 1,823 million, or 8%, to USD 26,058 million.

Personnel expenses

Personnel expenses increased by USD 1,163 million to USD 18,387 million, including net restructuring expenses of USD 200 million, compared with USD 106 million in the prior year. Total restructuring expenses in 2021 are net of curtailment gains of USD 80 million, which represent a reduction in the defined benefit obligation (DBO) related to the Swiss pension plan resulting from a decrease in headcount following restructuring activities.

Financial advisor compensation increased by USD 769 million to USD 4,860 million, due to an increase in compensable revenues.

Salary costs increased by USD 316 million to USD 7,339 million, mainly driven by foreign currency translation effects and higher restructuring expenses.

Social security expenses increased by USD 79 million to USD 978 million, broadly in line with higher salary expenses.

- Refer to the "Compensation" section of this report for more information
- Refer to "Note 6 Personnel expenses," "Note 27 Post-employment benefit plans" and "Note 28 Employee benefits: variable compensation" in the "Consolidated financial statements" section of this report for more information

General and administrative expenses

General and administrative expenses increased by USD 668 million to USD 5,553 million, mainly driven by a USD 740 million (EUR 650 million) increase in litigation provisions for the French cross-border matter and USD 106 million higher IT expenses. These effects were partly offset by lower consulting fees and outsourcing costs.

Net expenses for the UK and German bank levies were USD 58 million in 2021 and included a USD 16 million credit related to prior years. In 2020, net expenses for the UK and German bank levies were USD 55 million and included a USD 27 million credit related to prior years.

We believe that the industry continues to operate in an environment in which expenses associated with litigation, regulatory and similar matters will remain elevated for the foreseeable future, and we continue to be exposed to a number of significant claims and regulatory matters. The outcome of many of these matters, the timing of a resolution, and the potential effects of resolutions on our future business, financial results or financial condition are extremely difficult to predict.

- Refer to "Note 7 General and administrative expenses" and "Note 18 Provisions and contingent liabilities" in the "Consolidated financial statements" section of this report for more information

Depreciation, amortization and impairment

Depreciation, amortization and impairment of non-financial assets decreased by USD 8 million to USD 2,118 million, mainly driven by lower impairment expenses on internally generated software, a decrease in depreciation expenses related to leased properties and lower amortization of intangible assets, partly offset by higher depreciation expenses on internally generated software.

- Refer to "Note 12 Property, equipment and software" and "Note 13 Goodwill and intangible assets" in the "Consolidated financial statements" section of this report for more information

Operating expenses

		For the year ended		% change from	
		31.12.21	31.12.20	31.12.19	31.12.20
<i>USD million</i>					
Personnel expenses		18,387	17,224	16,084	7
of which: salaries		7,339	7,023	6,518	4
of which: variable compensation		3,419	3,429	3,001	0
of which: relating to current year ¹		2,979	2,634	2,352	13
of which: relating to prior years ²		440	795 ³	650	(45)
of which: financial advisor compensation ³		4,860	4,091	4,043	19
of which: other personnel expenses ⁴		2,758	2,680 ⁵	2,521	3
General and administrative expenses		5,553	4,885	5,288	14
of which: net expenses for litigation, regulatory and similar matters		911	197	165	363
of which: other general and administrative expenses		4,642	4,688	5,122	(1)
Depreciation, amortization and impairment of non-financial assets		2,118	2,126	1,940	0
Total operating expenses		26,058	24,235	23,312	8

¹ Includes expenses relating to performance awards and other variable compensation for the respective performance year. ² Consists of amortization of prior years' awards relating to performance awards and other variable compensation. ³ Financial advisor compensation consists of formulaic compensation based directly on compensable revenues generated by financial advisors and supplemental compensation calculated on the basis of financial advisor productivity, firm tenure, assets and other variables. It also includes expenses related to compensation commitments with financial advisors entered into at the time of recruitment that are subject to vesting requirements. ⁴ Consists of expenses related to contractors, social security, post-employment benefit plans, and other personnel expenses. Refer to "Note 6 Personnel expenses" in the "Consolidated financial statements" section of this report for more information. ⁵ During 2020, UBS modified the conditions for continued vesting of certain outstanding deferred compensation awards for qualifying employees, resulting in an expense of approximately USD 280 million, of which USD 240 million is disclosed within Variable compensation and USD 40 million within Other personnel expenses in this table.

Tax

Income tax expenses of USD 1,998 million were recognized for the Group in 2021, representing an effective tax rate of 21.1%, compared with USD 1,583 million for 2020, which represented an effective tax rate of 19.4%. The income tax expenses for 2021 included Swiss tax expenses of USD 714 million and non-Swiss tax expenses of USD 1,284 million.

The Swiss tax expenses included current tax expenses of USD 680 million related to taxable profits of UBS Switzerland AG and other Swiss entities. They also included deferred tax expenses of USD 34 million, which reflect movements in temporary differences.

The non-Swiss tax expenses included current tax expenses of USD 884 million related to taxable profits earned by non-Swiss subsidiaries and branches and net deferred tax expenses of USD 400 million. Expenses of USD 734 million, which primarily related to the amortization of deferred tax assets (DTAs) previously recognized in relation to tax losses carried forward and deductible temporary differences of UBS Americas Inc., were partly offset by a benefit of USD 334 million in respect of the remeasurement of DTAs. This benefit included upward revaluations of DTAs of USD 152 million for certain entities, primarily in connection with our business planning process. It also included USD 113 million in respect of additional DTA recognition that primarily related to the contribution of real estate assets by UBS AG to UBS Americas Inc. and UBS Financial Services Inc., which allowed the full recognition of DTAs in respect of the associated historic real estate costs that were previously capitalized for US tax purposes under elections that were made in the fourth quarter of 2018. In addition, it included USD 69 million in respect of an increase in the expected value of future tax deductions for deferred compensation awards, due to an increase in the Group's share price during the year.

The pre-tax expense that was recognized in the year in respect of the increase in litigation provisions for the French cross-border matter did not result in any tax benefit.

Excluding any potential effects from the remeasurement of DTAs in connection with next year's business planning process and any potential US corporate tax rate changes or other material jurisdictional statutory tax rate changes that could be enacted during the year, we expect a tax rate for 2022 of around 24%.

- › Refer to "Note 8 Income taxes" in the "Consolidated financial statements" section of this report for more information
- › Refer to the "Risk factors" section of this report for more information

Total comprehensive income attributable to shareholders

In 2021, total comprehensive income attributable to shareholders was USD 5,106 million, reflecting net profit of USD 7,457 million and negative other comprehensive income (OCI), net of tax, of USD 2,351 million.

OCI related to cash flow hedges was negative USD 1,675 million, mainly reflecting net gains on hedging instruments that were reclassified from OCI to the income statement as the hedged forecast cash flows affected profit or loss.

Foreign currency translation OCI was negative USD 535 million, mainly due to the weakening of the euro (7%), the Swiss franc (3%) and the Japanese yen (10%) against the US dollar.

OCI associated with financial assets measured at fair value through OCI was negative USD 157 million, primarily reflecting net unrealized losses of USD 203 million following increases in the relevant US dollar long-term interest rates.

OCI related to cost of hedging was negative USD 26 million, mainly driven by a tightening of the US dollar / euro cross-currency basis that decreased the fair value of the cross-currency swaps.

Defined benefit plan OCI, net of tax, was negative USD 5 million. Total net pre-tax OCI related to the Swiss pension plan was negative USD 336 million. This was mainly driven by an extraordinary employer contribution of USD 254 million that increased the gross plan assets and a pension plan curtailment of USD 80 million that reduced the DBO against profit or loss. These effects led to an offsetting OCI loss, as no net pension asset could be recognized on the balance sheet as of 31 December 2021 due to the asset ceiling. As announced in 2018, UBS agreed to mitigate the effects from changes to the Swiss pension plan implemented in 2019 by contributing up to CHF 720 million (USD 790 million at the closing exchange rate as of 31 December 2021) in three installments in 2020, 2021 and 2022. The extraordinary contribution of USD 254 million in the first quarter of 2021 reflected the second installment paid (first installment in the first quarter of 2020: USD 235 million).

Total pre-tax OCI related to our non-Swiss pension plans was positive USD 339 million, mainly driven by the UK pension plan, which recorded positive net pre-tax OCI of USD 207 million. The positive OCI in the UK plan reflected gains of USD 277 million due to a positive return on plan assets, partly offset by losses of USD 71 million from remeasurement of the DBO. The DBO remeasurement effect was mainly driven by a loss of USD 316 million due to an increase in the applicable inflation rate and a USD 59 million experience loss representing the effects of differences between the previous actuarial assumptions and what actually occurred, partly offset by a USD 319 million gain due to an increase in the applicable discount rate.

OCI related to own credit on financial liabilities designated at fair value was positive USD 46 million, primarily reflecting effects from time decay.

- › Refer to "Statement of comprehensive income" in the "Consolidated financial statements" section of this report for more information
- › Refer to "Note 21 Fair value measurement" in the "Consolidated financial statements" section of this report for more information about own credit on financial liabilities designated at fair value
- › Refer to "Note 26 Hedge accounting" in the "Consolidated financial statements" section of this report for more information about cash flow hedges of forecast transactions
- › Refer to "Note 27 Post-employment benefit plans" in the "Consolidated financial statements" section of this report for more information about OCI related to defined benefit plans

Sensitivity to interest rate movements

As of 31 December 2021, we estimate that a parallel shift in yield curves by +100 basis points could lead to a combined increase in annual net interest income of approximately USD 1.8 billion in Global Wealth Management and Personal & Corporate Banking in the first year after such a shift. Of this increase, approximately USD 1.2 billion and USD 0.2 billion would result from changes in US dollar and Swiss franc interest rates, respectively. A parallel shift in yield curves by -100 basis points could lead to a combined decrease in annual net interest income of approximately USD 0.8 billion in Global Wealth Management and Personal & Corporate Banking in the first year after such a shift, predominantly driven by positions denominated in US dollars.

These estimates are based on a hypothetical scenario of an immediate change in interest rates, equal across all currencies and relative to implied forward rates as of 31 December 2021 applied to our banking book. These estimates further assume no change to balance sheet size and structure, constant foreign exchange rates and no specific management action.

Seasonal characteristics

Our revenues may show seasonal patterns, notably in the Investment Bank and transaction-based revenues for Global Wealth Management, and typically reflect the highest client activity levels in the first quarter, with lower levels throughout the rest of the year, especially during the summer months and the end-of-year holiday season.

Key figures

Below we provide an overview of selected key figures of the Group. For further information about key figures related to capital management, refer to the "Capital, liquidity and funding, and balance sheet" section of this report.

Cost / income ratio

The cost / income ratio was 73.6%, compared with 73.3%, reflecting higher operating expenses, with a partly offsetting effect driven by an increase in operating income. The cost / income ratio is measured based on income before credit loss expenses or releases.

Common equity tier 1 capital

Common equity tier 1 (CET1) capital increased by USD 5.4 billion to USD 45.3 billion, mainly as a result of operating profit before tax of USD 9.5 billion, a USD 0.5 billion increase in eligible deferred tax assets on temporary differences, a USD 0.4 billion decrease in deduction of goodwill resulting from the sale of our remaining minority investment in Clearstream Fund Centre AG (previously Fondcenter AG) and an increase of USD 0.2 billion related to the launch of our new operational partnership entity with Sumitomo Mitsui Trust Holdings, Inc. These effects were partly offset by dividend accruals of USD 1.7 billion, current tax expenses of USD 1.6 billion, share repurchases under our share repurchase program of USD 0.6 billion, negative foreign currency

effects of USD 0.6 billion, compensation- and own share-related capital components of USD 0.4 billion, and negative effects from defined benefit plans of USD 0.2 billion.

Our share repurchases in 2021 decreased CET1 capital by USD 0.6 billion, reflecting shares repurchased under our share repurchase programs of USD 2.6 billion, partly offset by the use of the capital reserve for potential share repurchases of USD 2.0 billion. The capital reserve for potential share repurchases was fully utilized during 2021.

Return on CET1 capital

Our return on CET1 capital (RoCET1) was 17.5%, compared with 17.4%, reflecting a USD 900 million increase in net profit attributable to shareholders, with a partly offsetting effect driven by USD 5.0 billion higher average CET1 capital.

Risk-weighted assets

Risk-weighted assets (RWA) increased by USD 13.1 billion to USD 302.2 billion, primarily driven by increases of USD 12.0 billion in credit and counterparty credit risk RWA, USD 1.0 billion in operational risk RWA and USD 0.9 billion in non-counterparty-related risk. These increases were partly offset by a decrease of USD 0.8 billion in market risk RWA.

Common equity tier 1 capital ratio

Our CET1 capital ratio increased 1.2 percentage points to 15.0%, reflecting a USD 5.4 billion increase in CET1 capital that was partly offset by the aforementioned increase in RWA.

Leverage ratio denominator

The leverage ratio denominator (the LRD) increased by USD 32 billion (excluding the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by the Swiss Financial Market Supervisory Authority (FINMA)) to USD 1,069 billion, driven by asset size and other movements of USD 54 billion, partly offset by a decrease due to currency effects of USD 23 billion.

Common equity tier 1 leverage ratio

Our CET1 leverage ratio increased to 4.24% from 3.85% (excluding the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA), as the aforementioned USD 5.4 billion increase in CET1 capital was partly offset by the aforementioned increase in the LRD.

Going concern leverage ratio

Our going concern leverage ratio increased to 5.7% from 5.4% (excluding the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA), as the USD 4.3 billion increase in our going concern capital was partly offset by the aforementioned increase in the LRD.

Personnel

The number of personnel employed as of 31 December 2021 was broadly stable at 71,385 (full-time equivalents), a net decrease of 166 compared with 31 December 2020.

Return on equity and CET1 capital

	As of or for the year ended		
	31.12.21	31.12.20	31.12.19
<i>USD million, except where indicated</i>			
Net profit			
Net profit attributable to shareholders	7,457	6,557	4,304
Equity			
Equity attributable to shareholders	60,662	59,445	54,501
Less: goodwill and intangible assets	6,378	6,480	6,469
Tangible equity attributable to shareholders	54,283	52,965	48,032
Less: other CET1 deductions	9,003	13,075	12,497
CET1 capital	45,281	39,890	35,535
Return on equity			
Return on equity (%)	12.6	11.3	7.9
Return on tangible equity (%)	14.1	12.8	9.0
Return on common equity tier 1 capital (%)	17.5	17.4	12.4

Global Wealth Management

Global Wealth Management¹

	As of or for the year ended	% change from	
USD million, except where indicated	31.12.21	31.12.20	31.12.20
Results			
Net interest income	4,244	4,027	5
Recurring net fee income ²	11,170	9,372	19
Transaction-based income ²	3,836	3,576	7
Other income	168	159	5
Income	19,419	17,134	13
Credit loss (expense) / release	29	(88)	
Total operating income	19,449	17,045	14
Total operating expenses	14,665	13,026	13
Business division operating profit / (loss) before tax	4,783	4,019	19
Performance measures and other information			
Financial advisor variable compensation ^{3,4}	4,382	3,589	22
Compensation commitments with recruited financial advisors ^{3,5}	479	502	(5)
Pre-tax profit growth (year-on-year, %) ²	19.0	18.3	
Cost / income ratio (%) ²	75.5	76.0	
Average attributed equity (USD billion) ⁶	18.8	17.1	10
Return on attributed equity (%) ^{2,6}	25.4	23.6	
Risk-weighted assets (USD billion) ⁶	99.8	87.2	15
Leverage ratio denominator (USD billion) ^{6,7}	399.6	371.2	8
Goodwill and intangible assets (USD billion)	5.0	5.1	(1)
Net new fee-generating assets (USD billion) ²	106.9	40.8	
Fee-generating assets (USD billion) ²	1,482	1,277	16
Fee-generating asset margin (bps) ²	82.6	86.2	
Net new money (USD billion) ²	111.1	43.3	
Invested assets (USD billion) ²	3,303	3,016	10
Loans, gross (USD billion) ⁸	234.1	213.1	10
Customer deposits (USD billion) ⁸	369.8	348.0	6
Recruitment loans to financial advisors ³	1,830	1,872	(2)
Other loans to financial advisors ³	623	697	(11)
Impaired loan portfolio as a percentage of total loan portfolio, gross (%) ^{2,9}	0.2	0.4	
Advisors (full-time equivalents)	9,329	9,575	(3)

¹ Comparatives may differ as a result of adjustments following organizational changes, restatements due to the retrospective adoption of new accounting standards or changes in accounting policies, and events after the reporting period. ² Refer to "Alternative performance measures" in the appendix to this report for the definition and calculation method. ³ Relates to licensed professionals with the ability to provide investment advice to clients in the Americas. ⁴ Financial advisor variable compensation consists of formulaic compensation based directly on compensable revenues generated by financial advisors and supplemental compensation calculated on the basis of financial advisor productivity, firm tenure, new assets and other variables. ⁵ Compensation commitments with recruited financial advisors represent expenses related to compensation commitments granted to financial advisors at the time of recruitment that are subject to vesting requirements. ⁶ Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information. ⁷ The leverage ratio denominator calculated as of the respective date in 2020 does not reflect the effects of the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19. Refer to the "Regulatory and legal developments" section of our Annual Report 2020 for more information. ⁸ Loans and Customer deposits in this table include customer brokerage receivables and payables, respectively, which are presented in a separate reporting line on the balance sheet. ⁹ Refer to the "Risk management and control" section of this report for more information about (credit-)impaired exposures. Excludes loans to financial advisors.

2021 compared with 2020

Results

Profit before tax increased by USD 764 million, or 19%, to USD 4,783 million, driven by higher operating income, partly offset by higher operating expenses, which included a USD 657 million increase in litigation provisions for the French cross-border matter.

Operating income

Total operating income increased by USD 2,404 million, or 14%, to USD 19,449 million, driven by increases across all operating income lines.

Net interest income increased by USD 217 million to USD 4,244 million, mostly reflecting growth in loan revenues from higher volumes and margins, partly offset by lower deposit revenues, mainly due to lower US dollar interest rates and despite higher deposit volumes.

Recurring net fee income increased by USD 1,798 million to USD 11,170 million, primarily driven by higher average fee-generating assets, reflecting positive market performance and net new fee-generating assets.

Transaction-based income increased by USD 260 million to USD 3,836 million, reflecting higher levels of client activity in the Americas, EMEA and Switzerland.

Other income increased by USD 9 million to USD 168 million, primarily driven by a gain of USD 100 million related to the sale of our domestic wealth management business in Austria to LGT. 2020 included a gain of USD 60 million from the sale of a majority stake in Fondcenter AG (now Clearstream Fund Centre AG).

Net credit loss releases were USD 29 million, compared with net expenses of USD 88 million. Stage 1 and 2 credit loss releases were USD 28 million, largely resulting from a partial release of a post-model adjustment of USD 12 million during the year, as well as model updates. Stage 3 net credit loss releases were USD 1 million.

Operating expenses

Total operating expenses increased by USD 1,639 million to USD 14,665 million. This was mainly driven by an increase in financial advisor variable compensation, reflecting higher compensable revenues, and by the aforementioned USD 657 million increase in litigation provisions for the French cross-border matter.

Pre-tax profit growth

Pre-tax profit growth in 2021 was 19.0%, compared with 18.3% in 2020. Our target range is 10–15% over the cycle.

Cost / income ratio

The cost / income ratio decreased to 75.5% from 76.0%, reflecting positive operating leverage.

Fee-generating assets

Fee-generating assets increased by USD 205 billion, or 16%, to USD 1,482 billion, predominantly driven by net new fee-generating assets of USD 106.9 billion, with inflows across all regions, and net positive market performance and foreign currency effects of USD 98.0 billion.

Loans

Loans increased by USD 21.0 billion, or 10%, to USD 234.1 billion, primarily driven by net new loans of USD 25.1 billion, partly offset by USD 3.0 billion from negative foreign exchange effects and USD 1.1 billion from the reclassification of loans to disposal groups held for sale in connection with the upcoming sales of our domestic wealth management business in Spain and UBS Swiss Financial Advisers AG. Net new loans were largely driven by an increase in Lombard loans and mortgages. Loan penetration was stable at 7.1% in 2021.

➤ Refer to the “Risk management and control” section of this report for more information

Regional breakdown of performance measures

<i>As of or for the year ended 31.12.21 USD billion, except where indicated</i>	Americas ¹	Switzerland	EMEA ²	Asia Pacific	Global Wealth Management ³
Total operating income (USD million)	10,672	1,906	3,953	2,901	19,449
Total operating expenses (USD million)	8,671	1,156	3,141	1,664	14,665
Operating profit / (loss) before tax (USD million)	2,001	750	812	1,237	4,783
Cost / income ratio (%) ⁴	81.4	60.8	79.6	57.4	75.5
Loans, gross	92.0 ⁵	43.2	49.6	48.6	234.1
Net new loans	19.6	2.3	3.8	(0.5)	25.1
Loan penetration (%) ^{4,6}	5.0	15.3	7.6	9.3	7.1
Fee-generating assets ⁴	900	130	334	116	1,482
Net new fee-generating assets ⁴	64.3	10.6	18.8	13.7	106.9
Invested assets ⁴	1,842	283	654	521	3,303
Net new money ⁴	60.3	0.7	24.5	26.4	111.1
Advisors (full-time equivalents)	6,218	685	1,494	852	9,329

¹ Including the following business units: United States and Canada; and Latin America. ² Including the following business units: Europe; Central & Eastern Europe, Greece and Israel; and Middle East and Africa.

³ Including minor functions, which are not included in the four regions individually presented in this table, with USD 16 million of total operating income, USD 34 million of total operating expenses, USD 17 million of operating loss before tax, USD 0.6 billion of loans, USD 0.0 billion of net new loan outflows, USD 1 billion of fee-generating assets, USD 0.5 billion of net new fee-generating asset outflows, USD 3 billion of invested assets, USD 0.8 billion of net new money outflows and 80 advisors in 2021. ⁴ Refer to "Alternative performance measures" in the appendix to this report for the definition and calculation method. ⁵ Loans include customer brokerage receivables, which are presented in a separate reporting line on the balance sheet. ⁶ Loans, gross as a percentage of invested assets.

Regional comments: 2021 compared with 2020

Americas

Profit before tax increased by USD 641 million to USD 2,001 million. Operating income increased by USD 1,645 million to USD 10,672 million, driven by higher recurring net fee, net interest and transaction-based income. The cost / income ratio decreased to 81.4% from 84.4%. Loans increased 27% to USD 92 billion, reflecting USD 19.6 billion of net new loans. Fee-generating assets increased 19% to USD 900 billion, mainly driven by positive market performance and net new fee-generating assets of USD 64.3 billion.

Switzerland

Profit before tax increased by USD 108 million to USD 750 million. This included an USD 85 million increase in litigation provisions for the French cross-border matter. Operating income increased by USD 206 million to USD 1,906 million, mainly driven by higher recurring net fee, net interest and transaction-based income. The cost / income ratio decreased to 60.8% from 61.7%. Loans increased 3% to USD 43 billion, driven by net new loans of USD 2.3 billion, partly offset by negative foreign currency effects. Fee-generating assets increased 17% to USD 130 billion, mainly driven by net new fee-generating assets of USD 10.6 billion and net positive market performance and foreign currency effects.

EMEA

Profit before tax decreased by USD 145 million to USD 812 million, driven by a USD 572 million increase in litigation provisions for the French cross-border matter. Operating income increased by USD 397 million to USD 3,953 million, due to higher recurring net fee income and other income, which was driven by the aforementioned gain from the sale of our domestic wealth management business in Austria, as well as higher transaction-based income. The cost / income ratio increased to 79.6% from 72.7%. Loans increased 3% to USD 50 billion, mainly reflecting USD 3.8 billion of net new loans, partly offset by negative foreign currency effects and the aforementioned reclassification of USD 0.7 billion of loans to disposal groups held for sale. Fee-generating assets increased 9% to USD 334 billion, mainly driven by net new fee-generating assets of USD 18.8 billion and net positive market performance and foreign currency effects.

Asia Pacific

Profit before tax increased by USD 176 million to USD 1,237 million. Operating income increased by USD 166 million to USD 2,901 million, mostly driven by recurring net fee and net interest income. The cost / income ratio decreased to 57.4% from 61.2%. Loans decreased 2% to USD 49 billion, driven by negative foreign currency effects and net new loan outflows of USD 0.5 billion, as clients reduced their debts in light of market uncertainty. Fee-generating assets increased 13% to USD 116 billion, mainly driven by net new fee-generating assets of USD 13.7 billion.

Personal & Corporate Banking

Personal & Corporate Banking – in Swiss francs¹

	As of or for the year ended	% change from
<i>CHF million, except where indicated</i>	31.12.21	31.12.20
Results		
Net interest income	1,941	1,916
Recurring net fee income ²	774	676
Transaction-based income ²	1,079	985
Other income	110	74
Income	3,904	3,650
Credit loss (expense) / release	79	(243)
Total operating income	3,984	3,407
Total operating expenses	2,397	2,233
Business division operating profit / (loss) before tax	1,587	1,175
Performance measures and other information		
Average attributed equity (CHF billion) ³	8.4	8.3
Return on attributed equity (%) ^{2,3}	19.0	14.1
Pre-tax profit growth (%) (year-on-year, %) ²	35.1	(18.0)
Cost / income ratio (%) ²	61.4	61.2
Net interest margin (bps) ²	140	142
Risk-weighted assets (CHF billion) ³	66.7	63.8
Leverage ratio denominator (CHF billion) ^{3,4}	221.7	219.9
Business volume for Personal Banking (CHF billion) ²	184	179
Net new business volume for Personal Banking (CHF billion) ²	5.3	11.6
Net new business volume growth for Personal Banking (%) ²	3.0	6.9
Active Digital Banking clients in Personal Banking (%) ^{2,5}	70.3	66.1
Active Digital Banking clients in Corporate & Institutional Clients (%) ²	79.3	77.9
Mobile Banking log-in share in Personal Banking (%) ²	73.5	68.0
Client assets (CHF billion) ²	751	702
Loans, gross (CHF billion)	139.3	136.4
Customer deposits (CHF billion)	162.1	161.1
Secured loan portfolio as a percentage of total loan portfolio, gross (%) ²	92.7	92.9
Impaired loan portfolio as a percentage of total loan portfolio, gross (%) ^{2,6}	0.9	1.1

¹ Comparatives may differ as a result of adjustments following organizational changes, restatements due to the retrospective adoption of new accounting standards or changes in accounting policies, and events after the reporting period. ² Refer to "Alternative performance measures" in the appendix to this report for the definition and calculation method. ³ Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information. ⁴ The leverage ratio denominator calculated as of the respective date in 2020 does not reflect the effects of the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19. Refer to the "Regulatory and legal developments" section of our Annual Report 2020 for more information. ⁵ In 2021, 86.4% of clients of Personal Banking were "activated users" of Digital Banking (i.e., clients who had logged into Digital Banking at least once in the course of their relationship with UBS). ⁶ Refer to the "Risk management and control" section of this report for more information about (credit-)impaired exposures.

2021 compared with 2020

Results

Profit before tax increased by CHF 412 million, or 35%, to CHF 1,587 million, reflecting higher operating income, partly offset by higher operating expenses.

Operating income

Total operating income increased by CHF 577 million, or 17%, to CHF 3,984 million, reflecting net credit loss releases, compared with net credit loss expenses in the prior year, as well as increases across all income lines.

Net interest income increased by CHF 25 million to CHF 1,941 million, mainly driven by proactive deposit management.

Recurring net fee income increased by CHF 98 million to CHF 774 million, primarily driven by higher custody, mandate and investment fund fees, resulting from an increase in average custody assets, reflecting net new investment product inflows and positive market performance.

Transaction-based income increased by CHF 94 million to CHF 1,079 million, largely driven by higher revenues from credit card and foreign exchange transactions, reflecting a continued increase in spending on travel and leisure by clients following the easing of COVID-19-related restrictions in certain countries relative to 2020. The third quarter of 2020 included a CHF 17 million gain related to the sale of an equity investment.

Other income increased by CHF 36 million to CHF 110 million, mostly driven by a gain of CHF 26 million from the sale of several small properties in the second quarter of 2021.

Net credit loss releases were CHF 79 million, compared with net expenses of CHF 243 million. Stage 1 and 2 credit loss releases were CHF 57 million, largely resulting from a partial release of a post-model adjustment during the year, as well as model updates. Prior-year stage 1 and 2 net credit loss expenses were CHF 123 million, which mainly reflected expenses for selected exposures to large Swiss corporate clients, small and medium-sized entities, financial intermediaries, and, to a lesser extent, real estate. These modeled expected losses were predominantly driven by the update to the forward-looking scenarios and their associated weightings, factoring in updated macroeconomic assumptions to reflect the effects of the COVID-19 pandemic. Stage 3 net releases were CHF 23 million, compared with net expenses of CHF 120 million, which included expenses of CHF 54 million related to a case of fraud at a commodity trade finance counterparty.

Operating expenses

Total operating expenses increased by CHF 164 million, or 7%, to CHF 2,397 million, mostly driven by a CHF 76 million (USD 83 million) increase in litigation provisions for the French cross-border matter, as well as higher investments in technology and higher variable compensation.

Cost / income ratio

The cost / income ratio slightly increased to 61.4% from 61.2%, reflecting higher operating expenses, partly offset by higher income.

Personal & Corporate Banking – in US dollars¹

USD million, except where indicated	As of or for the year ended		% change from 31.12.20
	31.12.21	31.12.20	
Results			
Net interest income	2,120	2,049	3
Recurring net fee income ²	846	725	17
Transaction-based income ²	1,178	1,054	12
Other income	119	79	50
Income	4,263	3,908	9
Credit loss (expense) / release	86	(257)	
Total operating income	4,349	3,651	19
Total operating expenses	2,618	2,392	9
Business division operating profit / (loss) before tax	1,731	1,259	37
Performance measures and other information			
Average attributed equity (USD billion) ³	9.2	8.9	3
Return on attributed equity (%) ^{2,3}	18.9	14.2	
Pre-tax profit growth (%) (year-on-year, %) ²	37.5	(12.6)	
Cost / income ratio (%) ²	61.4	61.2	
Net interest margin (bps) ²	142	143	
Risk-weighted assets (USD billion) ³	73.2	72.1	1
Leverage ratio denominator (USD billion) ^{3,4}	243.2	248.3	(2)
Business volume for Personal Banking (USD billion) ²	202	202	0
Net new business volume for Personal Banking (USD billion) ²	5.8	12.3	
Net new business volume growth for Personal Banking (%) ²	2.9	7.1	
Active Digital Banking clients in Personal Banking (%) ^{2,5}	70.3	66.1	
Active Digital Banking clients in Corporate & Institutional Clients (%) ²	79.3	77.9	
Mobile Banking log-in share in Personal Banking (%) ²	73.5	68.0	
Client assets (USD billion) ²	824	793	4
Loans, gross (USD billion)	152.8	154.0	(1)
Customer deposits (USD billion)	177.8	181.9	(2)
Secured loan portfolio as a percentage of total loan portfolio, gross (%) ²	92.7	92.9	
Impaired loan portfolio as a percentage of total loan portfolio, gross (%) ^{2,6}	0.9	1.1	

¹ Comparatives may differ as a result of adjustments following organizational changes, restatements due to the retrospective adoption of new accounting standards or changes in accounting policies, and events after the reporting period. ² Refer to "Alternative performance measures" in the appendix to this report for the definition and calculation method. ³ Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information. ⁴ The leverage ratio denominator calculated as of the respective date in 2020 does not reflect the effects of the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19. Refer to the "Regulatory and legal developments" section of our Annual Report 2020 for more information. ⁵ In 2021, 86.4% of clients of Personal Banking were "activated users" of Digital Banking (i.e., clients who had logged into Digital Banking at least once in the course of their relationship with UBS). ⁶ Refer to the "Risk management and control" section of this report for more information about (credit-)impaired exposures.

Asset Management

Asset Management¹

	As of or for the year ended	% change from
	31.12.21	31.12.20
<i>USD million, except where indicated</i>		
Results		
Net management fees ²	2,320	1,950
Performance fees	260	455
Net gain from disposal of an associate / a subsidiary	37	571
Credit loss (expense) / release	(1)	(2)
Total operating income	2,616	2,974
Total operating expenses	1,586	1,519
Business division operating profit / (loss) before tax	1,030	1,455
Performance measures and other information		
Average attributed equity (USD billion) ³	2.0	2.0
Return on attributed equity (%) ^{3,4}	51.8	74.2
Pre-tax profit growth (year-on-year, %) ⁴	(29.2)	173.6
Cost / income ratio (%) ⁴	60.6	51.0
Risk-weighted assets (USD billion) ³	6.9	6.9
Leverage ratio denominator (USD billion) ^{3,5}	2.9	5.8
Goodwill and intangible assets (USD billion)	1.2	1.2
Net margin on invested assets (bps) ⁴	9	16
Gross margin on invested assets (bps) ⁴	23	32
Information by business line / asset class		
Net new money (USD billion)⁴		
Equities	10.3	65.1
Fixed Income	22.7	7.3
<i>of which: money market</i>	(3.1)	(7.4)
Multi-asset & Solutions	6.8	6.0
Hedge Fund Businesses	5.7	(1.1)
Real Estate & Private Markets	(0.6)	2.3
Total net new money	44.9	80.1
<i>of which: net new money excluding money market</i>	48.0	87.5
Invested assets (USD billion)⁴		
Equities	580	506
Fixed Income	285	274
<i>of which: money market</i>	92	97
Multi-asset & Solutions	193	172
Hedge Fund Businesses	55	48
Real Estate & Private Markets	98	93
Total invested assets	1,211	1,092
<i>of which: passive strategies</i>	540	457
Information by region		
Invested assets (USD billion)⁴		
Americas	287	254
Asia Pacific	190	181
Europe, Middle East and Africa (excluding Switzerland)	334	294
Switzerland	399	363
Total invested assets	1,211	1,092
Information by channel		
Invested assets (USD billion)⁴		
Third-party institutional	707	648
Third-party wholesale	145	128
UBS's wealth management businesses	359	316
Total invested assets	1,211	1,092

¹ Comparatives may differ as a result of adjustments following organizational changes, restatements due to the retrospective adoption of new accounting standards or changes in accounting policies, and events after the reporting period. ² Net management fees include transaction fees, fund administration revenues (including net interest and trading income from lending activities and foreign exchange hedging as part of the fund services offering), distribution fees, incremental fund-related expenses, gains or losses from seed money and co-investments, funding costs, the negative pass-through impact of third-party performance fees, and other items that are not Asset Management's performance fees. ³ Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information. ⁴ Refer to "Alternative performance measures" in the appendix to this report for the definition and calculation method. ⁵ The leverage ratio denominator calculated as of the respective date in 2020 does not reflect the effects of the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19. Refer to the "Regulatory and legal developments" section of our Annual Report 2020 for more information.

2021 compared with 2020

Results

Profit before tax decreased by USD 425 million, or 29%, to USD 1,030 million. This reflected a gain of USD 571 million from the sale of a majority stake in Fondcenter AG (now Clearstream Fund Centre AG) in the third quarter of 2020 and a gain of USD 37 million related to the sale of our remaining minority investment in Clearstream Fund Centre AG (previously Fondcenter AG) to Deutsche Börse AG in the second quarter of 2021. Excluding these gains, profit before tax increased by USD 109 million, or 12%, to USD 993 million, reflecting positive operating leverage.

➤ Refer to “**Note 30 Changes in organization and acquisitions and disposals of subsidiaries and businesses**” in the “**Consolidated financial statements**” section of this report for more information about the aforementioned sales

Operating income

Total operating income decreased by USD 358 million, or 12%, to USD 2,616 million. Excluding the aforementioned gains from sales, total operating income increased by USD 176 million, or 7%.

Net management fees increased by USD 370 million, or 19%, to USD 2,320 million on a higher average invested asset base, reflecting a combination of a constructive market backdrop and strong net new money generation.

Performance fees decreased by USD 195 million to USD 260 million, mainly in our Hedge Fund Businesses and our Equities business, compared with the particularly high levels of performance fees in 2020.

Operating expenses

Total operating expenses increased by USD 67 million, or 4%, to USD 1,586 million, mainly driven by higher personnel expenses and foreign currency effects, partly offset by lower general and administrative expenses.

Cost / income ratio

The cost / income ratio was 60.6%, compared with 51.0% in 2020. Excluding the aforementioned gains from sales, the cost / income ratio was 61.5%, compared with 63.2% in 2020.

Invested assets

Invested assets increased to USD 1,211 billion from USD 1,092 billion, reflecting positive market performance of USD 102 billion and net new money inflows of USD 45 billion, partly offset by negative foreign currency effects of USD 28 billion. Excluding money market flows, net new money was USD 48 billion.

Investment performance

2021 saw risk assets perform strongly and subdued market volatility. Expansive monetary policy supported a continued, broad economic recovery across the globe. Shortages in supplies to meet heightened global demand led to higher energy prices and strong inflation over the year, and central banks, led by the US Federal Reserve, started to reconsider their future monetary policy.

As of year-end 2021, Morningstar assigned a four- or five-star rating to 64% of our retail and institutional funds (both actively managed and passive), on an assets under management (AuM)-weighted basis. Furthermore, 55% of our actively managed open-ended retail funds and actively managed institutional AuM (which account in total for 44% of our relevant AuM) are ranked, on an AuM-weighted basis over a three-year investment period, above their respective peer median.

Investment performance as of 31 December 2021

/in %	Total traditional investments	Equities	Fixed income	Multi-asset
% of UBS Asset Management fund assets rated as 4- or 5-star ^{1,2}	64	66	65	49
% of UBS Asset Management above peer median over a 3-year investment period ^{2,3}	55	48	61	65

¹ Percentage of AuM to which Morningstar has assigned a four- or five-star rating. AuM reflect the AuM of Asset Management’s retail and institutional funds (both actively managed and passive) across all domiciles for which Asset Management owns the investment performance, i.e., Asset Management is either the sole portfolio manager or co-portfolio manager. Source: Morningstar (Morningstar® Essentials Quantitative Star Rating & Rankings; © 2022 Morningstar). Universe is approximately 31% of all active and passive traditional assets of Asset Management (Equities, Fixed Income excluding money market, and Multi-asset) as of 31 December 2021. ² Morningstar® Essentials Quantitative Star Rating & Rankings; © 2022 Morningstar. All Rights Reserved. The information contained herein: (i) is proprietary to Morningstar and / or its content providers; (ii) may not be copied or distributed; and (iii) is not warranted to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information. Past performance is no guarantee of future results. For more detailed information about the Morningstar Rating, including its methodology, refer to: https://s21.q4cdn.com/198919461/files/doc_downloads/othe_disclosure_materials/MorningstarRatingforFunds.pdf. ³ Percentage of AuM above peer median over a three-year investment period. AuM reflect the AuM of Asset Management’s actively managed open-ended retail funds across all domiciles and actively managed institutional AuM for which Asset Management owns the investment performance, i.e., Asset Management is either the sole portfolio manager or co-portfolio manager. Source: Morningstar (Morningstar® Essentials Quantitative Star Rating & Rankings; © 2022 Morningstar) extract date 11 January 2022, eVestment extract date 4 February 2022, KGAST extract date 4 February 2022. Universe is approximately 44% of all active traditional assets of Asset Management (Equities, Fixed Income excluding money market, and Multi-asset) as of 31 December 2021.

Investment Bank

Investment Bank¹

	As of or for the year ended	% change from
	31.12.21	31.12.20
<i>USD million, except where indicated</i>		
Results		
Advisory	988	634
Capital Markets	2,170	1,744
Global Banking	3,158	2,378
Execution Services ²	1,894	1,857
Derivatives & Solutions	3,422	3,609
Financing	979	1,674
Global Markets	6,296	7,141
<i>of which: Equities</i>	4,581	4,502
<i>of which: Foreign Exchange, Rates and Credit</i>	1,715	2,638
Income	9,454	9,519
Credit loss (expense) / release	34	(305)
Total operating income	9,488	9,214
Total operating expenses	6,858	6,732
Business division operating profit / (loss) before tax	2,630	2,482
Performance measures and other information		
Pre-tax profit growth (year-on-year, %) ³	5.9	216.6
Average attributed equity (USD billion) ⁴	13.0	12.6
Return on attributed equity (%) ^{3,4}	20.3	19.7
Cost / income ratio (%) ³	72.5	70.7
Risk-weighted assets (USD billion) ⁴	92.2	94.3
Return on risk-weighted assets, gross (%) ³	10.0	10.0
Leverage ratio denominator (USD billion) ^{4,5}	319.2	315.5
Return on leverage ratio denominator, gross (%) ^{3,5}	2.9	3.1
Goodwill and intangible assets (USD billion)	0.1	0.2
Average VaR (1-day, 95% confidence, 5 years of historical data)	11	12

¹ Comparative figures in this table may differ as a result of adjustments following organizational changes, restatements due to the retrospective adoption of new accounting standards or changes in accounting policies, and events after the reporting period. ² Execution & Platform, which was disclosed in previous periods, has been renamed Execution Services. ³ Refer to "Alternative performance measures" in the appendix to this report for the definition and calculation method. ⁴ Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information. ⁵ The leverage ratio denominators calculated as of the respective dates in 2020 do not reflect the effects of the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19. Refer to the "Regulatory and legal developments" section of our Annual Report 2020 for more information.

2021 compared with 2020

Results

Profit before tax increased by USD 148 million, or 6%, to USD 2,630 million, driven by higher operating income, partly offset by higher operating expenses.

Operating income

Total operating income increased by USD 274 million, or 3%, to USD 9,488 million, reflecting higher revenues in Global Banking and net credit loss releases compared with net credit loss expenses in 2020, partly offset by lower revenues in Global Markets.

Global Banking

Global Banking revenues increased by USD 780 million, or 33%, to USD 3,158 million, driven by Capital Markets and Advisory revenues, and compared with an overall global fee pool increase of 39%.

Advisory revenues increased by USD 354 million, or 56%, to USD 988 million, largely due to higher revenues from an increased number of merger and acquisition transactions that closed in 2021, and compared with a 64% increase in the global fee pool.

Capital Markets revenues increased by USD 426 million, or 24%, to USD 2,170 million, mainly reflecting a USD 358 million, or 52%, increase in Equity Capital Markets (ECM) revenues, compared with an increase in the global ECM fee pool of 34%.

Global Markets

Global Markets revenues decreased by USD 845 million, or 12%, to USD 6,296 million, driven by lower revenues in our Financing and Derivatives & Solutions businesses, partly offset by higher revenues in Execution Services.

Execution Services revenues increased by USD 37 million, or 2%, to USD 1,894 million. Revenue increases in cash equities were partly offset by decreases from other products.

Derivatives & Solutions revenues decreased by USD 187 million, or 5%, to USD 3,422 million, mainly due to the third quarter of 2020 including a USD 215 million gain from the sale of intellectual property rights associated with the Bloomberg Commodity Index family. Excluding that gain, revenues increased by USD 28 million, or 1%.

Financing revenues decreased by USD 695 million, or 42%, to USD 979 million, predominantly due to an USD 861 million loss incurred in the first half of 2021 on the default of a US-based client of our prime brokerage business. Excluding that loss, revenues increased by USD 166 million, or 10%.

» Refer to "Note 21 Fair value measurement" in the "Consolidated financial statements" section of this report for more information about the loss in the prime brokerage business

Global Markets Equities revenues increased by USD 79 million, or 2%, to USD 4,581 million. Equity derivatives and cash equities products revenues increased, while Financing revenues included the aforementioned loss in our prime brokerage business.

Global Markets Foreign Exchange, Rates and Credit revenues decreased by USD 923 million, or 35%, to USD 1,715 million, compared with strong revenues in 2020.

Credit loss expense / release

Net credit loss releases were USD 34 million, primarily related to stage 1 and 2 positions, resulting from model updates, as well as a partial net release of a post-model adjustment during the year. Prior-year net credit loss expenses were USD 305 million, driven by the effects of the COVID-19 pandemic.

Operating expenses

Total operating expenses increased by USD 126 million, or 2%, to USD 6,858 million, largely driven by foreign currency effects.

Cost / income ratio

The cost / income ratio increased to 72.5% from 70.7%, as income decreased by 1% compared with a strong prior year, and operating expenses increased by 2%.

Risk-weighted assets

Risk-weighted assets (RWA) decreased by USD 2 billion, or 2%, to USD 92 billion, primarily due to a USD 3 billion decrease in operational risk RWA and a USD 1 billion decrease in market risk RWA, partly offset by a USD 2 billion increase in credit risk RWA due to higher loans and loan commitments.

» Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information

Leverage ratio denominator

The leverage ratio denominator increased by USD 4 billion, or 1%, to USD 319 billion, mainly reflecting a USD 9 billion increase in on-balance sheet exposures, partly offset by a USD 4 billion decrease in derivative and securities financing transaction exposures.

» Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information

Group Functions

Group Functions¹

	As of or for the year ended	% change from
	31.12.21	31.12.20
<i>USD million, except where indicated</i>		
Results		
Total operating income	(360)	(494)
Total operating expenses	330	567
Operating profit / (loss) before tax	(689)	(1,060)
of which: Group Treasury	(446)	(341)
of which: Non-core and Legacy Portfolio	(79)	(269)
of which: Group Services	(165)	(450)
Additional information		
Risk-weighted assets (USD billion) ²	30.1	28.7
Leverage ratio denominator (USD billion) ^{2,3}	104.0	96.2

¹ Comparatives may differ as a result of adjustments following organizational changes, restatements due to the retrospective adoption of new accounting standards or changes in accounting policies, and events after the reporting period. ² Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information. ³ The leverage ratio denominator calculated as of the respective date in 2020 does not reflect the effects of the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19. Refer to the "Regulatory and legal developments" section of our Annual Report 2020 for more information.

2021 compared with 2020

Results

Group Functions recorded a loss before tax of USD 689 million, compared with a loss of USD 1,060 million.

Group Treasury

The Group Treasury result was negative USD 446 million, compared with negative USD 341 million.

Income from accounting asymmetries, including hedge accounting ineffectiveness, was net negative USD 341 million, compared with net positive of USD 6 million.

Revenues related to centralized Group Treasury risk management services were negative USD 63 million, compared with negative USD 279 million. The increased expense in 2020 was driven by additional liquidity costs related to COVID-19 market stress in the first half of that year.

Operating expenses decreased by USD 30 million to USD 42 million.

Non-core and Legacy Portfolio

The Non-core and Legacy Portfolio result was negative USD 79 million, compared with negative USD 269 million. This result was partly due to valuation gains of USD 58 million on our USD 1.6 billion portfolio of auction rate securities (ARS), compared with valuation losses of USD 9 million in 2020. Our remaining exposures to ARS were all rated investment grade as of 31 December 2021. In addition, 2021 included income of USD 51 million related to a legacy bankruptcy claim, while 2020 included a credit loss expense of USD 42 million on an energy-related exposure.

Group Services

The Group Services result was negative USD 165 million, compared with negative USD 450 million. There were lower expenses relating to our legal entity transformation program and decreased funding costs on deferred tax assets. Also, 2020 included real estate costs of USD 72 million related to early lease terminations and associated provisions, an impairment of internally generated software of USD 67 million, and expenses of USD 54 million related to the modification of certain outstanding deferred compensation awards.

➤ Refer to the "Group performance" section and "Note 1b Changes in accounting policies, comparability and other adjustments" in the "Consolidated financial statements" section of this report for more information about the modification of deferred compensation awards

Selected financial information of our business divisions and Group Functions

Performance of our business divisions and Group Functions¹

	For the year ended 31.12.21					
	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	Total
<i>USD million</i>						
Operating income	19,449	4,349	2,616	9,488	(360)	35,542
<i>of which: gain from the sale of UBS's domestic wealth management business in Austria</i>	100					100
Operating expenses	14,665	2,618	1,586	6,858	330	26,058
<i>of which: net restructuring expenses²</i>	87	17	17	74	21	216
Operating profit / (loss) before tax	4,783	1,731	1,030	2,630	(689)	9,484
For the year ended 31.12.20						
<i>USD million</i>	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	Total
Operating income	17,045	3,651	2,974	9,214	(494)	32,390
<i>of which: net gain from the sale of a majority stake in Fondcenter AG</i>	60		571			631
<i>of which: gain on the sale of intellectual property rights</i>				215		215
<i>of which: net gains from properties sold or held for sale</i>					64	64
<i>of which: valuation gain on auction rate securities in the fourth quarter of 2020³</i>					134	134
<i>of which: gain related to investment in associates</i>	6	19				26
<i>of which: gain on the sale of equity investment measured at fair value through profit or loss</i>	4	18				22
Operating expenses	13,026	2,392	1,519	6,732	567	24,235
<i>of which: acceleration of expenses in relation to outstanding deferred compensation awards in the third quarter of 2020⁴</i>	46	3	22	229	58	359
<i>of which: expenses associated with terminated real estate leases</i>					72	72
<i>of which: impairment of internally generated software⁵</i>					67	67
<i>of which: net restructuring expenses</i>	72	5	6	24	0	107
Operating profit / (loss) before tax	4,019	1,259	1,455	2,482	(1,060)	8,155
For the year ended 31.12.19						
<i>USD million</i>	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	Total
Operating income	16,353	3,715	1,938	7,269	(385)	28,889
<i>of which: net foreign currency translation losses⁶</i>					(35)	(35)
<i>of which: net losses from properties held for sale</i>					(29)	(29)
Operating expenses	12,955	2,274	1,406	6,485	192	23,312
<i>of which: impairment of goodwill</i>					110	110
<i>of which: net restructuring expenses</i>	68	17	33	168	(2)	284
Operating profit / (loss) before tax	3,397	1,441	532	784	(577)	5,577

¹ The components of operating income and operating expenses disclosed in this table are items that are not recurring or necessarily representative of the underlying business performance for the reporting period specified. ² Includes curtailment gains of USD 80 million, which represent a reduction in the defined benefit obligation related to the Swiss pension plan resulting from a decrease in headcount following restructuring activities. ³ Reflects a valuation gain recognized in the fourth quarter of 2020 as a result of a recovery in underlying market conditions, following a change in valuation methodology. This gain was more than offset by valuation losses recognized earlier in the year. ⁴ Reflects the accelerated expense recognized in the third quarter of 2020 when the conditions for continued vesting of certain outstanding deferred compensation awards were modified. This amount includes approximately USD 80 million of accelerated expense that would otherwise have been recognized in the fourth quarter of 2020. The full year effect was an expense of approximately USD 280 million (Global Wealth Management: USD 30 million, Asset Management: USD 10 million, Investment Bank: USD 180 million, Group Functions: USD 60 million). ⁵ Relates to impairment of internally generated software resulting from a decision in the fourth quarter of 2020 to not proceed with an internal business transfer from UBS Switzerland AG to UBS AG. ⁶ Relates to the disposal or closure of foreign operations.

Risk, capital, liquidity and funding, and balance sheet

Management report

3

Audited information according to IFRS 7 and IAS 1

Risk and capital disclosures provided in line with the requirements of International Financial Reporting Standard 7 (IFRS 7), *Financial Instruments: Disclosures*, and International Accounting Standard 1 (IAS 1), *Presentation of Financial Statements*, form part of the financial statements included in the "Consolidated financial statements" section of this report and audited by the independent registered public accounting firm Ernst & Young Ltd, Basel. This information is marked as "Audited" within this section of the report. The risk profile of UBS AG consolidated does not differ materially from that of UBS Group AG consolidated. Audited information provided in the "Risk management and control" and "Capital, liquidity and funding, and balance sheet" sections applies to both UBS Group AG consolidated and UBS AG consolidated.

Signposts

The **Audited** signpost that is displayed at the beginning of a section, table or chart indicates that those items have been audited. A triangle symbol – ▲ – indicates the end of the audited section, table or chart.

Risk management and control

Table of contents

- 99** Overview of risks arising from our business activities
- 100** Risk categories
- 102** Top and emerging risks
- 103** Risk governance
- 105** Risk appetite framework
- 108** Internal risk reporting
- 109** Model risk management
- 110** Risk measurement
- 113** Credit risk
- 131** Market risk
- 140** Country risk
- 143** Sustainability and climate risk
- 147** Non-financial risk

Risk management and control

Overview of risks arising from our business activities

The scale of our activities depends on the capital available to cover risks, the size of our on- and off-balance sheet assets via their contribution to our capital, leverage and liquidity ratios, and our risk appetite.

Despite our credit book growing over the course of 2021, our overall credit risk profile was broadly unchanged, and we continued to manage market risks at generally low levels.

Operational resilience, conduct and the prevention of financial crime remain key focus topics.

Key risks by business division and Group Functions

Business divisions and Group Functions	Key risks arising from business activities
Global Wealth Management	Credit risk from lending against securities collateral, including derivative trading activity, and lending against residential and commercial real estate collateral, as well as corporate and other lending Market risk from municipal securities and taxable fixed-income securities
Personal & Corporate Banking	Credit risk from retail business, mortgages, secured and unsecured corporate lending, commodity trade finance, lending to banks and other regulated clients, as well as a small amount of derivatives trading activity Minimal contribution to market risk
Asset Management	Small amounts of credit and market risk for on-balance sheet items
Investment Bank	Credit risk from lending (take-and-hold, as well as temporary loan underwriting activities), derivatives trading and securities financing Market risk from primary underwriting activities and secondary trading
Group Functions	Credit and market risk arising from management of the Group's balance sheet, capital, profit or loss and liquidity portfolios

Non-financial risks, which include operational, financial crime, compliance, conduct, model, and reputational risks, are an inevitable consequence of being in business and can arise as a result of our past and current business activities across all business divisions and Group Functions.

Risk categories

We categorize the risk exposures of our business divisions and Group Functions as outlined in the table below. Our risk appetite framework is designed to capture all risk categories.

› Refer to "Risk appetite framework" in this section for more information

	Risk managed by	Independent oversight by
Financial risks		
Audited I Credit risk: the risk of loss resulting from the failure of a client or counterparty to meet its contractual obligations toward UBS. This includes settlement risk, loan underwriting risk and step-in risk. Settlement risk: the risk of loss resulting from transactions that involve exchange of value (e.g., security versus cash) where we must deliver without first being able to determine with certainty that we will receive the countervalue. Loan underwriting risk: the risk of loss arising during the holding period of financing transactions that are intended for further distribution. Step-in risk: the risk that UBS may decide to provide financial support to an unconsolidated entity that is facing stress in the absence of, or in excess of, any contractual obligations to provide such support. ▲	Business management Risk Control	
Audited I Market risk (traded and non-traded): the risk of loss resulting from adverse movements in market variables. Market variables include observable variables, such as interest rates, foreign exchange rates, equity prices, credit spreads and commodity (including precious metal) prices, as well as variables that may be unobservable or only indirectly observable, such as volatilities and correlations. Market risk includes issuer risk and investment risk. Issuer risk: the risk of loss from changes in fair value resulting from credit-related events affecting an issuer to which we are exposed through tradable securities or derivatives referencing the issuer. Investment risk: issuer risk associated with positions held as financial investments. ▲	Business management Risk Control and Group Treasury	
Country risk: the risk of losses resulting from country-specific events. Includes transfer risk, which involves a country's authorities preventing or restricting the payment of an obligation, as well as systemic risk events arising from country-specific political or macroeconomic developments.	Business management Risk Control	
Sustainability and climate risk (previously known at UBS as environmental and social risk): the risk that UBS is negatively impacted by or negatively impacts climate change, loss of biodiversity, human rights infringements, or other environmental, social or governance (ESG) matters. Climate risks can arise from either changing climate conditions (physical risks) or from efforts to mitigate climate change (transition risks). Sustainability and climate risks may manifest as credit, market, liquidity and operational risks for UBS, resulting in potential adverse financial, liability and reputation impacts. They may also negatively impact the value of investments.	Business management Risk Control	
Treasury risk: the market risks that arise from structural exposures, including pension risks, and the risk of insufficient funding or liquidity. Audited I Liquidity risk: the risk that the firm will not be able to efficiently meet both expected and unexpected current and forecast cash flows and collateral needs without affecting either daily operations or the financial condition of the firm. ▲ Audited I Funding risk: the risk that the firm will be unable, on an ongoing basis, to borrow funds in the market on an unsecured (or even secured) basis at an acceptable price to fund actual or proposed commitments; i.e., the risk that UBS's funding capacity is not sufficient to support the firm's current business and desired strategy. ▲ Structural foreign exchange risk: the risk of decreases in our capital due to changes in foreign exchange rates with an adverse translation effect on capital held in currencies other than the US dollar. Pension risk: the risk of a negative impact on our capital as a result of deteriorating funded status from decreases in the fair value of assets held in defined benefit pension funds and / or changes in the value of defined benefit pension obligations due to changes in actuarial assumptions (e.g., discount rate, life expectancy, rate of pension increase, etc.) and / or changes to plan designs.	Group Treasury Risk Control	
Business risk: the potential negative impact on earnings from lower-than-expected business volumes and / or margins, to the extent they are not offset by a decrease in expenses.	Business management Finance and Risk Control	

	Risk managed by	Independent oversight by
Non-financial risks		
Operational risk: the risk resulting from inadequate or failed internal processes, people or systems, or from external causes (deliberate, accidental or natural), that have an impact (either financial or non-financial) on UBS, its clients or the markets in which it operates. Events may be direct financial losses or indirect, in the form of revenue forgone as a result of business suspension. They may also result in damage to our reputation and to our franchise that has longer-term financial consequences.	Business management Legal	Group Compliance, Regulatory & Governance (GCRG)
Legal risk: the financial or reputational implications resulting from the risk of: (i) being held liable for a breach of applicable laws, rules or regulations; (ii) being held liable for a breach of contractual or other legal obligations; (iii) an inability or failure to enforce or protect contractual rights or non-contractual rights sufficiently to protect UBS's interests, including the risk of being party to a claim in respect of any of the above (and the risk of loss of attorney-client privilege in the context of any such claim); (iv) a failure to adequately develop, supervise and resource legal teams or adequately supervise external legal counsel advising on business legal risk and other matters; and (v) a failure to adequately manage any potential, threatened and commenced litigation and legal proceedings, including civil, criminal, arbitration and regulatory proceedings, and / or litigation risk or any dispute or investigation that may lead to litigation or threat of any litigation.		Human Resources
Employment risk: the risk incurred by the firm by not adhering to the applicable employment law, regulatory requirements and human resources practices, as well as our own internal standards. Such risk is managed by business management, with independent overview by Human Resources.		
Cybersecurity and information security risk: the risk of a malicious internal or external act leading to a material impact on confidentiality, integrity or availability of UBS data or information systems. Cyberattacks are manifestations of a cyber threat into an act of aggression or criminal activity causing financial, regulatory or reputational harm or loss.	Business management and Chief Digital and Information Office (CDIO)	GCRG
Conduct risk: the risk that the conduct of the firm or its individuals unfairly impacts clients or counterparties, undermines the integrity of the financial system or impairs effective competition to the detriment of consumers.	Business management	GCRG
Compliance risk: the risk incurred by the firm by not adhering to the applicable laws, rules and regulations, and our own internal standards.	Business management	GCRG
Financial crime risk: the risk that UBS fails to detect criminal activities, including internal and external theft and fraud, money laundering, bribery and corruption, and fails to comply with sanctions and embargoes, or fails to report or respond to requests from relevant authorities related to these matters.	Business management, Financial Crime Prevention (FCP), and GCRG COO	GCRG
Model risk: the risk of adverse consequences via financial loss or non-financial impact (e.g., poor business and / or strategic decision making, or damage to the firm's reputation) resulting from decisions based on incorrect or misused model outputs and reports. Model risk may result from a number of sources: inputs, methodology, implementation or use.	Model owner	Risk Control
Reputational risk: the risk of damage to our reputation from the point of view of our stakeholders, such as clients, shareholders and staff, and the general public.	All businesses and functions	All control functions

Top and emerging risks

The top and emerging risks disclosed below reflect those that we currently think have the potential to materialize within one year and which could significantly affect the Group. Investors should also carefully review all information set out in the "Risk factors" section of this report, where we discuss these and other material risks that we consider could have an effect on our ability to execute our strategy and may affect our business activities, financial condition, results of operations and business prospects.

- The COVID-19 pandemic, and its impact on growth, employment, debt dynamics and supply chains, remains an important driver of risk, and we expect this to be the case for at least the near future. The Omicron variant continues to spread, and there is uncertainty about when restrictions introduced in many countries will be eased.
- There continue to be concerns regarding a resurgence in global inflation, and the timing and extent of central bank policy responses (i.e., interest rate hikes and the tapering of quantitative easing) will be an area of focus in the coming months. There are related concerns about increasing energy and other commodity prices in a number of countries, while mounting global supply chain stresses and tight labor markets are creating negative pressure on growth. China is facing several challenges, including a slowing economy following the post-pandemic boom.
- We remain watchful of a range of geopolitical developments in Europe and Asia and political changes in a number of countries. Our current focus is on the Russian invasion of Ukraine. Our current direct exposure to Russia, Ukraine and Belarus is limited, as is our exposure to peripheral European countries. However, market closures, the imposition of exchange controls, sanctions or other measures may limit our ability to settle existing transactions or to realize on collateral, which may result in unexpected increases in exposures. In addition, we have significant country risk exposure to major economies, which could also be affected, including the US, China, Switzerland, Germany, the UK and France.
- We are exposed to a number of macroeconomic issues, as well as general market conditions. As noted in "Market, credit and macroeconomic risks" in the "Risk factors" section of this report, these external pressures may have a significant adverse effect on our business activities and related financial results, primarily through reduced margins and revenues, asset impairments and other valuation adjustments. Accordingly, these macroeconomic factors are considered in the development of stress testing scenarios for our ongoing risk management activities.
- We are exposed to substantial changes in the regulation of our businesses that could have a material adverse effect on our business, as discussed in the "Regulatory and legal developments" section of this report and in "Regulatory and legal risks" in the "Risk factors" section of this report.
- As a global financial services firm, we are subject to many different legal, tax and regulatory regimes and extensive regulatory oversight. We are exposed to significant liability risk, and we are subject to various claims, disputes, legal proceedings and government investigations, as noted in "Regulatory and legal risks" in the "Risk factors" section of this report. Information about litigation, regulatory and similar matters we consider significant is disclosed in "Note 18 Provisions and contingent liabilities" in the "Consolidated financial statements" section of this report.
- Cyber threats continue to evolve at pace, not least due to the Russian invasion of Ukraine, and can impact the industry, as well as critical infrastructure which it relies on. More recently, ransomware attacks with a possible widespread impact have increased significantly. Additionally, as a result of the operational complexity of all our businesses, we are continually exposed to operational resilience scenarios such as process error, failed execution, system failures and fraud.
- Conduct risks are inherent in our businesses. Achieving fair outcomes for our clients, upholding market integrity and cultivating the highest standards of employee conduct are of critical importance to UBS. Management of conduct risks is an integral part of our risk management framework.
- Financial crime – including money laundering, terrorist financing, sanctions violations, fraud, bribery and corruption – presents significant risk. Heightened regulatory expectations and attention require investment in people and systems, while emerging technologies and changing geopolitical risks further increase the complexity of identifying and preventing financial crime. Refer to "Non-financial risk" in this section and "Strategy, management and operational risks" in the "Risk factors" section of this report for more information.
- Environmental, social and governance (ESG) risks are a growing area of focus for regulators and other stakeholders, in particular climate risks and concerns about greenwashing, where UBS may be subject to reputational risk if not fully aligned with the stated purpose of the firm. New standards and rules are developing in several jurisdictions with the risk of divergent rules increasing and leading to an increased risk that UBS may not comply with all relevant regulations. Refer to "Non-financial risk" in this section.

Risk governance

Our risk governance framework operates along three lines of defense.

Our first line of defense, business management, owns its risk exposures and is accountable for maintaining effective processes and systems to manage its risks in compliance with applicable laws, external regulations and internal requirements, including identifying control weaknesses and inadequate processes.

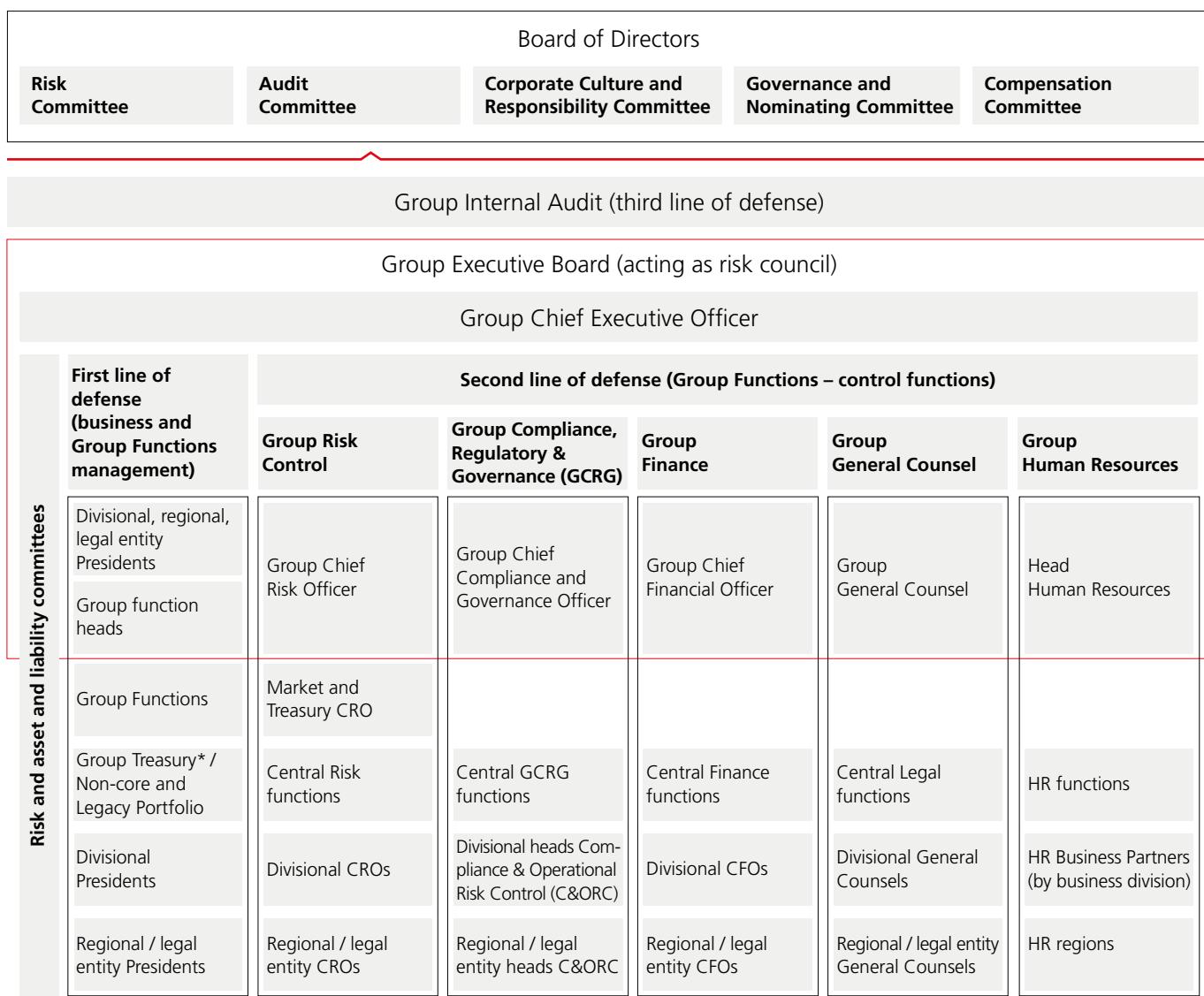
Our second line of defense, control functions, is separate from the business and reports directly to the Group CEO. Control functions provide independent oversight, challenge financial and non-financial risks arising from the firm's business activities, and establish independent frameworks for risk assessment,

measurement, aggregation and reporting, protecting against non-compliance with applicable laws and regulations.

Our third line of defense, Group Internal Audit, reports to the Chairman and to the Audit Committee. This function assesses the design and operating effectiveness and sustainability of processes to define risk appetite, governance, risk management, internal controls, remediation activities and processes to comply with legal and regulatory requirements and internal governance requirements.

The key roles and responsibilities for risk management and control are shown in the chart below and described on the following pages.

Audited | Risk governance



* Part of Group Finance

Audited | The *Board of Directors* (the BoD) approves the risk management and control framework of the Group, including the Group and business division overall risk appetite. The BoD is supported by its Risk Committee, which monitors and oversees the Group's risk profile and the implementation of the risk framework approved by the BoD, and approves the Group's risk appetite methodology. The Corporate Culture and Responsibility Committee (the CCRC) helps the BoD meet its duty to safeguard and advance UBS's reputation for responsible and sustainable conduct, reviewing stakeholder concerns and expectations pertaining to UBS's societal contribution and corporate culture. The Audit Committee assists the BoD with its oversight duty relating to financial reporting and internal controls over financial reporting, and the effectiveness of whistleblowing procedures and the external and internal audit functions.

The *Group Executive Board* (the GEB) has overall responsibility for establishing and implementing a risk management and control framework in the Group, managing the risk profile of the Group as a whole.

The *Group Chief Executive Officer* has responsibility and accountability for the management and performance of the Group, has risk authority over transactions, positions and exposures, and allocates business divisions and Group Functions risk limits approved by the BoD.

The *business division Presidents* and *Group function heads* are responsible for the operation and management of their business divisions, including controlling the dedicated financial resources and risk appetite of the business division.

The *regional Presidents* are responsible for cross-divisional collaboration in their regions and are mandated to inform the GEB about any activities / issues that may give rise to actual or potentially material regulatory or reputational concerns.

The *Group Chief Risk Officer* (the Group CRO) is responsible for developing the Group's risk management and control framework (including risk principles and risk appetite) for credit, market, country, treasury, model and sustainability and climate risks. This includes risk measurement and aggregation, portfolio controls and risk reporting. The Group CRO sets risk limits and approves credit and market risk transactions and exposures. Risk Control is also the central function for model risk management and control for all models used in UBS. A framework of policies and authorities support the risk control process.

The *Group Chief Compliance and Governance Officer* is responsible for developing the Group's operational risk framework, which sets the general requirements for identification, management, assessment and mitigation of operational risk, and for ensuring that all non-financial risks are identified, owned and managed according to the operational risk appetite objectives, supported by an effective control framework.

The *Group Chief Financial Officer* is responsible for transparency in assessing the financial performance of the Group and the business divisions, and for managing the Group's financial accounting, controlling, forecasting, planning and reporting. Additional responsibilities include managing UBS's tax affairs, as well as treasury and capital management, including funding and liquidity risk and UBS's regulatory capital ratios.

The *Group General Counsel* is responsible for managing the Group's legal affairs (including litigation involving UBS), ensuring effective and timely assessment of legal matters impacting the Group or its businesses, and managing and reporting all litigation matters.

The *Head of Human Resources* is responsible for independent oversight and challenge of employment-related risks.

Group Internal Audit (GIA) independently assesses the effectiveness of processes to define strategy and risk appetite and overall adherence to the approved strategy. It also assesses the effectiveness of governance processes and risk management, including compliance with legal and regulatory requirements and internal governance documents. The Head GIA reports to the Chairman of the BoD. GIA also has a functional reporting line to the BoD Audit Committee.

Some of these roles and responsibilities are replicated for certain significant legal entities of the Group. The *legal entity risk officers* are responsible for independent oversight and control of financial and non-financial risks for certain significant legal entities of the Group as part of the legal entity control framework, which complements the Group's risk management and control framework. ▲

Risk appetite framework

We have a defined Group-level risk appetite, covering all financial and non-financial risk types, via a complementary set of qualitative and quantitative risk appetite statements. This is reviewed and recalibrated annually and presented to the BoD for approval.

Our risk appetite is defined at the aggregate Group level and reflects the types of risk that we are willing to accept or avoid. It is set via complementary qualitative and quantitative risk appetite statements defined at a firm-wide level and is embedded throughout our business divisions and legal entities by Group, business division and legal entity policies, limits and authorities. We are subject to consolidated supervision by the Swiss Financial Market Supervisory Authority (FINMA) and related ordinances, which impose, among other requirements, minimum standards for capital, liquidity, risk concentration and internal organization. Our risk appetite is reviewed and recalibrated annually, with the aim of ensuring that risk-taking at every level of the organization is in line with our strategic priorities, our capital and liquidity plans, our *Pillars, Principles and Behaviors*, and minimum regulatory requirements. The "Risk appetite framework" chart below shows the key elements of the framework, described in detail in this section.

Qualitative risk appetite statements aim to ensure we maintain the desired risk culture. Quantitative risk appetite objectives are designed to enhance UBS's resilience against the effects of potential severe adverse economic or geopolitical events. These risk appetite objectives cover UBS's minimum capital and leverage ratios, solvency, earnings, liquidity, and funding, and are subject to periodic review, including the yearly business planning process.

These objectives are complemented by operational risk appetite objectives, which are set for each of our non-financial risk categories, including market conduct, theft, fraud, data confidentiality and technology risks. A standardized financial firm-wide operational risk appetite has been established at Group level and is embedded throughout our business divisions. Operational risk events exceeding predetermined risk tolerances, expressed as percentages of UBS's operating income, must be escalated as per the firm-wide escalation framework to the respective business division President or higher, as appropriate.

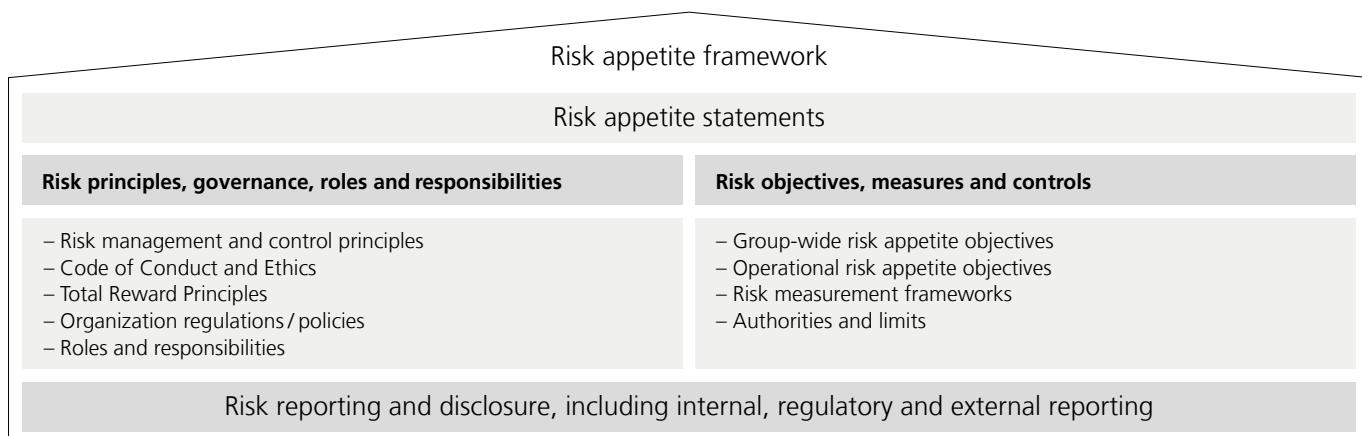
The quantitative risk appetite objectives are supported by a comprehensive suite of risk limits set at a portfolio level to monitor specific portfolios and to control potential risk concentrations.

The status of risk appetite objectives is evaluated each month and reported to the BoD and the GEB. As our risk appetite may change over time, portfolio limits and associated approval authorities are subject to periodic reviews and changes, particularly in the context of our annual business planning process.

Our risk appetite framework is governed by a single overarching policy and conforms to the Financial Stability Board's Principles for an Effective Risk Appetite Framework.

➤ Refer to "Risk principles and risk culture" and "Quantitative risk appetite objectives" on the following pages for more information

Risk appetite framework



Risk principles and risk culture

Maintaining a strong risk culture is a prerequisite for success in today's highly complex operating environment and a source of sustainable competitive advantage. Placing prudent and disciplined risk-taking at the center of every decision has three principal goals: delivering unrivaled client satisfaction; creating long-term value for stakeholders; and making UBS one of the world's most attractive companies to work for.

Our risk appetite framework combines all the important elements of our risk culture, expressed in our *Pillars, Principles and Behaviors*, our risk management and control principles, our Code of Conduct and Ethics, and our Total Reward Principles. Together, these aim to align our decisions with the Group's strategy, principles and risk appetite. They help create a solid foundation for promoting risk awareness, leading to appropriate risk-taking

and the establishing of robust risk management and control processes. These principles are supported by a range of initiatives covering employees at all levels, for example the *UBS House View on Leadership*, which is a set of explicit expectations for leaders that establishes consistent leadership standards across UBS. Another example is our Principles of Good Supervision, which establish clear expectations of managers and employees regarding supervisory responsibilities, specifically: to take responsibility; to know and organize their business; to know their employees and what they do; to create a good risk culture; and to respond to and resolve issues.

- › Refer to the foldout pages of this report for more information about our Pillars, Principles and Behaviors
- › Refer to the Code of Conduct and Ethics of UBS at ubs.com/code for more information

Risk management and control principles

Protection of financial strength	Protecting UBS's financial strength by controlling our risk exposure and avoiding potential risk concentrations at individual exposure levels, at specific portfolio levels and at an aggregate firm-wide level across all risk types
Protection of reputation	Protecting our reputation through a sound risk culture characterized by a holistic and integrated view of risk, performance and reward, and through full compliance with our standards and principles, particularly our Code of Conduct and Ethics
Business management accountability	Maintaining management accountability, whereby business management owns all risks assumed throughout the Group and is responsible for the continuous and active management of all risk exposures to provide for balanced risk and return
Independent controls	Independent control functions that monitor the effectiveness of the businesses' risk management and oversee risk-taking activities
Risk disclosure	Disclosure of risks to senior management, the BoD, investors, regulators, credit rating agencies and other stakeholders with an appropriate level of comprehensiveness and transparency

Whistleblowing policies and procedures exist to support an environment where staff are comfortable raising concerns. There are multiple channels via which individuals may, either openly or anonymously, escalate suspected breaches of laws, regulations, rules and other legal requirements, our Code of Conduct and Ethics, policies, or relevant professional standards. Our program is designed to ensure that whistleblowing concerns are investigated and that appropriate and consistent action is taken. We are committed to ensuring appropriate training for and communication to staff and legal entity representatives are available on an ongoing basis, including with regard to new regulatory requirements.

Mandatory training programs cover various compliance and risk-related topics, including operational risk and anti-money laundering. Additional specialized training is provided depending on employees' specific roles and responsibilities, e.g., credit risk and market risk training for those working in trading areas. Failure to complete mandatory training sessions within an appropriate timeframe can lead to consequences, including disciplinary action. Our operational risk and conduct risk frameworks aim to identify and manage financial, regulatory and reputational risks, as well as risks to clients and markets.

Quantitative risk appetite objectives

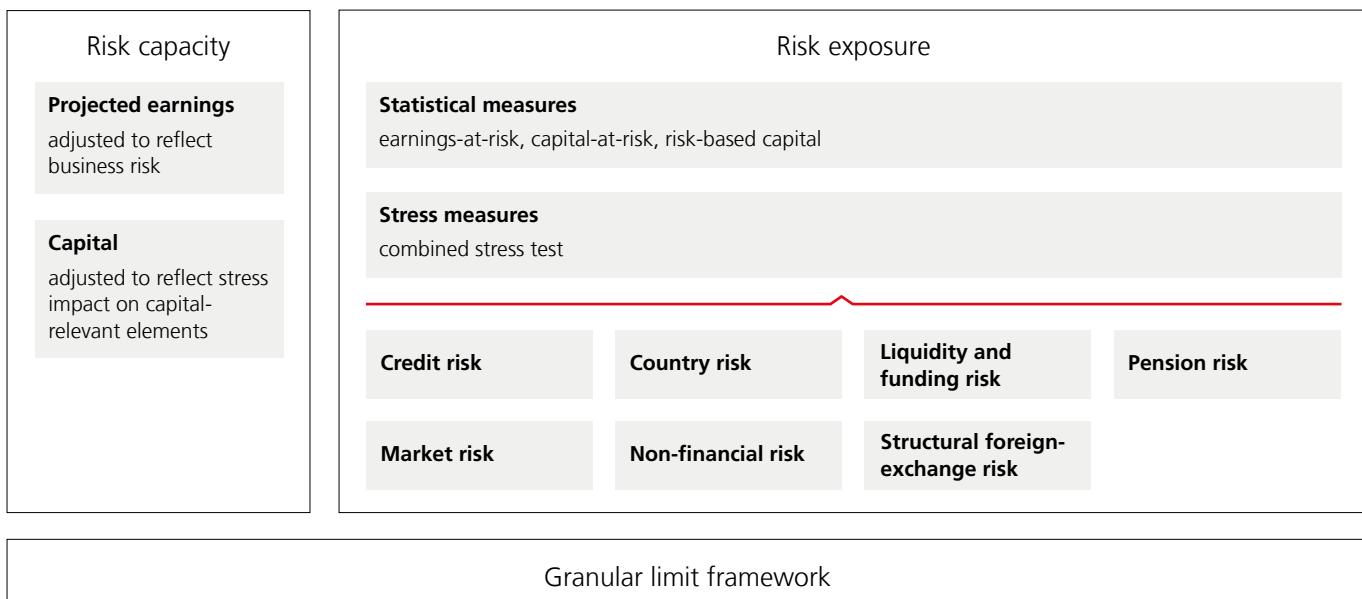
Our quantitative risk appetite objectives aim to ensure that our aggregate risk exposure remains within desired risk capacity, based on capital and business plans. The specific definition of risk capacity for each objective is aimed at ensuring we have sufficient capital, earnings, funding and liquidity to protect our businesses and exceed minimum regulatory requirements under a severe stress event. The risk appetite objectives are evaluated during the annual business planning process and approved by the BoD. The comparison of risk exposure with risk capacity is a key consideration in decisions on potential adjustments to the business strategy and risk profile of UBS and capital returns to shareholders.

The annual business planning process reviews UBS's business strategy, assesses the risk profile our operations and activities result in, and stress tests that risk profile. We use both scenario-based stress tests and statistical risk measurement techniques to assess effects of severe stress events at a firm-wide level. These complementary frameworks capture exposures to all material risks across our business divisions and Group Functions.

- › Refer to "Risk measurement" in this section for more information about our stress testing and statistical stress frameworks

2021 quantitative risk appetite objectives

Group-wide quantitative risk appetite objectives		
Minimum capital objectives CET1 capital is sufficient to meet minimum RWA-based capital requirements even if a severe stress event were to occur.	Minimum leverage ratio objectives CET1 capital is sufficient to meet minimum leverage ratio-based capital requirements even if a severe stress event were to occur.	Solvency objectives CET1 capital plus contingent capital is sufficient to ensure that the probability of loss for the firm's debt holders is consistent with the firm's target credit rating.
Earnings objectives Losses do not exceed average historic earnings even if a severe stress event were to occur.	Liquidity objectives Ensure that the firm has sufficient liquidity, or access to funding sources, to survive a severe three-month idiosyncratic and market-wide liquidity stress event; allowing for discrete management actions instructed by the Group Treasurer in addition to monetizing the firm's liquidity reserves.	Funding objectives Ensure that the firm has sufficient long-term funding to maintain franchise assets at a constant level under stressed market conditions for up to one year.



Our risk capacity is underpinned by performance targets and capital guidance as per our business plan. When determining our risk capacity in case of a severe stress event, we estimate projected earnings under stress, factoring in lower expected income and also lower expenses. We also consider capital impacts under stress from deferred tax assets, pension plan assets and liabilities, and accruals for capital returns to shareholders.

Risk appetite objectives define the aggregate risk exposure acceptable at the firm-wide level, given our risk capacity. The maximum acceptable risk exposure is supported by a full set of risk limits, triggers and targets, which are cascaded to businesses

and portfolios. These limits, triggers and targets aim to ensure that our total risks remain in line with risk appetite.

Risk appetite statements at the business division level are derived from the firm-wide risk appetite. They may also include division-specific strategic goals related to that division's activities and risks. Risk appetite statements are also set for certain legal entities, which must be consistent with the firm-wide risk appetite framework and approved in accordance with Group and legal entity regulations. Differences may exist that reflect the specific nature, size, complexity and regulations applicable to the relevant legal entity.

Internal risk reporting

Comprehensive and transparent reporting of risks is central to our risk governance framework's control and oversight responsibilities and required by our risk management and control principles. Accordingly, risks are reported at a frequency and level of detail commensurate with the extent and variability of the risk and the needs of the various governance bodies, regulators and risk authority holders.

The Group Risk Report provides a detailed qualitative and quantitative monthly overview of developments in financial and non-financial risks at the firm-wide level, along with breakdowns of risks at the divisional level, including the status of our risk appetite objectives and the results of firm-wide stress testing. The Group Risk Report is distributed internally to the BoD and the GEB, and senior members of Risk Control, GIA, Finance and Legal. Risk reports are also produced for significant Group entities (entities subject to enhanced standards of corporate governance) and significant branches.

Granular divisional risk reports are provided to the respective business division CROs and business division Presidents. This monthly reporting is supplemented with daily or weekly reports, at various levels of granularity, covering market and credit risks for the business divisions to enable risk officers and senior management to monitor and control the Group's risk profile.

Our internal risk reporting covers financial and non-financial risks and is supported by risk data and measurement systems that are also used for external disclosure and regulatory reporting. Dedicated units within Risk Control assume responsibility for measurement, analysis and reporting of risk and for overseeing the quality and integrity of risk-related data. Our risk data and measurement systems are subject to periodic review by GIA, following a risk-based audit approach.

Model risk management

Introduction

We rely on models to derive risk management and control decisions, to measure risks or exposures, value instruments or positions, conduct stress testing, assess adequacy of capital, and manage clients' assets and our own assets. Models may also be used to measure and monitor compliance with rules and regulations, for surveillance activities, or to meet financial or regulatory reporting requirements.

Model risk is defined as the risk of adverse consequences (e.g., financial losses or reputational damage) resulting from incorrect models.

Model governance framework

Our model governance framework establishes requirements for identifying, measuring, monitoring, reporting, controlling and mitigating model risks. All the models that we use are subject to governance and controls throughout their life cycles. This is designed to ensure that risks arising from model use are identified, understood, managed, monitored, controlled and reported on both a model-specific and an aggregated level. Before they can be granted approval for use from the model sponsor, all our models are independently validated across four model risk dimensions: (i) model input; (ii) model methodology; (iii) model implementation; and (iv) model use.

Once validated and approved for use, a model is subject to ongoing model performance monitoring and annual model confirmation, ensuring that the model is only used if it continues to be found fit for purpose. All models are subject to periodic model re-validation, with rigor, depth and frequency determined by the model's materiality and complexity.

Our model risk governance framework follows our overarching risk governance framework, with the three lines of defense (LoD) assigned as follows.

- First LoD: model sponsors, model owners, model developers, and model users
- Second LoD: Chief Model Risk Officer, Model Risk Management & Control
- Third LoD: Group Internal Audit

An important difference as compared with how LoD are usually defined in financial and non-financial risk is that some models are owned by traditionally second LoD functions, such as risk control, finance or compliance.

Model risk appetite framework and statement

The model risk appetite framework sets out the model risk appetite statement, defines the relevant metrics and lays out how appropriate adherence is assessed.

Model oversight

Model oversight committees and forums ensure that model risk is overseen at different levels of the organization, appropriate model risk management and control actions are taken and, where necessary, escalated to the next level.

The Group Model Governance Committee is our most senior oversight and escalation body for all models in scope of our model governance framework. It is co-chaired by the Group CRO and the Group CFO and is responsible for: (i) reviewing and approving changes to the framework; (ii) approving the model risk appetite statement; (iii) overseeing adherence to the UBS model risk governance framework; and (iv) monitoring model risk at a firm-wide level.

Risk measurement

Audited We apply a variety of methodologies and measurements to quantify the risks of our portfolios and potential risk concentrations. Risks that are not fully reflected within standard measures are subject to additional controls, which may include preapproval of specific transactions and the application of specific restrictions. Models to quantify risk are generally developed by dedicated units within control functions and are subject to independent validation. ▲

➤ Refer to "Credit risk," "Market risk" and "Non-financial risk" in this section for more information about model confirmation procedures

Stress testing

We perform stress testing to estimate losses that could result from extreme yet plausible macroeconomic and geopolitical stress events to identify, better understand and manage our potential vulnerabilities and risk concentrations. Stress testing has a key role in our limits framework at the firm-wide, business division, legal entity and portfolio levels. Stress test results are regularly reported to the BoD and the GEB. As described in "Risk appetite framework," stress testing, along with statistical loss measures, has a central role in our risk appetite and business planning processes.

Our stress testing framework has three pillars: (i) combined stress tests; (ii) an extensive set of portfolio- and risk type-specific stress tests; and (iii) reverse stress testing.

Our *combined stress testing* (CST) framework is scenario-based and aims to quantify overall firm-wide losses that could result from various potential global systemic events. The framework captures all material risks, as covered in "Risk categories." Scenarios are forward-looking and encompass macroeconomic and geopolitical stress events calibrated to different levels of severity. We implement each scenario through the expected evolution of market indicators and economic variables under that scenario and then estimate the overall loss and capital implications were the scenario to occur. At least once a year, the Risk Committee approves the most relevant scenario, known as the binding scenario, for use as the main scenario for regular CST reporting and for monitoring risk exposure against our minimum capital, earnings and leverage ratio objectives in our risk appetite framework.

We provide detailed stress loss analyses to FINMA and regulators of our legal entities in accordance with their requirements.

Our Enterprise-wide Stress Forum (the ESF) aims to ensure the consistency and adequacy of the assumptions and scenarios used for firm-wide stress measures. As part of its responsibilities, the ESF with input from the Think Tank, a panel of senior representatives from the business divisions, Risk Control and economic research, seeks to ensure that the set of stress scenarios adequately reflects current and potential developments in the macroeconomic and geopolitical environment, current and planned business activities, and actual or potential risk concentrations and vulnerabilities in our portfolios.

Each scenario captures a wide range of macroeconomic variables, including GDP, equity prices, interest rates, foreign exchange rates, commodity prices, property prices and unemployment. We use assumed changes in these macroeconomic and market variables in each scenario to stress the key risk drivers of our portfolios. For example, lower GDP growth and rising interest rates may reduce the income of clients we have lent money to, which changes the credit risk parameters for probability of default, loss given default and exposure at default, and results in higher predicted credit losses within the stress scenario. We also capture the business risk resulting from lower fee, interest and trading income net of lower expenses. These effects are measured for all businesses and material risk types to calculate the aggregate estimated effect of the scenario on profit or loss, other comprehensive income, RWA, LRD and, ultimately, capital and leverage ratios. The assumed changes in macroeconomic variables are updated periodically to account for changes in the current and possible future market environment.

In 2021, the binding scenario for CST was the internal *Global Crisis scenario*, which is characterized by a deterioration of global economic conditions leading to sovereign defaults in Europe and a global recession. The scenario was updated over the course of 2021 to incorporate current risks related to COVID-19, in particular macroeconomic assumptions, such as deteriorating GDP and rising unemployment. Continued weakness in economic data and tensions between European countries about debt mutualization undermines market confidence in the sustainability of peripheral debt, leading to a sharp spike in bond yields. Italy, Spain, Portugal and Cyprus receive bailout packages, on the condition of substantial debt restructuring, while Greece leaves the Eurozone. In addition to the effects of COVID-19, the macroeconomic impact is severe, as is the immediate market impact. Weak consumer and business confidence and a fall in global trade as a result of protectionism lead to a global recession. China is hit severely by trade protectionism and a confidence shock, which lead to a hard landing.

As part of the CST framework, we routinely monitored three additional stress scenarios throughout 2021:

- The *US Monetary Crisis scenario* explores a loss of confidence in the US, which leads to a sell-off of US dollar-denominated assets, sparking an abrupt and substantial depreciation of the US dollar. The US economy is hit hard, financial markets enter a period of high volatility and other industrialized countries replicate the cyclical pattern of the US. Regional inflation trends diverge as the US experiences significant inflationary pressures while other developed markets experience deflation.
- The *Severe Global Interest Rate Steepening scenario* explores a sharp and persistent rise in inflation leading to a significant rise in long-term interest rates and a period of market turbulence. Economic activity slows across the globe as both business and household sentiment collapse, while credit conditions deteriorate. Despite weakness in activity, inflation remains stubbornly high, forcing central banks to begin hiking their policy rates and thereby prolonging the weakness in economic activity and asset prices.
- The *Extreme Coronavirus scenario* explores a resurgence of COVID-19 and subsequent containment policies, which lead to a severe global downturn with long-term scarring impacts. The lack of adherence to containment measures leads to rapid resurgences in the number of cases and fatalities, which force countries to enforce increasingly stringent lockdown policies. Vaccines prove to be ineffective in the near term, due to either logistical constraints of vaccine distribution, vaccine hesitancy or virus variants undermining the efficacy of current vaccines.

We have updated the binding stress scenario in our CST framework for 2022. The updated Global Crisis scenario reflects the weaker fiscal conditions resulting from the COVID-19 pandemic, which leads to sovereign defaults in several emerging markets. The scenario continues to assume a Eurozone crisis and a hard landing in China.

Portfolio-specific stress tests are measures tailored to the risks of specific portfolios. Our portfolio stress loss measures are derived from data on past events, but also include forward-looking elements (e.g., we derive the expected market movements in our liquidity-adjusted stress metric using a combination of historical market behavior, based on an analysis of historical events, and forward-looking analysis, including consideration of defined scenarios not modeled on any historical events). Results of portfolio-specific stress tests may be subject to limits to explicitly control risk-taking or may be monitored without limits to identify vulnerabilities.

Reverse stress testing starts from a defined stress outcome (e.g., a specified loss amount, reputational damage, a liquidity shortfall or a breach of regulatory capital ratios) and works backward to identify economic or financial scenarios that could

result in such an outcome. As such, reverse stress testing is intended to complement scenario-based stress tests by assuming “what if” outcomes that could extend beyond the range normally considered, and thereby potentially challenge assumptions regarding severity and plausibility.

We also routinely analyze the effect of increases or decreases in interest rates and changes in the structure of yield curves.

Within Group Treasury, we also perform stress testing to determine the optimum asset and liability structure, enabling us to maintain an appropriately balanced liquidity and funding position under various scenarios. These scenarios differ from those outlined above, because they focus on specific situations that could generate liquidity and funding stress, as opposed to the scenarios used in the CST framework, which focus on the effect on profit or loss and capital.

- › Refer to “**Credit risk**” and “**Market risk**” in this section for more information about stress loss measures
- › Refer to the “**Capital, liquidity and funding, and balance sheet**” section of this report for more information about stress testing

Statistical measures

We complement the scenario-based CST measures with our statistical stress framework to calculate and aggregate risks using statistical techniques to derive stress events at chosen confidence levels.

This framework is used to derive a loss distribution, considering effects on both income and expenses, based on the simulation of historically observed financial and economic risk factors in combination with the firm’s actual earnings and relevant risk exposures. From that, we determine earnings-at-risk (EaR), measuring the potential shortfall in earnings (i.e., the deviation from forecast earnings) at a 95% confidence level and evaluated over a one-year horizon. EaR is used for the assessment of the earnings objectives in our risk appetite framework.

We extend the EaR measure, incorporating the effects of gains and losses recognized through other comprehensive income, to derive a distribution of potential effects of stress events on common equity tier 1 capital. From this distribution, we derive our capital-at-risk (CaR) buffer measure at a 95% confidence level to assess our capital and leverage ratio risk appetite objectives, and derive our CaR solvency measure at a 99.9% confidence level to assess our solvency risk appetite objective.

We use the CaR solvency measure as a basis for deriving the contributions of the business divisions to risk-based capital (RBC), which is a component of our equity attribution framework. RBC measures the potential capital impairment from an extreme stress event at a 99.9% confidence level.

- › Refer to the “**Capital, liquidity and funding, and balance sheet**” section of this report for more information about the equity attribution framework

Portfolio and position limits

UBS maintains a comprehensive set of risk limits across its major risk portfolios. These portfolio limits are set based on our risk appetite and periodically reviewed and adjusted as part of the business planning process.

Firm-wide stress and statistical metrics are complemented by more granular portfolio and position limits, triggers and targets. Combining these measures provides a comprehensive control framework to apply to our business divisions, as well as the significant legal entities, as relevant to the key risks arising from their businesses.

We apply limits to a variety of exposures at portfolio level, using statistical and stress-based measures, such as value-at-risk, liquidity-adjusted stress, loan underwriting limits, economic value sensitivity and portfolio default simulations for loan books. These are complemented with a set of controls for net interest income sensitivity, mark-to-market losses on available-for-sale portfolios, and the effect of foreign exchange movements on capital and capital ratios.

Portfolio measures are supplemented with position-level controls. Risk measures for position controls are based on market risk sensitivities and counterparty-level credit risk exposures. Market risk sensitivities include sensitivities to changes in general market risk factors (e.g., equity indices, foreign exchange rates and interest rates) and sensitivities to issuer-specific factors (e.g., changes in an issuer's credit spread or default risk). We monitor numerous market and treasury risk controls on a daily basis. Counterparty measures capture the current and potential future exposure to an individual counterparty, considering collateral and legally enforceable netting agreements.

- › Refer to "Credit risk" in this section for more information about counterparty limits
- › Refer to "Risk appetite framework" in this section for more information about the risk appetite framework

Risk concentrations

Audited Risk concentrations may exist where one or several positions within or across different risk categories could result in significant losses relative to UBS's financial strength. Identifying such risk concentrations and assessing their potential impact is a critical component of our risk management and control process.

For financial risks, we consider a number of elements, such as shared characteristics of positions, the size of the portfolio and the sensitivity of positions to changes in the underlying risk factors. Also important in our assessment is the liquidity of the markets where the positions are traded, as well as the availability and effectiveness of hedges or other potential risk-mitigating factors. This includes an assessment of the provider of the hedge and market liquidity where the hedge might be traded. Particular attention is given to identification of wrong-way risk and risk on risk. Wrong-way risk is defined as a positive correlation between the size of the exposure and the likelihood of a loss. Risk on risk is when a position and its risk mitigation can be impacted by the same event.

For non-financial risks, risk concentrations may result from, for example, a single operational risk issue that is large on its own (i.e., has the potential to produce a single high-impact loss or a number of losses that together are high impact) or related risk issues that may link together to create a high impact.

Risk concentrations are subject to increased oversight by Group Risk Control and Group Compliance, Regulatory & Governance, and assessed to determine whether they should be reduced or mitigated, depending on the available means to do so. It is possible that material losses could occur on financial or non-financial risks, particularly if the correlations that emerge in a stressed environment differ markedly from those envisaged by risk models. ▲

- › Refer to "Credit risk" and "Market risk" in this section for more information about the composition of our portfolios
- › Refer to the "Risk factors" section of this report for more information

Credit risk

Key developments

In Global Wealth Management, the Lombard and mortgage books showed significant growth primarily in the Americas over the course of 2021, while keeping a stable risk profile with regard to concentrations and with no material losses.

Across the firm, our lending portfolios performed well, with credit loss expenses below expectations. Nevertheless, we continue to be exposed to the development of the global economy and the effects of the ongoing and highly uncertain COVID-19 pandemic.

We incurred a loss of USD 861 million in the first half of 2021 on the default of a US-based client of our prime brokerage business. We have conducted a thorough review and put in place appropriate measures to strengthen our relevant client onboarding and risk management and control processes. Across the items identified for remediation and beyond, we have made changes to our organization to drive wider improvements in both first and second lines of defense. Our prime brokerage business remains a strategic element of UBS's offering.

Credit loss expense / release

Total net credit loss releases were USD 148 million in 2021, compared with net credit loss expenses of USD 694 million in the prior year, reflecting net releases of USD 123 million related to stage 1 and 2 positions and net releases of USD 25 million related to credit-impaired (stage 3) positions.

Stage 1 and 2 net credit loss releases of USD 123 million in 2021 included a partial net release of a post-model adjustment of USD 68 million, due to the continued positive trend in macroeconomic scenario input data during the year, a USD 45

million net release from a number of model and methodology changes, a residual USD 10 million net release from remeasurements within the loan book, and derecognized transactions, partially offset by expenses from new transactions. Stage 3 net releases of USD 25 million were recognized across a number of defaulted positions, primarily corporate lending positions in Personal & Corporate Banking.

- Refer to "Note 1 Summary of material accounting policies," "Note 9 Financial assets at amortized cost and other positions in scope of expected credit loss measurement" and "Note 20 Expected credit loss measurement" in the "Consolidated financial statements" section of this report for more information about IFRS 9 and expected credit losses

Audited | Main sources of credit risk

- Global Wealth Management predominantly conducts securities-based (Lombard) lending and mortgage lending.
- A substantial portion of lending exposure arises from Personal & Corporate Banking, which offers mortgage loans, secured mainly by residential properties and income-producing real estate, as well as corporate loans, and therefore depends on the performance of the Swiss economy.
- The Investment Bank's credit exposure arises mainly from lending, derivatives trading and securities financing. Derivatives trading and securities financing are mainly investment grade. Loan underwriting activity can be lower rated and give rise to temporary concentrated exposure.
- Credit risk within Non-core and Legacy Portfolio relates to derivative transactions and securitized positions. ▲

Credit loss (expense) / release

USD million	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	Total
For the year ended 31.12.21						
Stages 1 and 2	28	62	0	34	0	123
Stage 3	1	24	(1)	0	0	25
Total credit loss (expense) / release	29	86	(1)	34	0	148
For the year ended 31.12.20						
Stages 1 and 2	(48)	(129)	0	(88)	0	(266)
Stage 3	(40)	(128)	(2)	(217)	(42)	(429)
Total credit loss (expense) / release	(88)	(257)	(2)	(305)	(42)	(694)
For the year ended 31.12.19						
Stages 1 and 2	3	23	0	(4)	0	22
Stage 3	(23)	(44)	0	(26)	(7)	(100)
Total credit loss (expense) / release	(20)	(21)	0	(30)	(7)	(78)

Audited | Overview of measurement, monitoring and management techniques

- Credit risk from transactions with individual counterparties is based on our estimates of probability of default (PD), exposure at default (EAD) and loss given default (LGD). Limits are established for individual counterparties and groups of related counterparties covering banking and traded products, and for settlement amounts. Risk authorities are approved by the BoD and are delegated to the Group CEO, the Group CRO and divisional CROs, based on risk exposure amounts, internal credit rating and potential for losses.
- Limits apply not only to the current outstanding amount but also to contingent commitments and the potential future exposure of traded products.
- The Investment Bank monitoring, measurement and limit framework distinguishes between exposures intended to be held to maturity (take-and-hold exposures) and those intended for distribution or risk transfer (temporary exposures).
- We use models to derive portfolio credit risk measures of expected loss, statistical loss and stress loss at Group-wide and business division levels, and to establish portfolio limits.
- Credit risk concentrations can arise if clients are engaged in similar activities, located in the same geographical region or have comparable economic characteristics, e.g., if their ability to meet contractual obligations would be similarly affected by changes in economic, political or other conditions. To avoid credit risk concentrations, we establish limits / operational controls that constrain risk concentrations at portfolio and sub-portfolio levels for sector exposure, country risk and specific product exposures. ▲

Credit risk profile of the Group

The exposures detailed in this section are based on management's view of credit risk, which differs in certain respects from the expected credit loss (ECL) measurement requirements of IFRS.

Internally, we put credit risk exposures into two broad categories: banking products and traded products. Banking products include drawn loans, guarantees and loan commitments, amounts due from banks, balances at central banks, and other financial assets at amortized cost. Traded products include 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.

Banking products

Breakdowns of banking products exposures in the "Banking and traded products exposure in our business divisions and Group Functions" table on the next page reflect the total exposures within the scope of ECL requirements and are gross before allowances and provisions for ECL and credit hedges. Guarantees and loan commitments are shown on a notional basis, without applying credit conversion factors.

- › Refer to "Note 1 Summary of material accounting policies" in the "Consolidated financial statements" section of this report for more information about our accounting policy for allowances and provisions for ECL
- › Refer to "Note 9 Financial assets at amortized cost and other positions in scope of expected credit loss measurement" and "Note 20 Expected credit loss measurement" in the "Consolidated financial statements" section of this report for more information about ECL measurement requirements under IFRS
- › Refer to "Note 14a Other financial assets measured at amortized cost" in the "Consolidated financial statements" section of this report for more details

Banking and traded products exposure in our business divisions and Group Functions

	31.12.21					
USD million	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	
Banking products^{1,2}					Total	
Gross exposure	337,266	229,334	1,520	59,352	65,514	692,985
of which: loans and advances to customers (on-balance sheet)	228,598	152,847	0	13,720	3,445	398,611
of which: guarantees and loan commitments (off-balance sheet)	10,772	29,737	0	14,994	4,947	60,450
Traded products^{2,3}						
Gross exposure	9,582	783	0	35,950		46,314
of which: over-the-counter derivatives	7,186	766	0	9,767		17,719
of which: securities financing transactions	0	0	0	18,566		18,566
of which: exchange-traded derivatives	2,396	17	0	7,617		10,030
Other credit lines, gross⁴	12,947	24,174	0	3,629	28	40,778
Total credit-impaired exposure, gross (stage 3) ¹	729	1,617	0	264	0	2,610
Total allowances and provisions for expected credit losses (stages 1 to 3)	264	709	0	188	4	1,165
of which: stage 1	89	126	0	64	4	282
of which: stage 2	41	146	0	34	0	220
of which: stage 3 (allowances and provisions for credit-impaired exposures)	135	438	0	90	0	662

	31.12.20					
USD million	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	
Banking products^{1,2}					Total	
Gross exposure	300,368	227,139	3,374	56,237	52,199	639,317
of which: loans and advances to customers (on-balance sheet)	208,324	153,975	1	13,964	4,324	380,589
of which: guarantees and loan commitments (off-balance sheet)	10,153	28,814	0	15,936	3,550	58,453
Traded products^{2,3}						
Gross exposure	9,919	1,201	0	40,215		51,335
of which: over-the-counter derivatives	6,946	1,182	0	11,236		19,364
of which: securities financing transactions	0	0	0	21,753		21,753
of which: exchange-traded derivatives	2,973	19	0	7,227		10,218
Other credit lines, gross⁴	12,201	24,950	0	2,952	31	40,134
Total credit-impaired exposure, gross (stage 3) ¹	1,324	1,997	0	450	7	3,778
Total allowances and provisions for expected credit losses (stages 1 to 3)	318	842	1	298	10	1,468
of which: stage 1	103	130	0	70	3	306
of which: stage 2	54	216	0	63	0	333
of which: stage 3 (allowances and provisions for credit-impaired exposures)	160	497	1	165	6	829

¹ ECL gross exposure including other financial assets at amortized cost, but excluding cash, receivables from securities financing transactions, cash collateral receivables on derivative instruments, financial assets at FVOCI, irrevocable committed prolongation of existing loans and unconditionally revocable committed credit lines and forward starting reverse repurchase and securities borrowing agreements. ² Internal management view of credit risk, which differs in certain respects from IFRS. ³ As counterparty risk for traded products is managed at counterparty level, no further split between exposures in the Investment Bank and Group Functions is provided. ⁴ Unconditionally revocable committed credit lines.

Global Wealth Management

Gross banking products exposure within Global Wealth Management increased to USD 337 billion from USD 300 billion.

Our Global Wealth Management loan portfolio is mainly secured by securities (Lombard loans) and by residential real estate. Most Lombard loans were of high quality, with 93% rated as investment grade based on our internal ratings, and are typically short term in nature, with an average loan-to-value (LTV) of 46%. Moreover, Lombard loans can be canceled immediately if the collateral quality deteriorates and margin calls are not met. In 2021, the Lombard book, including traded products, increased approximately 10%, while keeping a stable risk profile with regard to collateral concentrations with no material losses. The increase was mainly driven by higher loan volumes in the US that

are collateralized by highly liquid and diversified securities. The share of non-standard Lombard loans, for example with less liquid or concentrated collateral, was stable at approximately 4% of the total Lombard book.

The mortgage book increased by approximately 8%, driven by higher volumes of mortgage loans in the US residential real estate portfolios (average LTV 51%).

Other financings and non-standard loans represent approximately 3% of the total banking products exposures and are consolidated in a corporate and other portfolio that increased approximately 57% in 2021, mainly driven by private equity subscription facilities in the US, which are mostly investment grade rated.

Global Wealth Management and Personal & Corporate Banking loans and advances to customers, gross¹

USD million	Global Wealth Management	Personal & Corporate Banking	
	31.12.21	31.12.20	31.12.20
Secured by residential real estate	58,655	60,021	110,041
Secured by commercial / industrial real estate	3,338	3,273	18,878
Secured by cash	34,175	22,722	3,114
Secured by securities	115,901	104,652	2,214
Secured by guarantees and other collateral	14,138	15,605	7,435
Unsecured loans and advances to customers	2,391	2,051	11,166
Total loans and advances to customers, gross	228,598	208,324	152,847
Allowances	(168)	(190)	(574)
Total loans and advances to customers, net of allowances	228,431	208,134	152,273
			153,299

¹ Collateral arrangements generally incorporate a range of collateral, including cash, securities, real estate and other collateral. UBS applies a risk-based approach that generally prioritizes collateral according to its liquidity profile. In 2021, the collateral allocation was refined to reflect additional cash collateral and custody accounts that are also available as security for certain on-balance sheet lending. This resulted in an increase in loans secured by cash, with an offsetting reduction in loans secured by residential real estate and loans secured by securities.

Personal & Corporate Banking

Gross banking products exposure (excluding exposure re-allocated from Group Treasury) within Personal & Corporate Banking was largely unchanged in our reporting currency at USD 186 billion (CHF 170 billion), compared with USD 187 billion (CHF 165 billion). Net banking products exposure was USD 186 billion (CHF 169 billion), compared with USD 186 billion (CHF 165 billion), of which approximately 65% was classified as investment grade, unchanged from 2020. Around 50% of the exposure is categorized in the lowest LGD bucket, i.e., 0–25%, similar to 2020. Personal & Corporate Banking's gross loan portfolio was USD 153 billion (CHF 139 billion) compared with USD 154 billion (CHF 136 billion) in 2020. This portfolio is predominantly denominated in Swiss francs and the increase in Swiss franc terms was more than offset by the effect of the US dollar appreciating. As of 31 December 2021, 93% of this portfolio was secured by collateral, mainly residential and commercial property. Of the total unsecured amount, 83% related to cash flow-based lending to corporate counterparties and 4% related to lending to public authorities. Based on our internal ratings, 50% of the unsecured loan portfolio was rated as investment grade, compared with 45% in 2020.

The improved macroeconomic environment for most industries along with the supporting measures of the Swiss Government and Cantons, such as COVID-19 loans, short-time work compensation and subsidies, as well as our careful risk management, led to numerous credit loss releases during 2021.

Our Swiss corporate banking products portfolio, which was USD 36 billion (CHF 33 billion) compared with USD 35 billion (CHF 31 billion) in 2020, consists of loans, guarantees and loan commitments to multi-national and domestic counterparties. The small and medium-sized entity (SME) portfolio, in particular, is well diversified across industries. However, such companies are reliant on the domestic economy and the economies to which they export, in particular the EU and the US. In addition, the change in the EUR / CHF exchange rate is an important risk factor for Swiss corporate clients.

Our commodity trade finance portfolio focuses on energy and base-metal trading companies, where the related commodity price risk is hedged to a large extent by the commodity trader. The majority of limits in this business are uncommitted, transactional and short-term in nature. Our portfolio size was USD 8 billion (CHF 7 billion) as of 31 December 2021, compared with USD 6 billion (CHF 5 billion) in 2020, with the increase in exposure mainly driven by the strong appreciation of commodity prices in 2021.

Our exposure to banks consists primarily of contingent claims and was USD 6 billion (CHF 5 billion), unchanged compared with 2020.

The delinquency ratio was 0.3% for the corporate portfolio, compared with 0.4% at the end of 2020.

➤ Refer to "Credit risk models" in this section for more information about loss given default, rating grades and rating agency mappings

Swiss mortgage loan portfolio

Our Swiss mortgage loan portfolio secured by residential and commercial real estate in Switzerland continues to be our largest loan portfolio. These mortgage loans, totaling USD 167 billion (CHF 152 billion), mainly originate from Personal & Corporate Banking, but also from Global Wealth Management Region Switzerland. Of these mortgage loans, USD 152 billion (CHF 138 billion) related to residential properties that the borrower was either occupying or renting out, with full recourse to the borrower. Of this USD 152 billion (CHF 138 billion), USD 110 billion (CHF 100 billion) is related to properties occupied by the borrower, with an average LTV ratio of 52%, compared with 54% as of 31 December 2020. The average LTV for newly originated loans for this portfolio was 64%, compared with 67% in 2020. The remaining USD 42 billion (CHF 38 billion) of the Swiss residential mortgage loan portfolio related to properties rented out by the borrower and the average LTV of that portfolio was 52%, compared with 53% as of 31 December 2020. The average LTV for newly originated Swiss residential mortgage loans for properties rented out by the borrower was 55%, compared with 56% in 2020.

As illustrated in the "Swiss mortgages: distribution of net exposure at default (EAD) across exposure segments and loan-to-value (LTV) buckets" table on the following page, more than 99% of the aggregate amount of Swiss residential mortgage loans would continue to be covered by the real estate collateral even if the value assigned to that collateral were to decrease 20%, and more than 98% would remain covered by the real estate collateral even if the value assigned to that collateral were to decrease 30%. In this table, the amount of each mortgage loan is allocated across the LTV buckets to indicate the portion at risk at the various value levels shown; for example, a loan of 75 with an LTV ratio of 75% (i.e., a collateral value of 100) would result in allocations of 30 in the less-than-30% LTV bucket, 20 in the 31–50% bucket, 10 in the 51–60% bucket, 10 in the 61–70% bucket and 5 in the 71–80% bucket.

Personal & Corporate Banking: distribution of banking products exposure across internal UBS ratings and loss given default (LGD) buckets¹

USD million, except where indicated

Internal UBS rating ²	Exposure	31.12.21				Weighted average LGD (%)	31.12.20	
		0–25%	26–50%	51–75%	76–100%		Exposure	Weighted average LGD (%)
Investment grade	121,520	68,547	41,738	9,347	1,889	27	121,386	26
Sub-investment grade	63,141	24,301	25,306	11,646	1,888	34	63,266	33
of which: 6–9	57,955	22,540	23,195	10,513	1,706	34	58,141	33
of which: 10–13	5,185	1,760	2,110	1,133	181	36	5,125	35
Defaulted / Credit-impaired	1,617	32	1,332	252	0	42	1,997	41
Total exposure before deduction of allowances and provisions	186,278	92,880	68,376	21,245	3,777	29	186,648	29
Less: allowances and provisions	(674)						(795)	
Net banking products exposure¹	185,604						185,853	

¹ Excluding balances at central banks and Group Treasury reallocations. ² The ratings of the major credit rating agencies, and their mapping to our internal rating scale, are shown in the "Internal UBS rating scale and mapping of external ratings" table in this section.

Personal & Corporate Banking: unsecured loans by industry sector

	31.12.21		31.12.20	
	USD million	%	USD million	%
Construction	166	1.5	157	1.4
Financial institutions	2,786	25.0	2,553	23.2
Hotels and restaurants	119	1.1	133	1.2
Manufacturing	1,555	13.9	1,572	14.3
Private households	1,488	13.3	1,648	15.0
Public authorities	419	3.8	472	4.3
Real estate and rentals	574	5.1	498	4.5
Retail and wholesale	1,971	17.7	1,756	16.0
Services	1,908	17.1	1,896	17.3
Other	180	1.6	309	2.8
Exposure, gross	11,166	100.0	10,994	100.0

Swiss mortgages: distribution of net exposure at default (EAD) across exposure segments and loan-to-value (LTV) buckets

USD billion, except where indicated

Exposure segment	31.12.21							31.12.20	
	LTV buckets							Total	Total
Residential mortgages	89.0	38.6	10.2	4.6	1.2	0.2	0.1	143.9	143.9
as a % of row total	62	27	7	3	1	0	0		
Income-producing real estate	14.5	5.7	1.3	0.5	0.2	0.0	0.0	22.2	22.8
as a % of row total	65	25	6	2	1	0	0		
Corporates	7.1	2.6	0.7	0.4	0.2	0.1	0.0	10.9	10.8
as a % of row total	65	23	6	3	1	1	0		
Other segments	0.6	0.2	0.0	0.0	0.0	0.0	0.0	0.9	0.8
as a % of row total	68	20	5	3	2	2	0		
Mortgage-covered exposure	111.2	47.0	12.2	5.5	1.5	0.3	0.1	177.9	178.3
as a % of total	63	26	7	3	1	0	0		
Mortgage-covered exposure 31.12.20	108.8	47.3	13.0	6.4	2.0	0.5	0.2	178.3	
as a % of total	61	27	7	4	1	0	0	100	

Asset Management

Gross banking products exposure within Asset Management was USD 1.5 billion as of 31 December 2021, compared with USD 3.4 billion as of 31 December 2020. The reduction was driven by lower allocated balances at central banks.

Investment Bank

The Investment Bank's lending activities are largely associated with corporate and non-bank financial institutions. The business is broadly diversified across industry sectors, but concentrated in North America.

The gross banking products exposure including balances at central banks and Group Treasury reallocations was USD 59 billion as of 31 December 2021, compared with USD 56 billion as of 31 December 2020. Gross banking products exposure excluding balances at central banks and Group Treasury reallocations decreased to USD 35 billion from USD 37 billion, mostly driven by decreases in irrevocable loan commitments. Based on our internal ratings, 53% of this gross banking products exposure was classified as investment grade. The vast majority of the gross banking products exposure had an estimated LGD below 50%.

Our loan underwriting business's overall ability to distribute risk remained sound. Total mandated temporary loan underwriting exposure ended 2021 at USD 6.6 billion, compared with USD 4.9 billion at the end of the prior year. Loan underwriting exposures are classified as held for trading, with fair values reflecting market conditions at the end of 2021.

› Refer to "Credit risk models" in this section for more information about LGD, rating grades and rating agency mappings

Investment Bank: distribution of banking products exposure across internal UBS ratings and loss given default (LGD) buckets¹

Internal UBS rating ²	Exposure	31.12.21				31.12.20	
		LGD buckets				Weighted average LGD (%)	Weighted average LGD (%)
		0–25%	26–50%	51–75%	76–100%		
Investment grade	18,302	6,486	7,673	3,069	1,073	36	19,303
Sub-investment grade	16,250	5,022	6,111	5,020	97	20	16,785
of which: 6–9	10,467	3,269	2,163	4,938	97	14	12,030
of which: 10–13	5,783	1,753	3,948	82	0	31	4,756
Defaulted / Credit-impaired	264	58	196	9	0	33	450
Banking products exposure¹	34,815	11,566	13,981	8,098	1,170	28	36,538

¹ Excluding balances at central banks and Group Treasury reallocations. ² The ratings of the major credit rating agencies, and their mapping to our internal rating scale, are shown in the "Internal UBS rating scale and mapping of external ratings" table in this section.

Investment Bank: banking products exposure by geographical region¹

	31.12.21		31.12.20	
	USD million	%	USD million	%
Asia Pacific	5,154	14.8	7,216	19.7
Latin America	1,327	3.8	1,584	4.3
Middle East and Africa	212	0.6	428	1.2
North America	16,282	46.8	15,462	42.3
Switzerland	453	1.3	720	2.0
Rest of Europe	11,387	32.7	11,129	30.5
Exposure¹	34,815	100.0	36,538	100.0

¹ Excluding balances at central banks and Group Treasury reallocations.

Investment Bank: banking products exposure by industry sector¹

	31.12.21		31.12.20	
	USD million	%	USD million	%
Banks	4,908	14.1	5,846	16.0
Chemicals	645	1.9	876	2.4
Electricity, gas, water supply	359	1.0	448	1.2
Financial institutions, excluding banks	13,353	38.4	14,570	39.9
Manufacturing	1,692	4.9	1,681	4.6
Mining	1,024	2.9	1,558	4.3
Public authorities	619	1.8	1,273	3.5
Real estate and construction	1,581	4.5	1,421	3.9
Retail and wholesale	2,793	8.0	2,041	5.6
Technology and communications	3,736	10.7	3,443	9.4
Transport and storage	414	1.2	445	1.2
Other	3,691	10.6	2,937	8.0
Exposure¹	34,815	100.0	36,538	100.0

¹ Excluding balances at central banks and Group Treasury reallocations. Clearing houses are now classified under Financial institutions, excluding banks (31 December 2021: USD 1,196 million; 31 December 2020: USD 1,440 million).

Group Functions

Gross banking products exposure within Group Functions, which arises primarily in connection with treasury activities, increased by USD 13 billion to USD 66 billion from balances at central banks. The cash inflow was generated mainly from lower funding consumption by the Investment Bank, shifts within the high-quality liquid asset (HQLA) portfolio from securities into cash, and net new issuances of long-term debt issued measured at amortized cost.

- › Refer to “Balance sheet assets” in the “Capital, liquidity and funding, and balance sheet” section of this report for more information
- › Refer to the “Group Functions” section of this report for more information

Traded products

Audited | Counterparty credit risk (CCR) arising from traded products, which include OTC derivatives, ETD exposures and SFTs, originating in the Investment Bank, Non-core and Legacy Portfolio, and Group Treasury, is generally managed on a close-out basis. This takes into account possible effects of market movements on the exposure and any associated collateral over the time it would take to close out our positions. In the Investment Bank, limits are applied to the potential future exposure per counterparty, with the size of the limit dependent on the counterparty's creditworthiness (as determined by Risk Control). Limit frameworks are also used to control overall exposure to specific classes or categories of collateral on a portfolio level. Such portfolio limits are monitored and reported to senior management.

Trading in OTC derivatives is conducted through central counterparties (CCPs) where practicable. Where CCPs are not used, we have clearly defined policies and processes for trading on a bilateral basis. Trading is typically conducted under bilateral International Swaps and Derivatives Association (ISDA) or similar master netting agreements, which generally allow for close-out

and netting of transactions in case of default, subject to applicable law. For most major market participant counterparties, we use two-way collateral agreements under which either party can be required to provide collateral in the form of cash or marketable securities when the exposure exceeds specified levels. This collateral typically consists of well-rated government debt or other collateral permitted by applicable regulations. For certain counterparties, an initial margin is taken to cover some or all of the calculated close-out exposure. This is in addition to the variation margin taken to settle changes in market value of transactions. Regulations on margining uncleared OTC derivatives continue to evolve. These generally expand the scope of bilateral derivatives activity subject to margining. They will also result in greater amounts of initial margin received from, and posted to, certain bilateral trading counterparties than had been required in the past. These changes should result in lower close-out risk over time. ▲

In the tables on the following page, OTC derivatives exposures are generally presented as net positive replacement values after the application of legally enforceable netting agreements and the deduction of cash and marketable securities held as collateral. SFT exposures are reported taking into account collateral received, and ETD exposures take into account collateral margin calls.

The “Banking and traded products exposure in our business divisions and Group Functions” table in this section provides information on the split by divisions and products, and the tables on the next page provide information about the OTC derivatives, SFT and ETD exposures of the Investment Bank, Non-core and Legacy Portfolio, and Group Treasury.

- › Refer to “Note 10 Derivative instruments” in the “Consolidated financial statements” section of this report for more information about OTC derivatives settled through central counterparties
- › Refer to “Note 22 Offsetting financial assets and financial liabilities” in the “Consolidated financial statements” section of this report for more information about the effect of netting and collateral arrangements on derivative exposures

Investment Bank, Non-core and Legacy Portfolio and Group Treasury: traded products exposure

USD million	OTC derivatives	SFTs	ETDs	Total	Total
	31.12.21				31.12.20
Total exposure, before deduction of credit valuation adjustments and hedges	9,767	18,566	7,617	35,950	40,215
Less: credit valuation adjustments and allowances	(34)	0	0	(34)	(54)
Less: credit protection bought (credit default swaps, notional)	(119)	0	0	(119)	(126)
Net exposure after credit valuation adjustments, allowances and hedges	9,615	18,566	7,617	35,797	40,035

Investment Bank, Non-core and Legacy Portfolio and Group Treasury: distribution of net OTC derivatives and SFT exposure across internal UBS ratings and loss given default (LGD) buckets

USD million, except where indicated	31.12.21	LGD buckets				Weighted average LGD (%)	31.12.20	Weighted average LGD (%)
Internal UBS rating ¹	Exposure	0–25%	26–50%	51–75%	76–100%	Exposure	Exposure	Exposure
Net OTC derivatives exposure								
Investment grade	9,297	272	7,770	704	552	47	10,436	49
Sub-investment grade	317	44	54	131	88	59	620	55
of which: 6–9	249	25	53	90	81	62	487	55
of which: 10–12	46	0	1	39	7	64	114	62
of which: 13 and defaulted	22	19	0	3	0	14	19	12
Total net OTC derivatives exposure, after credit valuation adjustments and hedges	9,615	317	7,824	835	639	48	11,056	49
Net SFT exposure								
Investment grade	17,937	159	15,655	1,812	310	40	21,155	40
Sub-investment grade	629	0	296	50	283	69	598	59
Total net SFT exposure	18,566	159	15,951	1,862	593	41	21,753	40

¹ The ratings of the major credit rating agencies, and their mapping to our internal rating scale, are shown in the "Internal UBS rating scale and mapping of external ratings" table in this section.

Investment Bank, Non-core and Legacy Portfolio and Group Treasury: net OTC derivatives and SFT exposure by geographical region

	Net OTC derivatives exposure				Net SFT exposure			
	31.12.21		31.12.20		31.12.21		31.12.20	
	USD million	%	USD million	%	USD million	%	USD million	%
Asia Pacific	1,586	16.5	2,139	19.3	5,380	29.0	5,123	23.6
Latin America	111	1.2	162	1.5	20	0.1	18	0.1
Middle East and Africa	112	1.2	263	2.4	360	1.9	939	4.3
North America	1,830	19.0	2,539	23.0	4,473	24.1	4,778	22.0
Switzerland	688	7.2	667	6.0	559	3.0	1,329	6.1
Rest of Europe	5,288	55.0	5,286	47.8	7,774	41.9	9,566	44.0
Exposure	9,615	100.0	11,056	100.0	18,566	100.0	21,753	100.0

Investment Bank, Non-core and Legacy Portfolio and Group Treasury: net OTC derivatives and SFT exposure by industry sector

	Net OTC derivatives exposure				Net SFT exposure			
	31.12.21		31.12.20		31.12.21		31.12.20	
	USD million	%	USD million	%	USD million	%	USD million	%
Banks ¹	986	10.3	1,877	17.0	1,654	8.9	1,653	7.6
Chemicals	14	0.1	10	0.1	0	0.0	0	0.0
Electricity, gas, water supply	103	1.1	127	1.2	0	0.0	0	0.0
Financial institutions, excluding banks ¹	7,174	74.6	6,742	61.0	15,866	85.5	18,049	83.0
Manufacturing	50	0.5	68	0.6	0	0.0	0	0.0
Mining	51	0.5	12	0.1	0	0.0	0	0.0
Public authorities	810	8.4	1,339	12.1	926	5.0	2,050	9.4
Retail and wholesale	22	0.2	44	0.4	0	0.0	0	0.0
Transport, storage and communication	255	2.6	481	4.3	0	0.0	0	0.0
Other	150	1.6	356	3.2	120	0.6	1	0.0
Exposure	9,615	100.0	11,056	100.0	18,566	100.0	21,753	100.0

¹ Clearing houses have been reclassified from Banks to Financial institutions, excluding banks. Prior-period numbers have been restated accordingly

Credit risk mitigation

Audited We actively manage credit risk in our portfolios by taking collateral against exposures and by utilizing credit hedging. ▲

Lending secured by real estate

Audited We use a scoring model as part of a standardized front-to-back process for credit decisions on originating or modifying Swiss mortgage loans. The model's two key factors are the LTV ratio and an affordability calculation relative to gross income. ▲

The calculation of affordability takes into account interest payments, minimum amortization requirements, potential property maintenance costs and, for rental properties, the level of rental income. Interest payments are estimated using a predefined framework, which considers the potential for significant interest rates increases over the lifetime of the loan. The interest rate is set at 5% per annum in the context of the current environment.

For residential properties occupied by the borrower, the maximum LTV for the standard approval process is 80% and 60% for holiday homes and luxury real estate. For other properties, the maximum LTV allowed within the standard approval process ranges from 30% to 80%, depending on the type and age of the property, and the amount of renovation work needed.

Audited The value we assign to each property is based on the lowest value determined from model-derived valuations, the purchase price, an asset value for income-producing real estate (IPRE), and, in some cases, an additional external valuation for owner-occupied residential properties (ORPs). ▲

Two separate models provided by a market-leading external vendor are used to derive property valuations for ORPs and IPRE. We estimate the current value of an ORP using a regression model (a hedonic model) based on statistical comparison against current transaction data. We derive the value of a property from the characteristics of the real estate itself, as well as those of its location. In addition to the initial valuation, values for ORPs are updated quarterly over the lifetime of the loan using region-specific real estate price indices. The price indices are sourced from an external vendor and subject to internal validation and benchmarking. We use these valuations quarterly to compute indexed LTV for all ORPs. A portfolio-specific monitoring system considers these along with other risk measures (e.g., rating and behavioral information) to identify higher-risk loans and triggers an assessment and reappraisal by client advisors and credit officers as needed.

For IPRE, the capitalization rate model is used to determine the property valuation by discounting estimated sustainable future income using a capitalization rate based on various attributes. These attributes consider regional and specific property characteristics, such as market and location data (e.g., vacancy rates), benchmarks (e.g., for running costs) and certain other standardized input parameters (e.g., property condition). Updated information regarding rental income from IPRE is requested from the client at least once every three years. Our portfolio-specific monitoring system alerts us to changes in rental income and other risk measures (e.g., LTV, rating, behavioral information), and triggers an assessment and reappraisal by client advisors and credit officers as needed.

To take market developments into account for these models, the external vendor regularly updates the parameters and / or refines the architecture for each model. Model changes and parameter updates are subject to the same validation procedures as our internally developed models.

Audited We similarly apply underwriting guidelines for our Global Wealth Management Region Americas mortgage loan portfolio, taking into account loan affordability and collateral sufficiency. LTV standards are defined for the various mortgage types, such as residential mortgages or investment properties, based on associated risk factors, such as property type, loan size, and purpose. The maximum LTV allowed within the standard approval process ranges from 45% to 80%. In addition to LTV, other credit risk metrics, such as debt-to-income ratios, credit scores and required client reserves, are also part of our underwriting guidelines.

A risk limit framework is applied to the Global Wealth Management Region Americas mortgage loan portfolio. Limits are set to govern exposures within LTV categories, geographic concentrations, portfolio growth and high-risk mortgage segments, such as interest-only loans. These limits are monitored by a specialized credit risk monitoring team and reported to senior management. Supplementing this limit framework is a real estate lending policy and procedures framework, set up to govern real estate lending activities. Quality assurance and quality control programs monitor compliance with mortgage underwriting and documentation requirements.

For our mortgage loan portfolio in the Global Wealth Management regions of EMEA and Asia Pacific, we apply global underwriting guidelines with regional variations to allow for regulatory and market differentials. As in other regions, the underwriting guidelines take into account affordability and collateral sufficiency. Affordability is assessed at a stressed interest rate using, for residential real estate, the borrowers' sustainable income and declared liabilities, and for commercial real estate the quality and sustainability of rental income. For interest-only loans, a declared and evidenced repayment strategy must be in place. The applicable LTV for each mortgage is based on the quality and liquidity of the property and assessed against valuations from bank-appointed third-party valuers. Maximum LTV varies from 30% to 70%, depending on the type and location of the property, as well as other factors. Collateral sufficiency is often further supported by personal guarantees from the borrower. The overall portfolio is centrally assessed against a number of stress scenarios to ensure that exposures remain within predefined stress limits. ▲

› Refer to "Swiss mortgage loan portfolio" in this section for more information about LTV in our Swiss mortgage portfolio

Lombard lending

Audited I Lombard loans are secured by pledges of marketable securities, guarantees and other forms of collateral. Eligible financial securities are primarily liquid and actively traded transferable securities (such as bonds and equities), and other transferable securities, such as approved structured products for which regular prices are available and the issuer of the security provides a market. To a lesser degree, less liquid collateral is also used.

We derive lending values by applying discounts (haircuts) to the pledged collateral's market value. Haircuts for marketable securities are calculated to cover possible change in value over a given close-out period and confidence level. Less liquid or more volatile collateral will typically have larger haircuts.

We assess concentration and correlation risks across collateral posted at a counterparty level, and at a divisional level across counterparties. We also perform targeted Group-wide reviews of concentration. Concentration of collateral in single securities, issuers or issuer groups, industry sectors, countries, regions or currencies may result in higher risk and reduced liquidity. In such cases, the lending value of the collateral, margin call and close-out levels are adjusted accordingly. ▲

Exposures and collateral values are monitored daily, with the aim of ensuring that the credit exposure is always within the established risk tolerance. A shortfall occurs when the lending value drops below the exposure; if it exceeds a defined trigger level, a margin call is initiated, requiring the client to provide additional collateral, reduce the exposure or take other action to bring exposure in line with the agreed lending value of the collateral. If a shortfall increases and exceeds a further trigger level, or the shortfall is not corrected within the required period, a close-out is initiated, through which collateral is liquidated, open derivative positions are closed and guarantees are called.

We conduct stress testing of collateralized exposures to simulate market events that reduce collateral value, increase exposure of traded products, or do both. For certain classes of counterparties, limits on such calculated stress exposures are applied and controlled at a counterparty level. Also, portfolio limits are applied across certain businesses or collateral types.

› Refer to "Stress loss" in this section for more information about our stress testing

Credit hedging

Audited I We use single-name credit default swaps (CDSs), credit-index CDSs, bespoke protection and other instruments to actively manage credit risk in the Investment Bank and Non-core and Legacy Portfolio. The aim is to reduce concentrations of risk from specific counterparties, sectors or portfolios and, for CCR, the profit or loss effect arising from changes in credit valuation adjustments (CVAs).

We have strict guidelines with regard to taking credit hedges into account for credit risk mitigation purposes. For example, when monitoring exposures against counterparty limits, we do not usually apply certain credit risk mitigants, such as proxy hedges (credit protection on a correlated but different name) or

credit-index CDSs, to reduce counterparty exposures. Buying credit protection also creates credit exposure with regard to the protection provider. We monitor and limit exposures to credit protection providers, and also monitor the effectiveness of credit hedges as part of our overall credit exposures to the relevant counterparties. Trading with such counterparties is typically collateralized. For credit protection purchased to hedge the lending portfolio, this includes monitoring mismatches between the maturity of credit protection purchased and the maturity of the associated loan. Such mismatches result in basis risk and may reduce the effectiveness of the credit protection. Mismatches are routinely reported to credit officers and mitigating actions are taken when necessary. ▲

› Refer to "Note 10 Derivative instruments" in the "Consolidated financial statements" section of this report for more information

Mitigation of settlement risk

To mitigate settlement risk, we reduce actual settlement volumes by using multi-lateral and bilateral agreements with counterparties, including payment netting.

Foreign exchange transactions are our most significant source of settlement risk. We are a member of Continuous Linked Settlement (CLS), an industry utility that provides a multi-lateral framework to settle transactions on a delivery-versus-payment basis, thus reducing foreign exchange-related settlement risk relative to the volume of business. However, mitigation of settlement risk through CLS and other means does not fully eliminate credit risk in foreign exchange transactions resulting from changes in exchange rates prior to settlement, which is managed as part of our overall credit risk management of OTC derivatives.

Credit risk models

Basel III – A-IRB credit risk models

Audited I We have developed tools and models to estimate future credit losses that may be implicit in our current portfolio.

Exposures to individual counterparties are measured using three generally accepted parameters: PD, EAD and LGD. For a given credit facility, the product of these three parameters results in the expected loss. These parameters are the basis for the majority of our internal measures of credit risk, and key inputs for regulatory capital calculation under the advanced internal ratings-based (A-IRB) approach of the Basel III framework. We also use models to derive the portfolio credit risk measures of expected loss, statistical loss and stress loss. ▲

The "Key features of our main credit risk models" table on the next page shows the number and key features of the models we use to derive PD, LGD and EAD for our main portfolios and asset classes, and is followed by more detailed explanations of these models and parameters.

› Refer to the 31 December 2021 Pillar 3 Report, available under "Pillar 3 disclosures" at ubs.com/investors, for more information about the regulatory capital calculation under the advanced internal ratings-based approach

Key features of our main credit risk models

	Portfolio in scope	Asset class	Model approach	Number of main models	Main drivers	Number of years of loss data¹
Probability of default	Sovereigns and central banks	Central governments and central banks	Scorecard	1	Political, institutional and economic indicators Behavioral data, affordability relative to income, property type, loan-to-value. Separate models for	>10
	Owner-occupied mortgages in Switzerland and the US	Retail: residential mortgages	Scorecard	2	mortgages in Switzerland and the US Loan-to-value, debt service coverage, financial data (for large corporates only), behavioral data. Weights of risk drivers differ between corporate and private	27
	Income-producing real estate mortgages	Retail: residential mortgages, Corporates: specialized lending	Scorecard	1	clients Loan-to-value, historical asset returns, behavioral	27
	Lombard lending	Retail: other	Merton type	1	data Financial data including balance sheet ratios and profit and loss, behavioral data. Weights of risk drivers differ depending on the corporate client sub-segment	15
	Small and medium-sized enterprises	Corporates: other lending	Scorecard	1	Client type and characteristics (revolver, transactor, new client, dormant client), and behavioral data	27
	Credit cards in Switzerland	Retail: qualifying revolving retail and other retail, Corporates: other lending	Scorecard	1	Financial data including balance sheet ratios and profit and loss. Separate models for banks – developed markets, banks – emerging markets, broker-dealers and investment banks, and private	14
	Banks	Banks and securities dealers	Scorecard	4	banks Financial data including balance sheet ratios and profit and loss, as well as non-financial criteria	14
	Commodity traders	Corporates: specialized lending	Scorecard	1	Loan-to-value, AuM, strength of legal framework of	23
	Aircraft financing	Corporates: other lending	Scorecard	1	source of wealth, and behavioral factors Financial data including balance sheet ratios and profit and loss, and market data. Separate rating tools for corporates with publicly traded and highly liquid stocks (market intelligence tool), private	15
	Large corporates	Corporates: other lending	Scorecard / market data	3	corporates, and leveraged corporates Financial data and/or historical portfolio performance for pooled ratings. Separate models for hedge funds, managed funds, insurance companies, commercial real estate loans, debt REITs, mortgage originators, public-sector entities and multi-lateral development	14
	Other portfolios	Corporates: other lending, Public-sector entities and multi-lateral development banks	Scorecard / pooled rating approach / rating template	9	banks / supranationals Financial data and/or historical portfolio performance for pooled ratings. Separate models for hedge funds, managed funds, insurance companies, commercial real estate loans, debt REITs, mortgage originators, public-sector entities and multi-lateral development	14
Loss given default	Owner-occupied mortgages in Switzerland and the US	Retail: residential mortgages	Statistical model	2	Loan-to-value, time since last valuation. Separate models for mortgages in Switzerland and the US	11
	Income-producing real estate mortgages	Retail: residential mortgages, Corporates: specialized lending	Statistical model	1	Loan-to-value, time since last valuation, property type, location indicator	11
	Lombard lending	Retail: other	Statistical model, simulation	1	Historical observed loss rates Separate models for mortgage and non-mortgage LGDs. Mortgage models: loan-to-value, time since last valuation, property type, location indicator. Non-mortgage models: historical observed loss rates	13
	Small and medium-sized enterprises	Corporates: other lending	Statistical model	2	Counterparty and facility specific, including industry segment, collateral, seniority, legal environment and bankruptcy procedures. Specific model for sovereign LGDs based on econometric modeling of past default events using GDP per capita, government debt, and other quantitative and qualitative factors such as the share of multi-lateral debt service, the size of the banking sector and institutional quality	11–17
	Investment Bank – all counterparties	Across the asset classes	Statistical model	2	Separate models based on exposure type (committed credit lines, revocable credit lines, contingent products)	5–10
Exposure at default	Banking products	Across the asset classes	Statistical model	3	Product-specific market drivers, e.g., interest rates. Separate models for OTC derivatives, ETDs and SFTs that generate the simulation of risk factors used for the credit exposure measure	>10
	Traded products	Across the asset classes	Statistical model	2	n/a	n/a

¹ For sovereign and Investment Bank PD models, the length of internal portfolio history is shown in "Number of years of loss data."

Audited I

Internal UBS rating scale and mapping of external ratings

Internal UBS rating	1-year PD range in %	Description	Moody's Investors Service mapping	S&P mapping	Fitch mapping
0 and 1	0.00–0.02	<i>Investment grade</i>	Aaa	AAA	AAA
2	0.02–0.05		Aa1 to Aa3	AA+ to AA–	AA+ to AA–
3	0.05–0.12		A1 to A3	A+ to A–	A+ to A–
4	0.12–0.25		Baa1 to Baa2	BBB+ to BBB	BBB+ to BBB
5	0.25–0.50		Baa3	BBB–	BBB–
6	0.50–0.80	<i>Sub-investment grade</i>	Ba1	BB+	BB+
7	0.80–1.30		Ba2	BB	BB
8	1.30–2.10		Ba3	BB–	BB–
9	2.10–3.50		B1	B+	B+
10	3.50–6.00		B2	B	B
11	6.00–10.00		B3	B–	B–
12	10.00–17.00		Caa1 to Caa3		
13	>17		Ca to C	CCC to C	CCC to C
Counterparty is in default		Defaulted		D	D

Probability of default

PD estimates the likelihood of a counterparty defaulting on its contractual obligations over the next 12 months. PD ratings are used for credit risk measurement and are an important input for determining credit risk approval authorities. For calculating RWA, a three-basis-point PD floor is applied to banks, corporates and retail exposures, as required under the Basel III framework. We apply an eight-basis-point PD floor for Swiss owner-occupied mortgages and a four-basis-point PD floor for Lombard loans.

PD is assessed using rating tools tailored to the various categories of counterparties. Statistically developed scorecards, based on key attributes of the obligor, are used to determine PD for many corporate clients and loans secured by real estate. Where available, market data may also be used to derive the PD for large corporate counterparties. For low-default portfolios, we take into account available relevant external default data when developing rating tools. For Lombard loans, our rating approach uses Merton-type historical return-based model simulations taking into account potential changes in securities collateral value. These categories are also calibrated to our internal credit rating scale (masterscale), designed to ensure a consistent assessment of default probabilities across counterparties. Our masterscale expresses one-year default probabilities determined using our various rating tools by means of distinct classes, with each class incorporating a range of default probabilities. Counterparties move between rating classes as our assessment of their PD changes.

The ratings of major credit rating agencies, and their mapping to our masterscale and internal PD bands, are shown in the "Internal UBS rating scale and mapping of external ratings" table above. For Moody's and S&P, the mapping is based on the long-term average of one-year default rates available from these rating agencies, with Fitch ratings being mapped to the equivalent S&P ratings. For each external rating category, the average default rate is compared with our internal PD bands to derive a mapping to

our internal rating scale. Our internal rating of a counterparty may thus diverge from one or more of the correlated external ratings shown in the table. Observed defaults by rating agencies may vary through economic cycles, and we do not necessarily expect the actual number of defaults in our equivalent rating band to equal the rating agencies' average in any given period. We periodically assess the long-term average default rates of credit rating agencies' ratings and adjust their mapping to our masterscale as needed to reflect any material changes.

Exposure at default

EAD is the amount we expect to be owed by a counterparty at the time of possible default. We derive EAD from current exposure to the counterparty and possible future exposure development.

The EAD of an on-balance sheet loan is its notional amount. For off-balance sheet commitments that are not drawn, credit conversion factors (CCFs) are used in order to obtain an expected on-balance sheet amount. Such CCFs are based on historical observations. To comply with regulatory guidance, we floor individual observed CCF values at zero in the CCF model; i.e., we assume that the drawn EAD will be no less than the drawn amount one year prior to default.

For traded products, we derive EAD by modeling the range of possible exposure outcomes at various points in time using scenario and statistical techniques. We assess the net amount that may be owed to us or that we may owe to others, taking into account the effect of market movements over the potential time it would take to close out positions. For ETDs, calculation of EAD takes into account collateral margin calls. When measuring individual counterparty exposure against credit limits, we consider the maximum likely exposure measured to a high level of confidence. However, when aggregating exposures to different counterparties for portfolio risk measurement purposes, we use the expected exposure to each counterparty at a given time period (usually one year) generated by the same model.

We assess exposures where there is a material correlation between the factors driving the credit quality of the counterparty and those driving the potential future value of our traded products exposure (wrong-way risk), and we have established specific controls to mitigate such risks.

Loss given default

LGD is the magnitude of the likely loss if there is a default. Our LGD estimates, which consider downturn conditions, include loss of principal, interest and other amounts (such as workout costs, including the cost of carrying an impaired position during the workout process) less recovered amounts. We determine LGD based on the likely recovery rate of claims against defaulted counterparties, which depends on the type of counterparty and any credit mitigation due to collateral or guarantees. Our estimates are supported by internal loss data and external information, where available. If we hold collateral, such as marketable securities or a mortgage on a property, LTV ratios are typically a key parameter in determining LGD. For low-default portfolios, where available, we take into account relevant external default data in the rating tool development. In RWA calculation, a regulatory LGD floor of 10% is applied for exposures secured by residential properties. Additionally, we apply a 25% LGD floor for Lombard loans in Global Wealth Management outside Region Americas and a 20% LGD floor for Lombard loans in Global Wealth Management Region Americas. All other LGDs are subject to a 5% floor.

Expected loss

Credit losses are an inherent cost of doing business and the occurrence and amount of credit losses can be erratic. We use the concept of expected loss to quantify future credit losses that may be implicit in our current portfolio. The expected loss for a given credit facility is a product of the three components described above, i.e., PD, EAD and LGD. We aggregate the expected loss for individual counterparties to derive expected portfolio credit losses.

Expected loss (EL) for regulatory and internal risk control purposes is a statistical measure used to estimate the average annual costs we expect to experience from positions that become impaired. EL is the basis for quantifying credit risk in all our portfolios. We use a statistical modeling approach to estimate the loss profile of each of our credit portfolios over a one-year period to a specified level of confidence. The mean value of this loss distribution is the expected loss. EL provides an indication of the level of risk in our portfolio and it may change over time. Some parameters have to be estimated on a conservative basis in order to meet the regulatory requirements for banks applying the internal ratings-based approach to determine RWA.

IFRS 9 – ECL credit risk models

Comparison of Basel III EL and IFRS 9 ECL credit risk models

The IFRS 9 expected credit loss (ECL) concept has a number of key differences from our standard credit risk models, both in the loss estimation process and the result thereof. Most notably, regulatory Basel III EL parameters are through-the-cycle / downturn estimates, which might include a margin of conservatism, while IFRS 9 ECL parameters are typically point-in-time, reflecting current economic conditions and future outlook. The table on the next page summarizes the main differences. Stage 1 and 2 ECL releases in 2021 were USD 123 million and respective allowances and provisions as of 31 December 2021 were USD 503 million. This includes ECL allowances and provisions of USD 436 million related to positions under the Basel III advanced internal ratings-based approach. Basel III EL for non-defaulted positions increased by USD 34 million to USD 919 million.

➤ Refer to “**Note 1 Summary of material accounting policies**” in the “**Consolidated financial statements**” section of this report for more information about our accounting policy for allowances and provisions for ECL including key definitions relevant for the ECL calculation under IFRS 9

Expected credit loss

ECL are defined as the difference between contractual cash flows and those UBS expects to receive, discounted at the effective interest rate (EIR). For loan commitments and other credit facilities in scope of ECL requirements, expected cash shortfalls are determined by considering expected future drawdowns. Rather than focusing on an average through-the-cycle expected annual loss, the purpose of ECL is to estimate the amount of losses inherent in a portfolio based on current conditions and future outlook (a point-in-time measure), whereby such a forecast has to include all information available without undue cost and effort, and address multiple scenarios where there is perceived non-linearity between changes in economic conditions and their effect on credit losses. From a credit risk modeling perspective, ECL parameters are generally derivations of the factors assessed for regulatory Basel III EL.

The table below shows the main differences between the two expected loss measures.

	Basel III EL (advanced internal ratings-based approach)	IFRS 9 ECL
Scope	The Basel III advanced internal ratings-based (A-IRB) approach applies to most credit risk exposures. It includes transactions measured at amortized cost, at fair value through profit or loss and at fair value through OCI, including loan commitments and financial guarantees.	The IFRS 9 ECL calculation mainly applies to financial assets measured at amortized cost and debt instruments measured at fair value through OCI, as well as loan commitments and financial guarantees not at fair value through profit or loss.
12-month versus lifetime expected loss	The Basel III A-IRB approach takes into account expected losses resulting from expected default events occurring within the next 12 months.	In the absence of a significant increase in credit risk (SICR), a maximum 12-month ECL is recognized to reflect lifetime cash shortfalls that will result if a default event occurs in the 12 months after the reporting date (or a shorter period if the expected lifetime is less). Once an SICR event has occurred, a lifetime ECL is recognized considering expected default events over the life of the transaction.
Exposure at default (EAD)	EAD is the amount we expect a counterparty to owe us at the time of a possible default. For banking products, EAD equals book value as of the reporting date; for traded products, such as securities financing transactions, EAD is modeled. EAD is expected to remain constant over a 12-month period. For loan commitments, a credit conversion factor is applied to model expected future drawdowns over the 12-month period, irrespective of the actual maturity of a particular transaction. The credit conversion factor includes downturn adjustments.	EAD is generally calculated on the basis of the cash flows that are expected to be outstanding at the individual points in time during the life of the transaction, discounted to the reporting date using the effective interest rate. For loan commitments, a credit conversion factor is applied to model expected future drawdowns over the life of the transaction without including downturn assumptions. In both cases, the time period is capped at 12 months, unless an SICR has occurred.
Probability of default (PD)	PD estimates are determined on a through-the-cycle (TTC) basis. They represent historical average PDs, taking into account observed losses over a prolonged historical period, and therefore are less sensitive to movements in the underlying economy.	PD estimates will be determined on a point-in-time (PIT) basis, based on current conditions and incorporating forecasts for future economic conditions at the reporting date.
Loss given default (LGD)	LGD includes prudential adjustments, such as downturn LGD assumptions and floors. Similar to PD, LGD is determined on a TTC basis.	LGD should reflect the losses that are reasonably expected and prudential adjustments should therefore not be applied. Similar to PD, LGD is determined on the basis of a PIT approach.
Use of scenarios	n / a	Multiple forward-looking scenarios have to be taken into account to determine a probability-weighted ECL.

Further key aspects of credit risk models

Stress loss

We complement our statistical modeling approach with scenario-based stress loss measures. Stress tests are run regularly to monitor potential effects of extreme, but nevertheless plausible, events on our portfolios, under which key credit risk parameters are assumed to deteriorate substantially. Where we consider it appropriate, we apply limits on this basis.

Stress scenarios and methodologies are tailored to portfolios' natures, ranging from regionally focused to global systemic events, and varying in time horizon. For example, for our loan underwriting portfolio, we apply a global market event under which, simultaneously, the market for loan syndication freezes,

market conditions significantly worsen, and credit quality deteriorates. Similarly, for Lombard lending we use a range of scenarios representing instantaneous market shocks to all collateral and exposure positions, taking into consideration liquidity and potential concentration. The portfolio-specific stress test for our mortgage lending business in Switzerland reflects a multi-year event, and the overarching stress test for global wholesale and CCR exposure to corporations uses a one-year global stress event and takes into account exposure concentration to single counterparties.

➤ Refer to "Stress testing" in this section for more information about our stress testing framework

Credit risk model confirmation

Our approach to model confirmation involves both quantitative methods, e.g., monitoring compositional changes in portfolios and results of backtesting, and qualitative assessments, such as feedback from users on model output as a practical indicator of a model's performance and reliability.

Material changes in portfolio composition may invalidate the conceptual soundness of a model. We therefore perform regular analyses of the evolution of portfolios to identify such changes in the structure and credit quality of portfolios. This includes analyses of changes in key attributes, changes in portfolio concentration measures and changes in RWA.

- › Refer to "Risk measurement" in this section for more information about our approach to model confirmation procedures

Backtesting

We monitor the performance of models by backtesting and benchmarking them, with model outcomes compared with actual results, based on our internal experience and externally observed results. To assess the predictive power of credit exposure models for traded products, such as OTC derivatives and ETD products, we statistically compare predicted future exposure distributions at different forecast horizons with realized values.

For PD, we use statistical modeling to derive a predicted distribution of the number of defaults. The observed number of defaults is compared with this distribution, letting us derive a statistical level of confidence in the model conservatism. We also derive a lower and upper limit for the average default rate. If the portfolio average PD lies outside the derived interval, the rating tool is, as a general rule, recalibrated.

For LGD, backtesting statistically tests whether the mean difference between the observed and predicted LGD is zero. If the test fails, there is evidence that our predicted LGD is too low. In such cases, and where these differences are outside expectations, models are recalibrated.

Main credit risk models backtesting by regulatory asset class

	Length of time series used for the calibration (in years)	Actual rates in %			Estimated average rates at the start of 2021 in %
		Average of last 5 years ¹	Min. of last 5 years ²	Max. of last 5 years ²	
Probability of default³					
Central governments and central banks	>10 ⁴	0.00	0.00	0.00	0.22
Banks and securities dealers	>10	0.13	0.00	0.53	0.69
Public-sector entities, multi-lateral development banks	>10	0.04	0.00	0.21	0.21
Corporates: specialized lending	>10	0.36	0.14	0.60	1.24
Corporates: other lending	>10	0.27	0.20	0.33	0.46
Retail: residential mortgages	>20	0.22	0.16	0.28	0.54
Retail: other	>10	0.02	0.00	0.10	0.25
Loss given default					
Central governments and central banks	>10				42.49
Banks and securities dealers	>10				48.69
Public-sector entities, multi-lateral development banks	>10				24.55
Corporates: specialized lending	>10	0.19	0.00	0.92	22.77
Corporates: other lending	>10	18.12	0.46	27.00	38.28
Retail: residential mortgages	>20	0.58	0.00	0.92	21.34
Retail: other	>10	1.77	0.00	17.90	26.64
Credit conversion factors					
Corporates	>10	21.06	6.93	37.91	38.72

¹ Average of all observations over the last five years. ² Minimum / maximum annual average of observations in any single year from the last five years. Yearly averages are only calculated where five or more observations occurred during that year. ³ Average PD estimation is based on all rated clients in the portfolio. ⁴ Sovereign PD model is calibrated to UBS masterscale, length of time series shows span of internal history for this portfolio.

CCFs, used for the calculation of EAD for undrawn facilities with corporate counterparties, are dependent on several credit facility contractual dimensions. We compare the predicted amount drawn with observed historical use of such facilities by defaulted counterparties. If any statistically significant deviation is observed, the relevant CCFs are redefined.

The “Main credit risk models backtesting by regulatory asset class” table on the previous page compares the current model calibration for PD, LGD and CCFs with historical observed values over the last five years.

Changes to models and model parameters during the period

As part of our continuous efforts to enhance models to reflect market developments and newly available data, we updated several models in 2021.

In Personal & Corporate Banking, we introduced a new model for credit card exposures, new rating models for the public-sector entities portfolio and a new LGD and CCF model for the industrial goods leasing portfolio.

In Global Wealth Management, a new model was introduced for the aircraft financing portfolio.

For the income-producing real estate mortgages, we recalibrated the risk parameters and for mortgages in Switzerland, we updated the LGD model.

In the Investment Bank, a new LGD model for leveraged finance was introduced and the multi-nationals and financials LGD was recalibrated.

In Group Functions, we extended the use of internal Group models to the sovereign portfolio of the Group Liquidity Reserve (GLR). Additionally, further exposures in GLR (e.g., covered bonds) have been moved to the standardized approach.

For CCR models, we recalibrated the market parameters in the SFT model. The transition from LIBOR required a number of model changes for CCR models, for traded products to be able to consume the new alternative reference rate curves.

Where required, changes to models and model parameters were approved by FINMA before being made.

- Refer to “Risk-weighted assets” in the “Capital, liquidity and funding, and balance sheet” section of this report for more information about the effect of the changes to models and model parameters on credit risk RWA

Future credit risk-related regulatory capital developments

In December 2017, the Basel Committee on Banking Supervision (the BCBS) announced the finalization of the Basel III framework, with an implementation date of 1 January 2023. We expect the Swiss regulations to come into force in 2024. The updated framework makes a number of revisions to the internal ratings-based (IRB) approaches, namely: (i) removing the option of using the A-IRB approach for certain asset classes (including large and medium-sized corporate clients, and banks and other financial institutions); (ii) placing floors on certain model inputs under the IRB approach, e.g., PD and LGD; and (iii) introducing various requirements to reduce RWA variability (e.g., for LGD).

The published framework has a number of requirements that are subject to national discretion. Also, revisions to the credit valuation adjustment (CVA) framework were published, including the removal of the advanced CVA approach. UBS has a close dialogue with FINMA to discuss in detail the implementation objectives and prepare for a smooth transition of the capital regime for credit risk.

- Refer to “Capital management objectives, planning and activities” in the “Capital, liquidity and funding, and balance sheet” section of this report for more information about the development of RWA
- Refer to “Risk measurement” in this section for more information about our approach to model confirmation procedures
- Refer to the “Regulatory and legal developments” and “Risk factors” sections of this report for more information

Credit policies for distressed assets

The “Exposure categorization” chart on the next page shows how we categorize banking products and securities financing transactions as non-performing, defaulted / credit-impaired and purchased or originated credit-impaired.

Non-performing

Audited In line with the regulatory definition, we report a claim as non-performing when: (i) it is more than 90 days past due; (ii) it is subject to restructuring proceedings, where preferential conditions concerning interest rates, subordination, tenor, etc. have been granted in order to avoid default of the counterparty (forbearance); (iii) the counterparty is subject to bankruptcy / enforced liquidation proceedings in any form, even if there is sufficient collateral to cover the due payment; or (iv) there is other evidence that payment obligations will not be fully met without recourse to collateral.

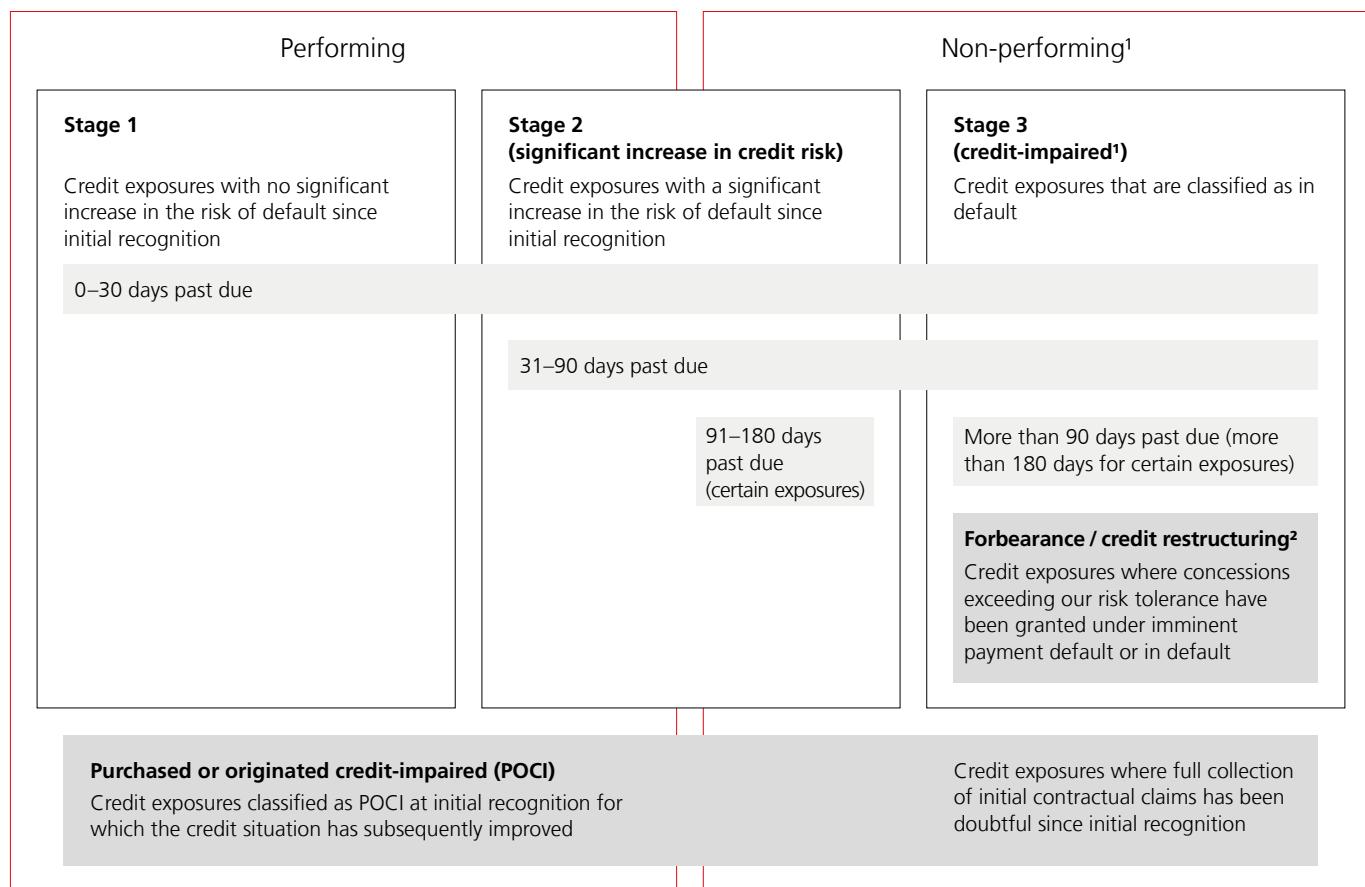
Default and credit-impaired

UBS uses a single definition of default for classifying assets and determining the PD of its obligors for risk modeling purposes. The definition of default is based on quantitative and qualitative criteria. A counterparty is classified as defaulted when material payments of interest, principal or fees are overdue for more than 90 days, or more than 180 days for certain exposures in relation to loans to private and commercial clients in Personal & Corporate Banking and to private clients of Global Wealth Management Region Switzerland. UBS does not consider the general 90-day presumption for default recognition appropriate for those portfolios, given the cure rates, which show that strict application of the 90-day criterion would not accurately reflect the inherent credit risk. Counterparties are also classified as defaulted when: bankruptcy, insolvency proceedings or enforced liquidation have commenced; obligations have been restructured on preferential terms (forbearance); or there is other evidence that payment obligations will not be fully met without recourse to collateral. The latter may be the case even if, to date, all contractual payments

have been made when due. If one claim against a counterparty is defaulted on, generally all claims against the counterparty are treated as defaulted.

An instrument is classified as credit-impaired if the counterparty is classified as defaulted and / or the instrument is identified as purchased or originated credit-impaired (POCI). An instrument is POCI if it has been purchased at a deep discount to its carrying amount following a risk event of the issuer or originated with a defaulted counterparty. Once a financial asset is classified as defaulted / credit-impaired (except POCI), it is reported as a stage 3 instrument and remains as such unless all past due amounts have been rectified, additional payments have been made on time, the position is not classified as credit-restructured, and there is general evidence of credit recovery. A three-month probation period is applied before a transfer back to stages 1 or 2 can be triggered. However, most instruments remain in stage 3 for a longer period. As of 31 December 2021, we had no instruments classified as POCI on our books. ▲

Exposure categorization



¹ Excluding purchased or originated credit-impaired instruments. ² May include purchased or originated credit-impaired instruments.

Forbearance (credit restructuring)

Audited If payment default is imminent or default has already occurred, we may grant concessions to borrowers in financial difficulties that we would otherwise not consider in the normal course of business, such as offering preferential interest rates, extending maturity, modifying the schedule of repayments, debt / equity swap, subordination, etc. When a forbearance measure takes place, each case is considered individually and the exposure is generally classified as defaulted. Forbearance classification remains until the loan is repaid or written off, non-preferential conditions are granted that supersede the preferential conditions, or the counterparty has recovered and the preferential conditions no longer exceed our risk tolerance.

Contractual adjustments when there is no evidence of imminent payment default, or where changes to terms and conditions are within our usual risk tolerance, are not considered to be forbearance. ▲

Loss history statistics

An instrument is classified as credit-impaired if the counterparty has defaulted. This also includes credit-impaired exposures for which no loss has occurred or for which no allowance has been recognized (for example because we expect to fully recover the exposures via collateral held).

Loss history statistics

	31.12.21 IFRS 9	31.12.20 IFRS 9	31.12.19 IFRS 9	31.12.18 IFRS 9 IAS 37, IAS 39	31.12.17
USD million, except where indicated					
Loans and advances to banks and customers (gross)	414,099	396,049	340,003	338,000	342,604
Credit-impaired loans and advances to banks and customers	2,150	2,945	2,309	2,300	1,104
Non-performing loans and advances to banks and customers	2,387	3,176	2,466	2,419	2,149
ECL allowances and provisions for credit losses ¹	1,165	1,468	1,029	1,054	712
of which: allowances for loans and advances to banks and customers ¹	857	1,076	770	780	678
Write-offs	137	356	142	210	101
of which: write-offs for loans and advances to banks and customers	118	348	122	192	101
Credit loss (expense) / release ³	148	(694)	(78)	(118)	(131)
Ratios					
Credit-impaired loans and advances to banks and customers as a percentage of loans and advances to banks and customers (gross)	0.5	0.7	0.7	0.7	0.3
Non-performing loans and advances to banks and customers as a percentage of loans and advances to banks and customers (gross)	0.6	0.8	0.7	0.7	0.6
ECL allowances for loans and advances to banks and customers as a percentage of loans and advances to banks and customers (gross)	0.2	0.3	0.2	0.2	0.2
Write-offs as a percentage of average loans and advances to banks and customers (gross) outstanding during the period	0.0	0.1	0.0	0.1	0.0

¹ Includes collective loan loss allowances for 31 December 2017. Until 31 December 2017 did not include allowances for other receivables (USD 19 million). ² Includes provisions for ECL of guarantees and loan commitments and allowances for securities financing transactions. ³ Includes credit loss (expense) / release for other financial assets at amortized cost, guarantees, loan commitments, and securities financing transactions.

The “Loss history statistics” table below provides a five-year history of credit loss experience for loans and advances to banks and customers, and ratios of those credit losses relative to credit-impaired and non-performing loans and advances to banks and customers. For 2017, the amounts are based on IAS 37 and IAS 39; for 2018 and onward, the amounts are based on IFRS 9.

- **The majority of the credit-impaired exposure relates to loans and advances in our Swiss domestic business. Refer to “Note 9 Financial assets at amortized cost and other positions in scope of expected credit loss measurement” and “Note 20 Expected credit loss measurement” in the “Consolidated financial statements” section of this report for more information about ECL measurement**
- **Refer to “Note 14a Other financial assets measured at amortized cost” in the “Consolidated financial statements” section of this report for more details**

Market risk

Key developments

Market risk remained at low levels as a result of our continued focus on managing tail risks. Average management value-at-risk (VaR) (1-day, 95% confidence level) decreased to USD 11 million from USD 13 million in 2020, mainly as a result of the Investment Bank's equities trading business. The number of negative backtesting exceptions within a 250-business-day window increased to 4 from 3 by the end of 2021. As these backtesting exceptions remained below 5, the FINMA VaR multiplier for market risk RWA remained unchanged at 3.0 as of 31 December 2021.

Audited | Main sources of market risk

Market risks arise from both trading and non-trading business activities.

- Trading market risks are mainly connected with primary debt and equity underwriting and securities and derivatives trading for market-making and client facilitation in our Investment Bank, as well as the remaining positions in Non-core and Legacy Portfolio in Group Functions and our municipal securities trading business in Global Wealth Management.
- Non-trading market risks arise predominantly in the form of interest rate and foreign exchange risks connected with personal banking and lending in our wealth management business, our Swiss personal and corporate banking business, the Investment Bank's lending business, and treasury activities.
- Group Treasury assumes market risks in the process of managing interest rate risk, structural foreign exchange risk and the Group's liquidity and funding profile, including HQLA.
- Equity and debt investments can also give rise to market risks, as can some aspects of employee benefits, such as defined benefit pension schemes. ▲

Audited | Overview of measurement, monitoring and management techniques

- Market risk limits are set for the Group, the business divisions, Group Treasury and Non-core and Legacy Portfolio at granular levels in the various business lines, reflecting the nature and magnitude of the market risks.
- Management VaR measures exposures under the market risk framework, including trading market risks and some non-trading market risks. Non-trading market risks not included in VaR are also covered in the risks controlled by Market & Treasury Risk Control, as set out below.
- Our primary portfolio measures of market risk are liquidity-adjusted stress (LAS) loss and VaR. Both are common to all business divisions and subject to limits that are approved by the Board of Directors (the BoD).

- These measures are complemented by concentration and granular limits for general and specific market risk factors. Our trading businesses are subject to multiple market risk limits, which take into account the extent of market liquidity and volatility, available operational capacity, valuation uncertainty and, for our single-name exposures, issuer credit quality.
- Trading market risks are managed on an integrated basis at portfolio level. As risk factor sensitivities change due to new transactions, transaction expiries or changes in market levels, risk factors are dynamically rehedged to remain within limits. Thus we do not generally seek to distinguish in the trading portfolio between specific positions and associated hedges.
- Issuer risk is controlled by limits applied at business division level based on jump-to-zero measures, which estimate maximum default exposure (the default event loss assuming zero recovery).
- Non-trading foreign exchange risks are managed under market risk limits, with the exception of Group Treasury management of consolidated capital activity.

Our Market & Treasury Risk Control function applies a holistic risk framework, setting the appetite for treasury-related risk-taking activities across the Group. A key element of the framework is an overarching economic value sensitivity limit, set by the BoD. This limit is linked to the level of Basel III common equity tier 1 (CET1) capital, and takes into account risks arising from interest rates, foreign exchange and credit spreads. Also, the sensitivity of net interest income to changes in interest rates is monitored against targets set by the Group CEO, so as to analyze the outlook and volatility of net interest income based on market-expected interest rates. Limits are also set by the BoD to balance the effect of foreign exchange movements on our CET1 capital and CET1 capital ratio. Non-trading interest rate and foreign exchange risks are included in Group-wide statistical and stress testing metrics, which flow into our risk appetite framework.

Equity and debt investments are subject to a range of risk controls, including preapproval of new investments by business management and Risk Control and regular monitoring and reporting. They are also included in Group-wide statistical and stress testing metrics. ▲

- › Refer to "Currency management" in the "Capital, liquidity and funding, and balance sheet" section of this report for more information about Group Treasury's management of foreign exchange risks
- › Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information about the sensitivity of our CET1 capital and CET1 capital ratio to currency movements

Market risk stress loss

We measure and manage market risks through a comprehensive framework of non-statistical measures and related limits, as well as VaR. This includes an extensive set of stress tests and scenario analyses, continuously evaluated to ensure that losses resulting from an extreme yet plausible event do not exceed our risk appetite.

Liquidity-adjusted stress

LAS is our primary stress loss measure for Group-wide market risk. The LAS framework captures the economic losses that could arise under specified stress scenarios. This is partially done by replacing the standard 1-day and 10-day holding period assumptions used for management and regulatory VaR with liquidity-adjusted holding periods, as explained below. Shocks are applied to positions based on expected market movements in the liquidity-adjusted holding periods resulting from the specified scenario.

The holding periods used for LAS are calibrated to reflect the time needed to reduce or hedge the risk of positions in each major risk factor in a stressed environment, assuming maximum utilization of the relevant position limits. We apply minimum holding periods, regardless of observed liquidity levels, as identification of and reaction to a crisis may not always be immediate.

The expected market movements are derived using historical market behavior (based on analysis of historical events) and forward-looking analysis including consideration of defined scenarios that have not occurred in the past.

LAS-based limits apply at several levels: Group, business division, Group Treasury and Non-core and Legacy Portfolio; business area; and sub-portfolio. LAS is also the core market risk component of our combined stress test framework and therefore integral to our overall risk appetite framework.

- › Refer to "Risk appetite framework" in this section for more information
- › Refer to "Stress testing" in this section for more information about our stress testing framework

Value-at-risk

VaR definition

Audited VaR is a statistical measure of market risk, representing the potential market risk losses over a set time horizon (holding period) at an established level of confidence. VaR assumes no change in the Group's trading positions over the set time horizon.

We calculate VaR daily. The profit or loss distribution VaR is derived from our internally developed VaR model, which simulates returns over the holding period for those risk factors our trading positions are sensitive to, and subsequently quantifies the profit / loss effect of these risk factor returns on trading positions. Risk factor returns associated with general interest rate, foreign exchange and commodities risk factor classes are based on a pure historical simulation approach, using a five-year look-back window. Risk factor returns for selected issuer-based risk factors, e.g., equity price and credit spreads, are split into systematic and residual issuer-specific components using a factor model approach. Systematic returns are based on historical simulation, and residual returns on a Monte Carlo simulation. VaR model profit or loss distribution is derived from the sum of systematic and residual returns in such a way that we consistently capture systematic and residual risk. Correlations among risk factors are implicitly captured via a historical simulation approach. When modeling risk factor returns we consider the stationarity properties of the historical time series of risk factor changes. Depending on the stationarity properties of the risk factors within a given factor class, we model the factor returns using absolute returns or logarithmic returns. Risk factor return distributions are updated fortnightly.

Our VaR model does not have full revaluation capability, but we source full revaluation grids and sensitivities from front-office systems, enabling us to capture material non-linear profit or loss effects.

We use a single VaR model for both internal management purposes and determining market risk RWA, although we consider different confidence levels and time horizons. For internal management purposes, we establish risk limits and measure exposures using VaR at a 95% confidence level with a 1-day holding period, aligned to the way we consider the risks associated with our trading activities. The regulatory measure of market risk used to underpin the market risk capital requirement under Basel III requires a measure equivalent to a 99% confidence level using a 10-day holding period. To calculate a 10-day holding period VaR, we use 10-day risk factor returns, with all observations equally weighted.

Additionally, the portfolio population for management and regulatory VaR is slightly different. The one for regulatory VaR meets regulatory requirements for inclusion in regulatory VaR. Management VaR includes a broader range of positions. For example, regulatory VaR excludes credit spread risks from the securitization portfolio, which are treated instead under the securitization approach for regulatory purposes.

We also use stressed VaR (SVaR) for the calculation of market risk RWA. SVaR uses broadly the same methodology as regulatory VaR and is calculated using the same population, holding period (10-day) and confidence level (99%). Unlike regulatory VaR, the historical data set for SVaR is not limited to five years, instead covering from 1 January 2007 to the present. In deriving SVaR, we seek the largest 10-day holding period VaR for the current Group portfolio across all one-year look-back windows from 1 January 2007 to the present. SVaR is computed weekly. ▲

➤ Refer to the 31 December 2021 Pillar 3 Report, available under "Pillar 3 disclosures" at ubs.com/investors, for more information about the regulatory capital calculation under the advanced internal ratings-based approach

Audited 

Management value-at-risk (1-day, 95% confidence, 5 years of historical data) of our business divisions and Group Functions by general market risk type¹

USD million	For the year ended 31.12.21					
	Min.	Equity	Interest rates	Credit spreads	Foreign exchange	Commodities
Total management VaR, Group	4	36	11	12	Average (per business division and risk type)	
Global Wealth Management	1	3	1	2	0	0
Personal & Corporate Banking	0	0	0	0	0	0
Asset Management	0	0	0	0	0	0
Investment Bank	3	36	11	11	7	3
Group Functions	4	8	5	4	0	0
Diversification effect ^{2,3}	(6)	(5)	0	(5)	(5)	(1)

USD million	For the year ended 31.12.20					
	Min.	Equity	Interest rates	Credit spreads	Foreign exchange	Commodities
Total management VaR, Group	8	31	13	11	Average (per business division and risk type)	
Global Wealth Management	0	2	1	1	0	0
Personal & Corporate Banking	0	0	0	0	0	0
Asset Management	0	0	0	0	0	0
Investment Bank	7	32	12	10	10	4
Group Functions	4	7	5	6	0	0
Diversification effect ^{2,3}	(5)	(8)	0	(4)	(4)	(1)

¹ Statistics at individual levels may not be summed to deduce the corresponding aggregate figures. The minima and maxima for each level may well occur on different days, and likewise, the VaR for each business line or risk type, being driven by the extreme loss tail of the corresponding distribution of simulated profits and losses for that business line or risk type, may well be driven by different days in the historical time series, rendering invalid the simple summation of figures to arrive at the aggregate total. ² Difference between the sum of the standalone VaR for the business divisions and Group Functions and the VaR for the Group as a whole. ³ As the minima and maxima for different business divisions and Group Functions occur on different days, it is not meaningful to calculate a portfolio diversification effect. ▲

VaR limitations

Audited ¹ Actual realized market risk losses may differ from those implied by VaR for a variety of reasons.

- VaR is calibrated to a specified level of confidence and may not indicate potential losses beyond this confidence level.
- The 1-day time horizon used for VaR for internal management purposes (10-day for regulatory VaR) may not fully capture market risk of positions that cannot be closed out or hedged within the specified period.
- In some cases, VaR calculations approximate the effect of changes in risk factors on the values of positions and portfolios. This may happen due to the number of risk factors included in the VaR model needing to be limited.
- Effects of extreme market movements are subject to estimation errors, which may result from non-linear risk sensitivities, and the potential for actual volatility and correlation levels to differ from assumptions implicit in VaR calculations.
- Using a five-year window means sudden increases in market volatility will tend not to increase VaR as quickly as the use of shorter historical observation periods, but such increases will affect VaR for a longer period of time. Similarly, after periods of increased volatility, as markets stabilize, VaR predictions will remain more conservative for a period of time influenced by the length of the historical observation period.

SVaR is subject to the limitations noted for VaR above, but the use of one-year data sets avoids the smoothing effect of the five-year data set used for VaR and the absence of the five-year window gives a longer history of potential loss events. Therefore, although the significant period of stress during the 2007–2009

financial crisis is no longer contained in the historical five-year period used for management and regulatory VaR, SVaR continues to use that data. This approach aims to reduce the procyclicality of the regulatory capital requirements for market risks.

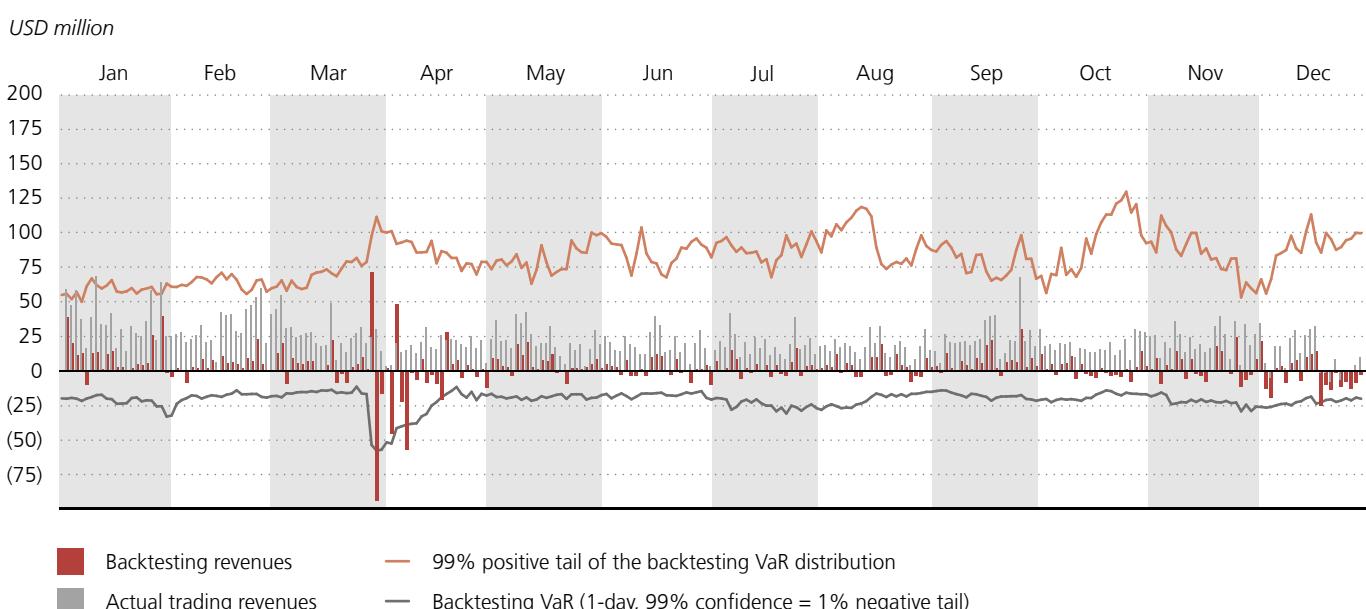
We recognize that no single measure can encompass all risks associated with a position or portfolio. Thus we use a set of metrics with both overlapping and complementary characteristics to create a holistic framework that aims to ensure material completeness of risk identification and measurement. As a statistical aggregate risk measure, VaR supplements our liquidity-adjusted stress and comprehensive stress testing frameworks.

We also have a framework to identify and quantify potential risks not fully captured by our VaR model and refer to such risks as risks not in VaR. The framework underpins these potential risks with regulatory capital, calculated as a multiple of regulatory VaR and stressed VaR. ▲

Backtesting of VaR

VaR backtesting is a performance measurement process in which a 1-day VaR prediction is compared with the realized 1-day profit or loss (P&L). We compute backtesting VaR using a 99% confidence level and 1-day holding period for the regulatory VaR population. Since 99% VaR at UBS is defined as a risk measure that operates on the lower tail of the P&L distribution, 99% backtesting VaR is a negative number. Backtesting revenues exclude non-trading revenues, such as valuation reserves, fees and commissions, and revenues from intraday trading, to provide for a like-for-like comparison. A backtesting exception occurs when backtesting revenues are lower than the previous day's backtesting VaR.

Group: development of regulatory backtesting revenues¹ and actual trading revenues² against backtesting VaR³ (1-day, 99% confidence)



¹ Excludes non-trading revenues, such as valuation reserves, commissions and fees, and revenues from intraday trading. ² Includes backtesting revenues and revenues from intraday trading. ³ Based on Basel III regulatory VaR, excludes CVA positions and their eligible hedges which are subject to the standalone CVA charge.

Statistically, given the 99% confidence level, 2 or 3 backtesting exceptions a year can be expected. More than 4 exceptions could indicate that the VaR model is not performing appropriately, as could too few exceptions over a long period. However, as noted for VaR limitations above, a sudden increase (or decrease) in market volatility relative to the five-year window could lead to a higher (or lower) number of exceptions. Therefore, Group-level backtesting exceptions are investigated, as are exceptional positive backtesting revenues, with the results reported to senior business management, the Group CRO and the Group Chief Market & Treasury Risk Officer. Internal and external auditors and relevant regulators are also informed of backtesting exceptions.

The “Group: development of regulatory backtesting revenues and actual trading revenues against backtesting VaR” chart on the previous page shows the 12-month development of backtesting VaR against the Group’s backtesting revenues and actual trading revenues for 2021. The chart shows both the 99% and the 1% backtesting VaR. The asymmetry between the negative and positive tails is due to the long gamma risk profile historically run in the Investment Bank.

The actual trading revenues include backtesting and intraday revenues.

The number of negative backtesting exceptions within a 250-business-day window increased to 4 from 3 by the end of the year. As these backtesting exceptions remained below 5, the FINMA VaR multiplier for market risk RWA remained unchanged at 3.0 as of 31 December 2021.

VaR model confirmation

As well as for regulatory-purposes backtesting described above, we conduct extended backtesting for internal model confirmation purposes. This includes observing model performance across the entire P&L distribution (not just the tails), and at multiple levels within the business division hierarchies.

- Refer to “Risk measurement” in this section for more information about our approach to model confirmation procedures

VaR model developments in 2021

Audited | There were no material changes to the VaR model in 2021. ▲

Future market risk-related regulatory capital developments

In January 2019, the Basel Committee on Banking Supervision (the BCBS) published the final standards on the minimum capital requirements for market risk (the Fundamental Review of the Trading Book). We do not expect these standards to become mandatory in Switzerland until after the BCBS target effective date of 1 July 2024.

Key elements of the revised market risk framework include: (i) changes to the internal model-based approach, including changes to the model approval and performance measurement process; (ii) changes to the standardized approach with the aim of it being a credible fallback method for an internal model-based approach; and (iii) a revised boundary between trading book and banking book. UBS maintains a close dialogue with FINMA to discuss the implementation objectives in more detail and to provide a smooth transition of the capital regime for market risk.

In September 2021 FINMA mandated UBS to hold an RWA add-on for the omission of time decay in regulatory VaR and SVaR. The add-on reflects the outcome of discussions with FINMA regarding our regulatory VaR model, which started in late 2019. The integration of time decay into the regulatory VaR model, which would replace the add-on, is subject to further discussions between FINMA and UBS.

- Refer to “Risk-weighted assets” in the “Capital, liquidity and funding, and balance sheet” section of this report for more information about the development of RWA including the regulatory add-on
- Refer to “Risk measurement” in this section for more information about our approach to model confirmation procedures
- Refer to the “Regulatory and legal developments” and “Risk factors” sections of this report for more information

Interest rate risk in the banking book

Interest rate risk in the banking book disclosure

Our financial reports’ interest rate risk in the banking book (IRRBB) disclosure is aligned to the Pillar 3 requirements set by FINMA Circular “2019/2 Interest Rate Risk – Banks,” which sets minimum standards for measuring, managing, monitoring and controlling IRRBB. In particular, the economic value of equity (EVE) sensitivity is assessed under the six regulatory rate-shock scenarios set in the FINMA circular, which are currency-specific and not subject to flooring.

Sources of interest rate risk in the banking book

Audited | IRRBB arises from balance sheet positions such as *Loans and advances to banks, Loans and advances to customers, Financial assets at fair value not held for trading, Financial assets measured at amortized cost, Customer deposits, Debt issued measured at amortized cost*, and derivatives, including those subject to hedge accounting. Fair value changes to these positions may affect other comprehensive income (OCI) or the income statement, depending on their accounting treatment.

Our largest banking book interest rate exposures arise from customer deposits and lending products in Global Wealth Management and Personal & Corporate Banking. The inherent interest rate risks are generally transferred from Global Wealth Management and Personal & Corporate Banking to Group Treasury, to manage them centrally. This enables the netting of interest rate risks across different sources, while leaving the originating businesses with commercial margin and volume management. The residual interest rate risk is mainly hedged with interest rate swaps, to the vast majority of which we apply hedge accounting. Short-term exposures and high-quality liquid assets classified as *Financial assets at fair value not held for trading* are hedged with derivatives accounted for on a mark-to-market basis. Long-term fixed-rate debt issued is hedged with interest rate swaps designated in fair value hedge accounting relationships.

Risk management and governance

IRRBB is measured using several metrics, the most relevant of which are the following.

- Interest rate sensitivities to changes in yield curves are calculated as changes in the present value of future cash flows irrespective of accounting treatment. These are also the key risk factors for statistical and stress-based measures, e.g., value-at-risk and stress scenarios (including EVE sensitivity), and are measured and reported daily. EVE sensitivity is the exposure arising from the most adverse regulatory interest rate scenario after netting across currencies. As well as the regulatory measure, we apply an internal EVE sensitivity metric that includes additional tier 1 (AT1) capital instruments and modeled interest rate duration assigned to equity, goodwill and real estate.
- Net interest income (NII) sensitivity assesses NII change over a set time horizon compared with baseline NII, which we internally calculate by assuming interest rates in all currencies develop according to their market-implied forward rates and assuming constant business volumes and no specific management actions. This internally calculated NII sensitivity, which, unlike the FINMA Pillar 3 disclosure requirements, includes the contribution from cash held at central banks, is measured and reported monthly.

We actively manage IRRBB, aiming to reduce the volatility of NII, while keeping the EVE sensitivity within set internal risk limits. EVE and NII sensitivity are monitored against limits and triggers, at consolidated and significant legal entity levels. We also assess the sensitivity of EVE and NII under stressed market conditions by applying a suite of parallel and non-parallel interest rate scenarios, as well as specific economic scenarios.

The Group Asset and Liability Committee (ALCO) and, where relevant, ALCOs at a legal entity level perform independent oversight over the management of IRRBB, which is also subject to Group Internal Audit and model governance.

» Refer to “Group Internal Audit” in the “Corporate governance” section of this report and to “Risk measurement” in this section for more information

Key modeling assumptions

The cash flows from customer deposits and lending products used in calculation of EVE sensitivity exclude commercial margins and other spread components, are aggregated by daily time buckets and are discounted using risk-free rates. Our external issuances are discounted using UBS's senior debt curve, and capital instruments are modeled to the first call date. NII sensitivity, which includes commercial margins, is calculated over a one-year time horizon, assuming constant balance sheet structure and volumes, and considers the flooring effect of embedded interest rate options.

The average repricing maturity of non-maturing deposits and loans is determined via replication portfolio strategies designed to protect product margin. Optimal replicating portfolios are determined at granular currency- and product-specific levels by simulating and applying a real-world market rate model to historically calibrated client rate and volume models.

We use an econometric prepayment model to forecast prepayment rates on US mortgage loans in UBS Bank USA and agency mortgage-backed securities (MBSs) held in various liquidity portfolios of UBS Americas Holding LLC consolidated. These prepayment rates are used to forecast both mortgage loan and MBS balances under various macroeconomic scenarios. The prepayment model is used for a variety of purposes, including risk management and regulatory stress testing. Swiss mortgages and fixed-term deposits generally do not carry similar optionality, due to prepayment and early redemption penalties. ▲

Effect of interest rate changes on shareholders' equity and CET1 capital

The "Accounting and capital effect of changes in interest rates" table below shows the effects on shareholders' equity and CET1 capital of gains and losses from changes in interest rates in the main banking book positions. For instruments held at fair value, changes in interest rates result in an immediate fair value gain or loss, recognized either in the income statement or through OCI. Typically, increases in interest rates would lead to immediate reductions in the value of our long-term assets held at fair value, but we would expect such reductions to be offset over time through higher NII on core banking products.

For assets and liabilities measured at amortized cost, changes in interest rates do not result in changes in the carrying amount of the instruments, but could affect the amount of interest income or expense recognized over time in the income statement.

In addition to the differing accounting treatments, banking book positions have different sensitivities to different points on yield curves. For example, portfolios of debt securities, whether

measured at amortized cost or at fair value, and interest rate swaps, whether designated as cash flow hedges or transacted as economic hedges, are generally more sensitive to changes in longer-duration interest rates, whereas deposits and a significant portion of loans contributing to NII are more sensitive to short-term rates. These factors are important, as yield curves may not shift on a parallel basis and could, for example, exhibit an initial steepening followed by a flattening over time.

Due to the accounting treatment and yield curve sensitivities outlined above, in a rising rate scenario we would expect to have an initial decrease in shareholders' equity, as a result of fair value losses recognized in OCI. This would be compensated over time by increased NII, as increases in interest rates affect the shorter end of the yield curve in particular. The effect on CET1 capital would be less pronounced, as gains and losses on interest rate swaps designated as cash flow hedges are not recognized for regulatory capital purposes. Fair value losses on instruments designated at fair value should be offset by economic hedges.

Accounting and capital effect of changes in interest rates¹

	Timing	Recognition	Shareholders' equity		CET1 capital	
			Gains	Losses	Gains	Losses
Loans and deposits at amortized cost ^{2,3}	Gradual	Income statement	●	●	●	●
Other financial assets and liabilities measured at amortized cost ²	Gradual	Income statement	●	●	●	●
Debt issued measured at amortized cost ^{2,3}	Gradual	Income statement	●	●	●	●
Receivables and payables from securities financing transactions ²	Gradual	Income statement	●	●	●	●
Financial assets at fair value not held for trading	Immediate	Income statement	●	●	●	●
Financial assets at fair value through other comprehensive income	Immediate	OCI	●	●	●	●
Derivatives designated as cash flow hedges	Immediate	OCI ⁴	●	●	●	●
Derivatives designated as fair value hedges ⁵	Immediate	Income statement	●	●	●	●
Derivatives transacted as economic hedges	Immediate	Income statement	●	●	●	●

¹ Refer to the "Reconciliation of IFRS equity to Swiss SRB common equity tier 1 capital" table in the "Capital, liquidity and funding, and balance sheet" section of this report for more information about the differences between shareholders' equity and CET1 capital. ² For fixed-rate financial instruments, changes in interest rates affect the income statement when these instruments roll over and reprice. ³ For hedge accounted items, a fair value adjustment is applied in line with the treatment of the hedging derivatives. ⁴ Excluding hedge ineffectiveness that is recognized in the income statement in accordance with IFRS. ⁵ The fair value of the derivatives is offset by the fair value adjustment of the hedged items. Under the fair value hedge program applied to cross-currency swaps and foreign currency debt, the foreign currency basis spread is excluded from the hedge designation and accounted for through OCI, which is included in CET1.

Net interest income sensitivity

The NII sensitivity of Global Wealth Management and Personal & Corporate Banking is assessed using a number of scenarios assuming parallel and non-parallel shifts in yield curves, with various degrees of severity. The results are compared with a baseline NII, calculated assuming that interest rates in all currencies develop according to their market-implied forward rates and under the assumption of constant business volumes and no specific management actions.

In addition to the above scenario analysis, we monitor NII sensitivity to immediate parallel shocks of -200 and +200 basis points against the defined thresholds, under the assumption of constant balance sheet volume and structure.

As of 31 December 2021, the projected NII was approximately 14% lower than the baseline NII under a parallel shock of -200 basis points, whereas under a parallel +200-basis-point shock it was approximately 57% higher than the baseline NII.

To shelter our NII level from the persistently low and negative interest rate environment, in particular in Swiss francs, we rely on self-funding our lending businesses through our deposit base in Global Wealth Management and Personal & Corporate Banking, along with appropriate additional adjustments to our interest

rate-linked product pricing. The loss of such equilibrium on the balance sheet, for example due to unattractive pricing relative to peers for either mortgages or deposits, could lead to our NII decreasing in a persistently low and negative interest rate environment. As we assume constant business volumes, these risks do not appear in the aforementioned interest rate scenarios.

Moreover, should the low and negative interest rate environment worsen, our NII could come under additional pressure and we could face additional costs for holding our Swiss franc HQLA portfolio. A reduction of the Swiss National Bank's deposit exemption threshold for banks would also reduce our NII, as we might not be able to offset higher costs for our cash holdings, for example by passing on some of the costs to our depositors. Should euro interest rates also decline further, that could likewise increase liquidity costs and put NII generated from euro-denominated loans and deposits under pressure. Depending on the overall economic and market environment, sustained and significant negative rates could also lead to Global Wealth Management and Personal & Corporate Banking clients paying down their loans, along with reducing any excess cash they hold with us as deposits. That would reduce the underlying business volume and lower our NII accordingly.

The NII impact of a net decrease in deposits would depend on various factors, including the currency, its interest rate level and the balance sheet situation, as the impact could be offset by a reduction in negative-yielding liquidity portfolios or require alternative funding. If funding were required, the cost would also significantly depend on term and nature of replacement funding, whether such funding is raised in wholesale markets or from swapping with available other currency-denominated funding. Furthermore, imbalances leading to an excess deposit position could require additional investments at negative yields, which our excess deposit balance charging mechanisms might not be able to sufficiently compensate for.

Economic value sensitivity

Audited ¹ Interest rate risk in the banking book is subject to a regulatory EVE sensitivity threshold of 15% of tier 1 capital. The exposure is calculated as the theoretical change in the present value of the banking book under the most adverse of the six FINMA interest rate scenarios.

As of 31 December 2021, the interest rate sensitivity of our banking book to a +1-basis-point parallel shift in yield curves was negative USD 29.9 million, compared with negative USD 27.2 million as of 31 December 2020. The change in the interest rate sensitivity was driven by the execution of transactions in the first quarter of 2021 that were aimed at protecting our net interest

income should interest rates decrease. The reported interest rate sensitivity excludes the AT1 capital instruments, as per FINMA Pillar 3 disclosure requirements, with a sensitivity of USD 4.5 million per basis point, and our equity, goodwill and real estate, with a modeled sensitivity of USD 22.1 million per basis point, of which USD 15.6 million and USD 5.5 million are attributable to the US dollar and the Swiss franc portfolios, respectively.

The most adverse of the six FINMA interest rate scenarios would be the "Parallel up" scenario, which would result in a change in the economic value of equity of negative USD 6.0 billion, representing a pro forma reduction of 10.0% of tier 1 capital, which would be well below the regulatory outlier test of 15% of tier 1 capital. The immediate effect of the "Parallel up" scenario on tier 1 capital as of 31 December 2021 would be a reduction of 1.8%, or USD 1.1 billion, arising from the part of our banking book that is measured at fair value through profit or loss and from *Financial assets measured at fair value through other comprehensive income*. Over time this scenario would have a positive effect on net interest income. ▲

- › Refer to "Note 11 Financial assets measured at fair value through other comprehensive income" in the "Consolidated financial statements" section of this report for more information
- › Refer to the "Group performance" section of this report for more information about sensitivity to interest rate movements

Audited ¹

Interest rate risk – banking book

USD million	+1 bp	Parallel up ¹	Parallel down ¹	Steepener ²	Flattener ³	Short-term up ⁴	Short-term down ⁵
CHF	(5.1)	(724.1)	806.3	(254.3)	117.1	(158.7)	162.5
EUR	(1.1)	(196.6)	231.9	(69.0)	37.4	(24.1)	27.4
GBP	0.1	33.3	(32.8)	(31.1)	35.3	45.4	(43.7)
USD	(23.5)	(5,068.3)	4,124.2	(821.4)	(362.3)	(2,165.9)	2,315.6
Other	(0.4)	(85.8)	19.9	(3.7)	(34.5)	(59.6)	3.8
Total effect on economic value of equity as per Pillar 3 requirement as of 31.12.21	(29.9)	(6,041.4)	5,149.5	(1,179.6)	(207.0)	(2,362.9)	2,465.6
Additional tier 1 (AT1) capital instruments	4.5	853.4	(928.4)	(9.6)	197.1	531.5	(553.3)
Total including AT1 capital instruments as of 31.12.21	(25.4)	(5,188.0)	4,221.1	(1,189.2)	(10.0)	(1,831.4)	1,912.3

¹ Rates across all tenors move by ±150 bps for Swiss franc, ±200 bps for euro and US dollar and ±250 bps for pound sterling. ² Short-term rates decrease and long-term rates increase. ³ Short-term rates increase and long-term rates decrease. ⁴ Short-term rates increase more than long-term rates. ⁵ Short-term rates decrease more than long-term rates.

Other market risk exposures

Own credit

We are exposed to changes in UBS's own credit reflected in the valuation of financial liabilities designated at fair value when UBS's own credit risk would be considered by market participants, except for fully collateralized liabilities or other obligations for which it is established market practice to not include an own-credit component.

- › Refer to "Note 21 Fair value measurement" in the "Consolidated financial statements" section of this report for more information about own credit

Structural foreign exchange risk

Upon consolidation, assets and liabilities held in foreign operations are translated into US dollars at the closing foreign exchange rate on the balance sheet date. Value changes (in US dollars) of non-US dollar assets or liabilities due to foreign exchange movements are recognized in OCI and therefore affect shareholders' equity and CET1 capital.

Group Treasury uses strategies to manage this foreign currency exposure, including matched funding of assets and liabilities and net investment hedging.

- › Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information about our exposure to and management of structural foreign exchange risk
- › Refer to "Note 10 Derivative instruments" in the "Consolidated financial statements" section of this report for more information about our hedges of net investments in foreign operations

Equity investments

Audited ¹ We make direct investments in a variety of entities and buy equity holdings in both listed and unlisted companies, for a variety of purposes, including investments such as exchange and clearing house memberships held to support our business activities. We may also make investments in funds that we manage in order to fund or seed them at inception or to demonstrate that our interests align with those of investors. We also buy, and are sometimes required by agreement to buy, securities and units from funds that we have sold to clients.

The fair value of equity investments tends to be influenced by factors specific to the individual investments. Equity investments are generally intended to be held for the medium or long term and may be subject to lock-up agreements. For these reasons, we generally do not control these exposures by using market risk measures applied to trading activities. However, such equity investments are subject to a different range of controls, including preapproval of new investments by business management and Risk Control, portfolio and concentration limits, and regular monitoring and reporting to senior management. They are also included in our Group-wide statistical and stress testing metrics, which flow into our risk appetite framework.

As of 31 December 2021, we held equity investments and investment fund units totaling USD 3.0 billion, of which USD 1.8 billion was classified as *Financial assets at fair value not held for trading* and USD 1.2 billion as *Investments in associates*. ▲

- Refer to “**Note 21 Fair value measurement**” and “**Note 29 Interests in subsidiaries and other entities**” in the “**Consolidated financial statements**” section of this report for more information
- Refer to “**Note 1 Summary of material accounting policies**” in the “**Consolidated financial statements**” section of this report for more information about the classification of financial instruments

Debt investments

Audited Debt investments classified as *Financial assets measured at fair value through OCI* as of 31 December 2021 were measured at fair value with changes in fair value recorded through *Equity*, and can broadly be categorized as money market instruments and debt securities primarily held for statutory, regulatory or liquidity reasons.

The risk control framework applied to debt instruments classified as *Financial assets measured at fair value through OCI* depends on the nature of the instruments and the purpose for which we hold them. Our exposures may be included in market risk limits or be subject to specific monitoring and interest rate sensitivity analysis. They are also included in our Group-wide statistical and stress testing metrics, which flow into our risk appetite framework.

Debt instruments classified as *Financial assets measured at fair value through OCI* had a fair value of USD 8.8 billion as of 31 December 2021 compared with USD 8.3 billion as of 31 December 2020. ▲

- Refer to “**Note 21 Fair value measurement**” in the “**Consolidated financial statements**” section of this report for more information
- Refer to “**Economic value sensitivity**” in this section for more information
- Refer to “**Note 1 Summary of material accounting policies**” in the “**Consolidated financial statements**” section of this report for more information about the classification of financial instruments

Pension risk

We provide a number of pension plans for past and current employees, some classified as defined benefit pension plans under IFRS that can have a material effect on our IFRS equity and CET1 capital.

Pension risk is the risk that defined benefit plans’ funded status might decrease, negatively affecting our capital. This can result from falls in the value of a plan’s assets or in the investment returns, increases in defined benefit obligations, or combinations of the above.

Important risk factors affecting the fair value of pension plans’ assets include equity market returns, interest rates, bond yields, and real estate prices. Important risk factors affecting the present value of expected future benefit payments include high-grade bond yields, interest rates, inflation rates, and life expectancy.

Pension risk is included in our Group-wide statistical and stress testing metrics, which flow into our risk appetite framework. The potential effects are thus captured in the post-stress capital ratio calculations.

- Refer to “**Note 1 Summary of material accounting policies**” and “**Note 27 Post-employment benefit plans**” in the “**Consolidated financial statements**” section of this report for more information about defined benefit plans

UBS own share exposure

Group Treasury holds UBS Group AG shares to hedge future share delivery obligations related to employee share-based compensation awards, and also holds shares purchased under the share repurchase program. In addition, the Investment Bank holds a limited number of UBS Group AG shares, primarily in its capacity as a market-maker with regard to UBS Group AG shares and related derivatives, and to hedge certain issued structured debt instruments.

- Refer to “**UBS shares**” in the “**Capital, liquidity and funding, and balance sheet**” section of this report for more information

Country risk

Country risk framework

Country risk includes all country-specific events occurring in a sovereign jurisdiction that may lead to impairment of UBS's exposures. It may take the form of: sovereign risk, which is the ability and willingness of a government to honor its financial commitments; transfer risk, which arises if a counterparty or issuer cannot acquire foreign currencies following a moratorium by a central bank on foreign exchange transfers; or "other" country risk. "Other" country risk may manifest itself through, on the one hand, increased and multiple counterparty and issuer default risk (systemic risk) and, on the other hand, events that may affect a country's standing, such as adverse shocks affecting political stability or institutional and / or legal frameworks. We have a well-established risk control framework to assess the risk profiles of all countries where we have exposure.

We assign a country rating to each country, which reflects our view of the country's creditworthiness and of the probability of a country risk event occurring. Country ratings are mapped to statistically derived default probabilities, described under "Probability of default" in this section. We use this internal analysis to set the credit ratings of governments and central banks, estimate the probability of a transfer event occurring, and establish rules on how aspects of country risk should be incorporated in counterparty ratings of non-sovereign entities domiciled in the respective country.

Country ratings are also used to define our risk appetite and risk exposure to foreign countries. A country risk limit (i.e., maximum aggregate exposure) applies to exposures to counterparties or issuers of securities and financial investments in the given foreign country. We may limit the extension of credit, transactions in traded products or positions in securities based on a country risk ceiling even if our exposure to a counterparty is otherwise acceptable.

For internal measurement and control of country risk, we also consider the financial effect of market disruptions arising prior to, during and after a country crisis. These may take the form of a severe deterioration in a country's debt, equity or other asset markets or a sharp depreciation of its currency. We use stress testing to assess potential financial effects of severe country or sovereign crises. This involves the developing of plausible stress scenarios for combined stress testing and the identification of countries that may potentially be subject to a crisis event, determining potential losses and making assumptions about recovery rates depending on the types of credit transactions involved and their economic importance to the affected countries.

Our exposures to market risks are subject to regular stress tests covering major global scenarios, which are also used for combined stress testing, where we apply market shock factors to equity indices, interest rates and currency rates in all relevant countries and consider the potential liquidity of the instruments.

Country risk exposure

Country risk exposure measure

The presentation of country risk follows our internal risk view, where the basis for measuring exposures depends on the product category in which we classified the exposures. In addition to the classification of exposures into banking products and traded products, covered in "Credit risk profile of the Group" in this section, in the trading inventory we classify issuer risk on securities such as bonds and equities, as well as risk relating to underlying reference assets for derivative positions.

As we manage the trading inventory on a net basis, we net the value of long positions against short positions with the same underlying issuer. Net exposures are, however, floored at zero per issuer in the figures presented in the following tables. As a result, we do not recognize potentially offsetting benefits of certain hedges and short positions across issuers.

We do not recognize any expected recovery values when reporting country exposures as exposure before hedges, except for risk-reducing effects of master netting agreements and collateral held in either cash or portfolios of diversified marketable securities, which we deduct from the positive exposure values. Within banking products and traded products, risk-reducing effects of credit protection are taken into account on a notional basis when determining the net of hedge exposures.

Country risk exposure allocation

In general, exposures are shown against the country of domicile of the contractual counterparty or the issuer of the security. For some counterparties whose economic substance in terms of assets or source of revenues is primarily located in a different country, the exposure is allocated to the risk domicile of those assets or revenues.

We apply a specific approach for banking products exposures to branches of banks that are located in a country other than the legal entity's domicile. In such cases, exposures are recorded in full against the country of domicile of the counterparty and additionally in full against the country where the branch is located.

In the case of derivatives, we show counterparty risk associated with positive replacement value (PRV) against the counterparty's country of domicile (presented within traded products). In addition, risk associated with an instantaneous fall in value of underlying reference assets to zero (assuming no recovery) is shown against the country of domicile of the issuer of the reference asset (presented within trading inventory). This approach allows us to capture both counterparty and, where applicable, issuer elements of risk arising from derivatives and applies comprehensively for all derivatives, including single-name credit default swaps (CDSs) and other credit derivatives.

CDSs are primarily bought and sold in relation to our trading businesses, and, to a much lesser degree, used to hedge credit valuation adjustments (CVAs). Holding CDSs for credit default protection does not necessarily protect the buyer of protection against losses, as contracts only pay out under certain scenarios. The effectiveness of our CDS protection as a hedge of default risk is influenced by a number of factors, including the contractual terms under which a given CDS was written. Generally, only the occurrence of credit events as defined by the CDS contract's terms (which may include, among other events, failure to pay, restructuring or bankruptcy) results in payments under the purchased credit protection contracts. For CDS contracts on sovereign obligations, repudiation can also be deemed as a default event. The determination as to whether a credit event has occurred is made by the relevant International Swaps and Derivatives Association (ISDA) determination committees (composed of various ISDA member firms) based on the terms of the CDS and the facts and circumstances surrounding the event.

Top 20 country risk exposures

The table below shows our 20 largest country exposures by product type, excluding our home country, as of 31 December 2021 compared with 31 December 2020.

Compared with the prior year, our net exposure to the UK increased by USD 8.8 billion, driven by central bank exposures due to treasury activities. Net exposure to the US increased by USD 6.3 billion, solely driven by banking products, largely related to nostro balances at the Federal Reserve due to treasury activities, mortgages and Investment Bank loans. Those increases in the US were partly offset by tradable assets related to treasury activities. Net exposure to Australia increased by USD 2.9 billion, predominantly driven by trading inventory due to loan underwriting projects and central bank exposures. Net exposure to Germany decreased by USD 2.8 billion, driven by trading inventory due to loan underwriting projects and sovereign issuer risk. Net exposure to China decreased by USD 2.0 billion, predominantly driven by trading inventory across issuer risk and

margin loans, as well as banking products. Net exposure to France decreased by USD 1.0 billion, driven by trading inventory due to treasury activities.

Based on the sovereign rating categories, as of 31 December 2021, 84% of our emerging market country exposure was rated investment grade, compared with 83% as of 31 December 2020.

Russia

Our direct country risk exposure to Russia contributed USD 634 million to our total emerging market exposure of USD 20.9 billion as of 31 December 2021. This includes trade finance exposures in Personal & Corporate Banking, a single loan in the Investment Bank with a non-Russian entity with key facilities spread globally including Russia and the Commonwealth of Independent States, Nostro and cash accounts balances, issuer risk on trading inventory within the Investment Bank, and derivatives within the Investment Bank. These exposures have been reduced since year-end 2021. Not included in this figure are net assets held in our Russian subsidiary, with a net asset value of USD 51 million. UBS is also currently monitoring settlement risk on certain open transactions with Russian banks and non-bank counterparties or Russian underlyings, as market closures, the imposition of exchange controls, sanctions or other measures may limit our ability to settle existing transactions or to realize on collateral, which may result in unexpected increases in exposures.

As of 3 March 2022, UBS also had approximately USD 0.2 billion exposure arising from reliance on Russian assets as collateral on Lombard lending and other secured financing in Global Wealth Management.

As of 3 March 2022, we identified a small number of Global Wealth Management clients subject to the recently introduced sanctions, with total loans outstanding of under USD 10 million.

Our market risk exposure to Russia as of 3 March 2022 was limited.

We had no material direct country risk exposures to Ukraine or to Belarus as of 31 December 2021 and no material reliance on Ukrainian or to Belarusian collateral within our Lombard portfolio.

Top 20 country risk net exposures by product type

USD million	Total	Banking products (loans, guarantees, loan commitments)		Traded products (counterparty risk from derivatives and securities financing) after master netting agreements and net of collateral		Trading inventory (securities and potential benefits / remaining exposure from derivatives)	
		Net of hedges ¹		Net of hedges ¹		Net of hedges	
		31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20
United States	116,388	110,041	79,647	62,950	8,371	9,786	28,371
United Kingdom	34,837	26,083	24,788	16,154	7,465	8,541	2,585
Japan	14,764	14,974	10,572	5,625	3,508	2,972	684
Germany	10,564	13,336	3,397	2,447	1,232	1,217	5,934
Singapore	8,993	8,950	3,110	3,875	2,557	2,431	3,326
Australia	6,397	3,465	2,674	1,475	1,786	1,329	1,937
France	6,301	7,344	1,356	1,306	1,711	1,409	3,235
China	5,344	7,392	1,823	2,553	830	1,010	2,691
Canada	3,933	3,792	1,199	1,483	1,044	832	1,689
Luxembourg	3,453	3,292	2,438	2,128	58	145	958
Hong Kong SAR	3,388	2,840	1,914	1,498	367	395	1,107
Netherlands	3,020	3,048	1,183	656	830	782	1,007
South Korea	2,479	2,259	462	426	418	526	1,599
Sweden	1,617	2,326	647	657	194	260	776
Thailand	1,469	1,494	208	146	26	41	1,235
Austria	1,220	1,664	265	197	97	616	858
Norway	1,215	1,669	25	22	206	337	983
India	1,119	903	991	727	87	86	41
Monaco	1,022	1,016	984	994	28	17	10
Brazil	915	1,119	488	474	40	88	387
Total²	228,438	217,006	138,171	105,793	30,853	32,819	59,414
							78,394

¹ Before deduction of IFRS 9 ECL allowances and provisions.² Excluding Switzerland, supranationals and global funds.**Emerging markets¹ net exposure² by internal UBS country rating category**

USD million	31.12.21	31.12.20
Investment grade	17,608	19,580
Sub-investment grade	3,261	4,005
Total	20,869	23,585

¹ We classify countries as emerging markets based on per capita GDP, historical real GDP growth, alignment with international institutions (such as BIS, World Bank, IMF, MSCI) and other factors. ² Net of credit hedges (for banking products and for traded products); net long per issuer (for trading inventory). Before deduction of IFRS 9 ECL allowances and provisions.

Sustainability and climate risk

Sustainability risk

Sustainability and climate risk (SCR, previously known at UBS as environmental and social risk, or ESR) is defined as the risk that UBS is negatively impacted by or negatively impacts climate change, loss of biodiversity, human rights infringements, or other environmental, social or governance (ESG) matters. Sustainability and climate risks may manifest as credit, market, liquidity or operational risks for UBS and can result in financial or reputational impacts for the firm. They may also negatively impact the value of investments. The management of sustainability and climate risks is gaining importance amid a global drive to meet the Sustainable Development Goals (the SDGs) and transition to net zero, as defined by the Paris Agreement. In addition, regulators across jurisdictions increasingly seek to understand the potential financial impacts of climate change. Our broad and wide-ranging SCR policy framework governs client and supplier relationships, applies firm-wide to all activities, and is integrated in management practices and control principles. The SCR framework is embedded in our standard risk, compliance and operations processes and applied through:

- risk identification and measurement;
- risk monitoring and appetite setting;
- risk management and control; and
- risk reporting.

The aforementioned processes include client onboarding, transaction due diligence, product development and investment decision processes, own operations, supply chain management, and portfolio reviews. This framework is geared toward identifying clients, transactions or suppliers potentially in breach of our standards or otherwise subject to significant controversies related to sustainability, human rights or climate change.

› Refer to “**Sustainability and climate risk policy framework**” in **appendix 6 to the Sustainability Report 2021, available from 11 March 2022 under “Annual reporting” at ubs.com/investors, for more information**

Climate risk

Climate risk can arise either from changing climate conditions (physical risks) or from efforts to mitigate climate change (transition risks). The physical and transition risks from a changing climate contribute to a structural change across economies and consequently can affect banks and the financial sector as a whole through financial and non-financial impacts.

In order to protect our clients’ assets and our own assets from climate-related risks, we have established a climate risk program to further integrate climate risk into the firm’s risk management framework and standard processes. The program follows a multi-year roadmap to address regulatory expectations and is engaging with stakeholders and experts across the firm and externally to further develop climate risk methodologies, deliver on climate stress test exercises, and build capacity to respond to climate risk management expectations.

We currently identify and manage climate risk in our own operations, our balance sheet, client assets and the supply chain. We have continually reduced our exposure to carbon-related assets and advanced our multi-year efforts to develop methodologies that enable robust and transparent disclosure of climate metrics. This work supports our efforts to ensure that we are prepared to respond to increased climate risk-related regulatory requirements, align our disclosure with the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (the TCFD) recommendations and collaborate within the financial sector to close gaps.

We approach climate risk identification through climate risk heatmaps, developed in collaboration with the United Nations Environment Programme Finance Initiative (UNEP FI) TCFD working group.

As part of this effort, we have defined an inventory of climate-sensitive sectors based on elevated climate risk ratings defined by the TCFD, regulators and rating agencies. We initially disclosed our exposure to climate sensitive sectors (transition risks) in our Annual Report 2020. Over the course of 2021, we have refined the disclosure of transition risks and introduced an initial disclosure of physical risks. We summarize our current exposure to climate-sensitive sectors for both risk types in the table on the next page.

Exposures may appear either under one or under both of the risk types, as the physical and transition risk methodologies are distinct in their approach and application and should not be added up as one total exposure figure. Climate risk analysis is a novel area of research, and, as the methodologies, tools and data availability improve, we will further develop our risk identification and measurement approaches.

› Refer to “**Taking action on a net-zero future – our climate report**” in the **Sustainability Report 2021, available from 11 March 2022 under “Annual reporting” at ubs.com/investors, for more information**

UBS lending to climate-sensitive sectors¹

USD million, except where indicated	Trend (%) 2019–2021	Climate-sensitive exposure: elevated transition risks, as of 31.12.21 ²		Climate-sensitive exposure: elevated physical risks, as of 31.12.21 ²		
		Gross exposure ³	Share of total in %	Trend (%) 2019–2021	Gross exposure ³	Share of total in %
Climate-sensitive sector⁴						
Aerospace and defense	↓	831	0.18	↓	338	0.07
Automotive	↓	703	0.15	↓	1,042	0.23
Business services				↓	853	0.19
Chemicals	↓	1,112	0.24	↓	991	0.22
Constructions and materials	↓	3,637	0.79	↓	302	0.07
Consumer products and retail	→	355	0.08	↑	650	0.14
Entertainment, leisure and services				↓	1,308	0.28
Food and beverage	→	2	0.00	↑	1,334	0.29
Industrial materials	↓	121	0.03	↓	243	0.05
Information technology				↓	274	0.06
Machinery and equipment	↑	1,040	0.23	↑	2,732	0.60
Medical equipment and services				↑	408	0.09
Mining	↓	2,920	0.64	↑	1,153	0.25
Oil and gas	↓	5,823	1.27	↓	5,538	1.21
Pharmaceuticals/biotechnology	↑	1,400	0.30	→	814	0.18
Plastic and rubber	↓	299	0.07	↓	280	0.06
Primary materials	→	13	0.00	→	320	0.07
Real estate management	↓	18,029	3.93	↑	528	0.12
Sovereigns and financials				↓	4,371	0.95
Transportation and equipment	↓	849	0.18	↓	419	0.09
Utilities	↓	375	0.08	↑	1,579	0.34
Total, climate-sensitive sectors²	↓	37,510	8.17	↓	25,476	5.55
Total, all sectors		459,061	100.00		459,061	100.00

¹ Not additive across transition risks and physical risks. ² Global Wealth Management corporate lending to customers represents 1.1% of all on- and off-balance sheet loans and advances to customers, and is not rated. ³ Reported as IFRS9 expected credit loss (ECL) calculation, and represents both on-balance sheet: total loans and advances to customers and off-balance sheet: guarantees and irrevocable loan commitments (within the scope of ECL). Physical risk exposures include USD ~4 billion in loans backed by real estate. ⁴ The table includes only those sector exposures that are defined as climate-sensitive. Climate-sensitive sectors defined as business activities rated as having high, moderately high or moderate vulnerability to transition and physical risks. Transition risk methodology was initially developed in collaboration with UNEP FI TCFD working group and disclosed in Phase II "From disclosure to action – a guide to implementing the TCFD framework within financial institutions" report. Physical risk methodology is based on country, sectoral and value chain risk factors derived from a range of academic and expert sources. Both methodologies have been adapted internally and enhanced.

Climate risk heatmaps enable us to use a materiality-driven approach when defining our climate risk management strategy by:

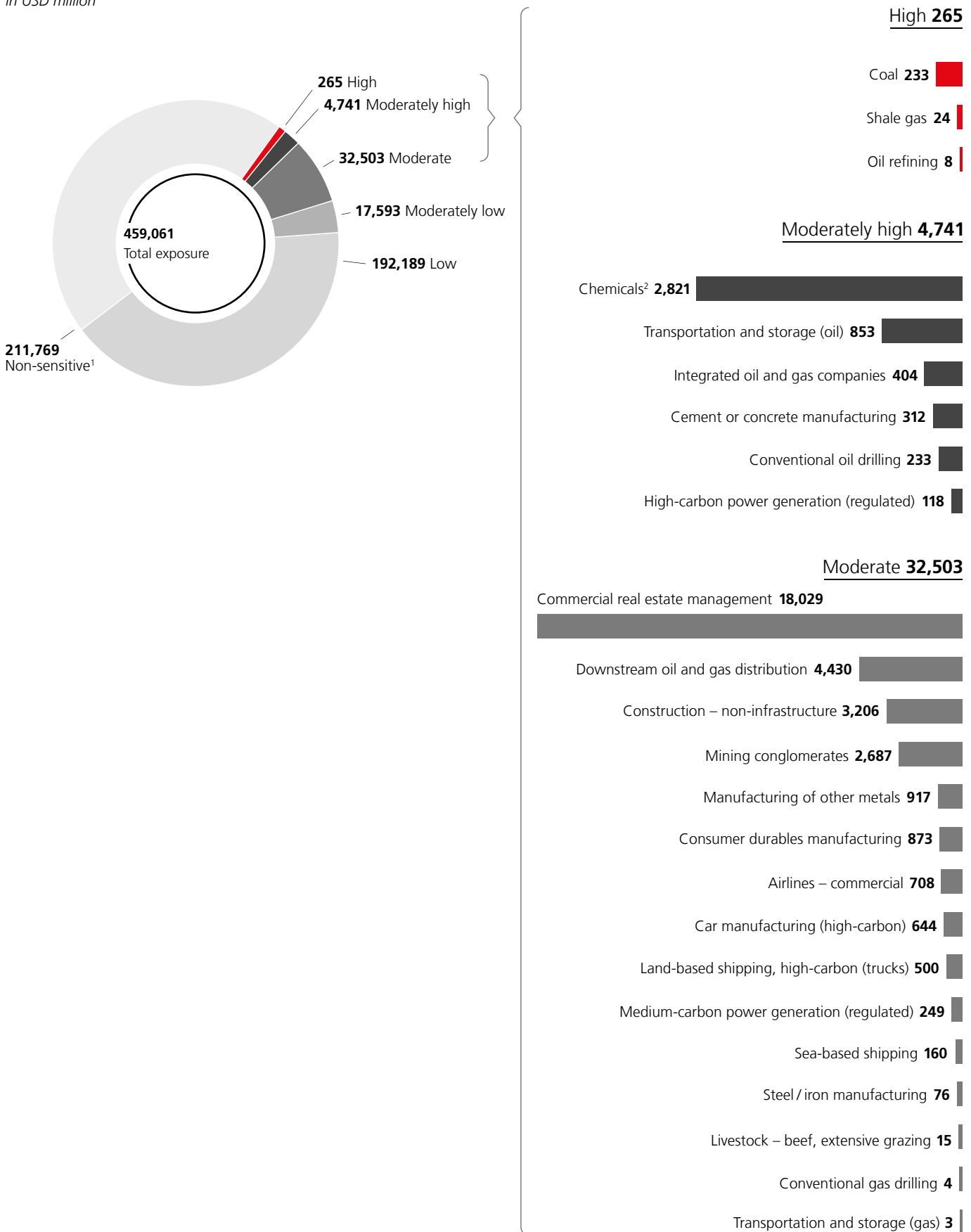
- helping us to identify concentrations of exposure with high climate risk vulnerability, which, in turn, enables resource prioritization for detailed risk analysis and management action;
- supporting a client-centric strategy in order to best assist clients that may benefit from UBS products and services to support their climate strategies; and
- providing information to senior management to support decision making and the provision of external disclosure to stakeholders.

Our climate risk heatmaps rate cross-sectoral credit risk exposure to climate sensitivity, from high to low, through a risk segmentation process. The transition risk methodology, reflected in the climate risk heatmap on the next page, divides economic sectors into segments with similar risk characteristics and rates those segments according to their vulnerability to mitigative climate policies, low-carbon technology risks and revenue or demand shifts under an aggressive approach to meeting the well-below-2°C Paris goal. The physical risk methodology groups corporate counterparties based on exposure to key physical risk factors, through rating sectoral, geographic, and value chain vulnerabilities in a climate change trajectory in which no additional policy action is taken. Counterparties are assigned a climate vulnerability rating based on the primary industry code (Global Industry Classification Standard, GICS) and risk domicile in UBS data systems.

➤ For our physical risk heatmap, refer to "Taking action on a net-zero future – our climate report" in the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors

Climate risk heatmap (transition risks)

in USD million



¹ Non-sensitive is mostly composed of private Lombard lending. ² Includes pharmaceuticals.

Scenario analysis and stress tests exercises

We have been using scenario-based approaches since 2014 to assess our exposure and the potential impacts of physical and transition risks stemming from climate change. Novel in-house scenario analyses have been followed by a series of assessments performed through industry collaborations in order to harmonize approaches in addressing methodological and data gaps. We have performed both top-down balance sheet stress testing (across the firm) and targeted bottom-up analyses of specific sector exposures covering short-, mid- and long-term time horizons. Starting in 2021, UBS participates in regulatory scenario analysis and stress test exercises, including the Bank of England's

"2021 Climate Biennial Exploratory Scenario: Financial risks from climate change" and the European Central Bank's climate stress test. In addition, in 2021 UBS participated in a top-down climate risk assessment performed jointly by FINMA and the Swiss National Bank in Switzerland.

› **For more information about our climate risk approach and physical risk heatmap, refer to "Taking action on a net-zero future – our climate report" in the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors**

Non-financial risk

Key developments

We have identified seven non-financial risk themes as key to the firm for 2022. These are:

- digital transformation and cyber and operational resilience;
- use of data;
- new ways of working and change delivery;
- investor protection and market interaction;
- strategic growth initiatives and partnerships;
- the evolving nature of anti-money-laundering (AML) / know-your-client (KYC) programs and sanctions; and
- environmental, social and governance (ESG) risks.

We are continuing our efforts regarding innovation and digitalization to create value for our clients. As part of the resulting transformation, we are focusing on timely changes to frameworks, including consideration of new or revised controls, working practices and oversight, with the aim of mitigating any new risks introduced, including those related to data ethics.

Increases in the sophistication of cyberattacks and frauds are noted worldwide, especially with ransomware attacks. To date, our security controls, regular communications to help employees stay alert to cyber threats while working remotely and enhanced monitoring of cyber threats have resulted in no cyber security incidents having a material effect on our operations during 2021. UBS continues to be vigilant, particularly in view of the potential for intensifying cyber threats, both in terms of volume and sophistication, driven by current geopolitical events.

Operational resilience continues to be a focus area for us, as well as for regulators globally. We have a global program to enhance our operational-resilience capabilities, including addressing developing regulatory requirements.

The existing resilience built into our operations and the effectiveness of our business continuity management and operational risk processes (including those for third-party service providers) have been critical in handling the ongoing COVID-19 pandemic. They have enabled us to maintain stable operations while complying with governmental measures to contain COVID-19; continuing to serve our clients without material impact; and to support the safety and well-being of our staff.

Hybrid working arrangements can lead to increased conduct risk, inherent risk of fraudulent activities, potential increases in the number of suspicious transactions and increased information security risks. We have implemented additional monitoring and supervision intended to mitigate these risks. In addition, as we move to a post-pandemic new normal, changes to the work environment, including permanent hybrid and the introduction of agile ways of working, may introduce new challenges for supervision and monitoring.

Achieving fair outcomes for our clients, upholding market integrity and cultivating the highest standards of employee conduct are of critical importance to the firm. We maintain a conduct risk framework across our activities, which is designed to align our standards and conduct with these objectives and maintain momentum on fostering a strong culture.

Competition to find new business opportunities across the financial services industry, both for firms and customers, is increasing. Thus suitability risk, product selection, cross-divisional

service offerings, quality of advice and price transparency also remain areas of heightened focus for UBS and for the industry as a whole, as low interest rates, market volatility and major legislative change programs (such as the Swiss Financial Services Act (FIDLEG) in Switzerland, Regulation Best Interest (Reg BI) in the US, and the Markets in Financial Instruments Directive II (MiFID II) in the EU) all significantly affect the industry and require adjustments to control processes on a geographically aligned basis. We regularly monitor our suitability, product and conflicts of interest control frameworks to assess whether they are reasonably designed to facilitate adherence to applicable laws and regulatory expectations.

Cross-border risk remains an area of regulatory attention for global financial institutions, with a strong focus on fiscal transparency, as well as market access, particularly third-country market access into the European Economic Area. There is also an ongoing high level of attention regarding the risk that tax authorities may, on the basis of new interpretations of existing law, seek to impose taxation based on the existence of a permanent establishment. We maintain a series of controls designed to address these risks.

Financial crime, including money laundering, terrorist financing, sanctions violations, fraud, bribery and corruption, continues to present a major risk, as technological innovation and geopolitical developments increase the complexity of doing business and heightened regulatory attention continues. An effective financial crime prevention program therefore remains essential for UBS. Money laundering and financial fraud techniques are becoming increasingly sophisticated, and geopolitical volatility makes the sanctions landscape more challenging, as new or novel sanctions may be imposed that require complex implementation in a short timeframe, as evidenced by the existing, and potential escalation of new sanctions arising from the Russian invasion of Ukraine. New risks continue to emerge, such as virtual currencies and related activities or investments.

In the US, the Office of the Comptroller of the Currency issued a Cease and Desist Order against the firm in May 2018 relating to our US branch KYC and AML programs. In response, we initiated an extensive program for the purpose of ensuring sustainable remediation of US-relevant Bank Secrecy Act / AML issues across all our US legal entities. We introduced significant improvements to the framework between 2019 and 2021 and are continuing to implement these. We believe they will yield the planned enhancements to our AML controls.

We continued to focus on strategic enhancements to our global AML / KYC and sanctions programs to address evolving risk profiles and regulatory expectations, including the exploration of new technologies and more sophisticated monitoring.

In line with our firm-wide purpose, ESG topics and the risks related to them are high on our agenda, particularly considering the increasing regulatory focus on ESG disclosure, climate-related stress testing and greenwashing, as well as the potential for new and diverse regulations being deployed across jurisdictions.

› Refer to “**Sustainability and climate risk**” in this section for more information about risks related to sustainability and climate risk

Operational risk framework

Operational risk is an inherent part of the firm's business. Losses can result from inadequate or failed internal processes, people and systems, or from external causes. UBS follows a Group-wide operational risk framework (an ORF) that establishes requirements for identifying, managing, assessing and mitigating operational, compliance and conduct risks to achieve an agreed balance between risk and return. It is built on the following pillars:

- classifying inherent risks through the operational risk taxonomy, which defines the universe of material operational risks that can arise as a consequence of the firm's business activities and external factors;
- assessing the design and operating effectiveness of controls through the control assessment process;
- proactively and sustainably remediating identified control deficiencies;
- defining operational risk appetite (including a financial operational risk appetite statement at Group, UBS AG and business division levels for operational risk events) through quantitative metrics and thresholds and qualitative measures, and assessing risk exposure against appetite; and
- assessing inherent and residual risk through risk assessment processes, and determining whether additional remediation plans are required to address identified deficiencies.

Divisional Presidents are accountable for the effectiveness of operational risk management and for the robustness of the front-to-back control environment within their business divisions, and legal entity responsible executives are responsible for operational risk management within their legal entities. Group function heads are accountable for supporting the divisional Presidents and legal entity responsible executives of our legal entities in the discharge of this responsibility, by confirming completeness and effectiveness of the control environment and operational risk management within their Group functions. Collectively, divisional Presidents, central Group function heads and legal entity responsible executives are in charge of implementing the operational risk framework.

Compliance & Operational Risk Control (C&ORC) is responsible for providing an independent and objective view of the adequacy of operational risk management across the Group, and ensuring that operational, compliance and conduct risks are understood, owned and managed in accordance with the firm's risk appetite. C&ORC-aligned teams sit within the Group Compliance, Regulatory & Governance (GCRG) function, reporting to the Group Chief Compliance and Governance Officer, who is a member of the Group Executive Board. The ORF forms the common basis for managing and assessing operational, compliance and conduct risk, and there are additional C&ORC activities intended to ensure UBS is able to demonstrate compliance with applicable laws, rules and regulations.

In 2021, UBS continued to review and enhance the ORF through the established ORF design authority, considering feedback and input from both internal and external stakeholders, including implementing Group-wide control portfolio analytics, supporting consistency across the control portfolio.

All functions within UBS are required to assess the design and operating effectiveness of their internal controls periodically. The output of these assessments forms the basis for the assessment and testing of internal controls over financial reporting as required by the Sarbanes–Oxley Act, Section 404 (SOX 404).

Key control deficiencies identified during the internal control and risk assessment processes must be reported in the operational risk inventory, and sustainable remediation must be defined and executed. These control deficiencies are assigned to owners at senior management level and the remediation progress is reflected in the respective managers' annual performance measurement and management objectives. To assist with prioritizing the most material control deficiencies and measuring aggregated risk exposure, irrespective of origin, a common rating methodology is applied across all three lines of defense, as well as by external audit.

Advanced measurement approach model

The operational risk framework outlined above underpins the calculation of regulatory capital for operational risk, which enables us to quantify operational risk and define effective risk mitigating management incentives as part of the related operational risk capital allocation approach to the business divisions.

We measure Group operational risk exposure and calculate operational risk regulatory capital using the advanced measurement approach (AMA) in accordance with FINMA requirements.

An entity-specific AMA model has been applied for UBS Switzerland AG, while for other regulated entities the basic indicators or standardized approaches are adopted for regulatory capital in agreement with local regulators. Also, the methodology of the Group AMA is leveraged for entity-specific Internal Capital Adequacy Assessment Processes.

Currently, the model includes 16 AMA units of measure (UoM), which are aligned with our operational risk taxonomy as closely as possible. Frequency and severity distributions are calibrated for each of the model's UoM. The modeled distribution functions for both frequency and severity are used to generate the annual loss distribution. The resulting 99.9% quantile of the overall annual operational risk loss distribution across all UoM determines the required regulatory capital. Currently, we do not reflect mitigation through insurance or any other risk transfer mechanism in our AMA model.

AMA model calibration and review

A key assumption when calibrating data-driven frequency and severity distributions is that historical losses form a reasonable proxy for future events. In line with regulatory expectations, the AMA methodology utilizes both historical internal losses and external losses suffered by the broader industry for model calibration.

Initial model outputs driven by loss history are reviewed and adjusted to reflect fast-changing external developments, such as new regulations, geopolitical change, volatile market and economic conditions, and internal factors (e.g., changes in business strategy and control framework enhancements). The resulting baseline data-driven frequency and severity distributions are reviewed by subject matter experts and where necessary adjusted based on a review of qualitative information about the business environment and internal control factors, as well as expert judgment, with the aim of forecasting losses.

Our model is reviewed regularly to maintain risk sensitivity and recalibrated at least annually. Any changes to regulatory capital as a result of a recalibration or methodology changes are presented to FINMA for approval prior to use for disclosure purposes.

AMA model governance

The Group and entity-specific AMA models are subject to an independent validation performed by Model Risk Management & Control in line with the Group's model risk management framework.

Expected transition of capital regime under Basel III capital regulations

The AMA is expected to be replaced by the standardized measurement approach for regulatory capital determination purposes in line with the relevant Basel Committee for Banking Supervision Basel III capital regulations. UBS is interacting closely with the relevant Swiss authorities to discuss the implementation details and related implementation timeline.

- › Refer to "Capital planning and activities" in the "Capital, liquidity and funding, and balance sheet" section of this report for more information about the development of risk-weighted assets
- › Refer to "Risk measurement" in this section for more information about our approach to model confirmation procedures
- › Refer to the "Risk factors" section of this report for more information

Capital, liquidity and funding, and balance sheet

Table of contents

151 Capital management

- 151** Capital management objectives, planning and activities
- 152** Swiss SRB total loss-absorbing capacity framework
- 154** Total loss-absorbing capacity
- 158** Risk-weighted assets
- 161** Leverage ratio denominator
- 163** Equity attribution and return on attributed equity

164 Liquidity and funding management

- 164** Strategy, objectives and governance
- 164** Liquidity management
- 165** Funding management
- 166** Liquidity coverage ratio
- 167** Net stable funding ratio

168 Balance sheet and off-balance sheet

- 168** Balance sheet
- 174** Off-balance sheet
- 176** Cash flows

177 Currency management

- 178** UBS shares

Capital management

Capital management objectives, planning and activities

Capital management objectives

Audited | An adequate level of total loss-absorbing capacity (TLAC) meeting both internal assessment and regulatory requirements is a prerequisite for conducting our business activities. ▲

We are therefore committed to maintaining a strong TLAC position and sound TLAC ratios at all times, in order to meet regulatory capital requirements and our target capital ratios, and to support the growth of our businesses.

As of 31 December 2021, our common equity tier 1 (CET1) capital ratio was 15.0% and our CET1 leverage ratio 4.24%, each above our capital guidance, and also above the requirements for Swiss systemically relevant banks (SRBs) and the Basel Committee on Banking Supervision (the BCBS) requirements. We believe that our capital strength is a source of confidence for our stakeholders, contributes to our sound credit ratings and is one of the foundations of our success.

The BCBS announced the finalization of the Basel III framework in December 2017, and published the final rules on the minimum capital requirements for market risk from the Fundamental Review of the Trading Book (the FRTB) in January 2019. In response to COVID-19, the Group of Central Bank Governors and Heads of Supervision, which acts as the BCBS's oversight body, endorsed the deferral of the implementation date by one year, to 1 January 2023. The accompanying transitional arrangements for the output floor were also extended by one year, to 1 January 2028. We expect the Swiss regulations to come into force in 2024 and we continue to make progress on our infrastructure design and operational governance ahead of the upcoming adoption of these rules. We currently estimate that the revised Basel III framework may lead to a further net increase in risk-weighted assets (RWA) of around USD 20 billion in 2024, before taking into account mitigating actions. The estimate includes credit risk and operational risk RWA from the finalization of the Basel III framework, as well as market risk and credit valuation adjustment (CVA) RWA from the FRTB, based on our current understanding of the relevant standards. It may change as a result of new or changed regulatory interpretations, particularly those regarding the treatment of historical operational losses, as well as the appropriate conservatism in model calibration, the implementation of Basel III standards into national law, changes in business growth, market conditions and other factors.

- › Refer to the "Our strategy" and "Targets, aspirations and capital guidance" sections of this report for more information about our capital and resource guidelines
- › Refer to "We may be unable to maintain our capital strength" in the "Risk factors" section of this report for more information about capital ratio-related risks

Capital planning and activities

Audited | We manage our balance sheet, RWA, leverage ratio denominator (LRD) and TLAC ratio levels based on our regulatory requirements and within our internal limits and targets. Our strategic focus is on achieving an optimal attribution and use of financial resources between our business divisions and Group Functions, as well as between our legal entities, while remaining within the limits defined for the Group and allocated to the business divisions by the Board of Directors (the BoD). These resource allocations, in turn, affect business plans and earnings projections, which are reflected in our capital plans.

The annual strategic planning process includes a capital-planning component that is key in defining our capital targets. It is based on an attribution of Group RWA and LRD internal limits to the business divisions.

Limits and targets are established at the Group and business division levels, and are approved by the BoD at least annually. In the target-setting process, we take into account the current and potential future TLAC requirements, our aggregate risk exposure in terms of capital-at-risk, the assessment by rating agencies, comparisons with peers and the effect of expected accounting policy changes. ▲

Monitoring is based on these internal limits and targets and provides indications if any changes are required. Any breach of limits in place triggers a series of required remediating actions.

Group Treasury plans for and monitors consolidated TLAC information on an ongoing basis, reflecting business and legal entity requirements, as well as regulatory developments in capital regulations. In addition, capital planning and monitoring are performed at the legal entity level for our significant subsidiaries and sub-groups that are subject to prudential supervision and must meet capital and other supervisory requirements.

- › Refer to "Capital and capital ratios of our significant regulated subsidiaries" in this section for more information

Swiss SRB total loss-absorbing capacity framework

The disclosures in this section are provided for UBS Group AG on a consolidated basis and focus on key developments during the reporting period and information in accordance with the Basel III framework, as applicable to Swiss SRBs.

Additional regulatory disclosures for UBS Group AG on a consolidated basis are provided in our 31 December 2021 Pillar 3 Report. The Pillar 3 Report further includes information relating to our significant regulated subsidiaries and sub-groups (UBS AG standalone, UBS Switzerland AG standalone, UBS Europe SE consolidated and UBS Americas Holding LLC consolidated) as of 31 December 2021 and is available under "Pillar 3 disclosures" at ubs.com/investors.

Capital and other regulatory information for UBS AG consolidated in accordance with the Basel III framework, as applicable to Swiss SRBs, is provided in the combined UBS Group AG and UBS AG Annual Report 2021, available under "Annual reporting" at ubs.com/investors.

Regulatory framework

The Basel III framework came into effect in Switzerland on 1 January 2013 and is embedded in the Swiss Capital Adequacy Ordinance (the CAO). The CAO also includes the too-big-to-fail provisions applicable to Swiss SRBs, which have been fully phased-in since 1 January 2020.

Under the Swiss SRB framework, going and gone concern requirements represent the Group's TLAC requirement. TLAC encompasses regulatory capital, such as CET1, loss-absorbing additional tier 1 (AT1) and tier 2 capital instruments, and liabilities that can be written down or converted into equity in case of resolution or for the purpose of restructuring measures.

Capital and other instruments contributing to our total loss-absorbing capacity

In addition to CET1 capital, the following instruments contribute to our loss-absorbing capacity:

- loss-absorbing AT1 capital instruments (high- and low-trigger);
- loss-absorbing tier 2 capital instruments (high- and low-trigger);
- non-Basel III-compliant tier 2 capital instruments; and
- TLAC-eligible senior unsecured debt instruments.

Under the Swiss SRB rules, going concern capital includes CET1 and high-trigger loss-absorbing AT1 capital instruments. Our existing outstanding low-trigger loss-absorbing AT1 capital instruments are available to meet the going concern capital requirements until their first call date. As of their first call date, these instruments are eligible to meet the gone concern requirements.

Outstanding high- and low-trigger loss-absorbing tier 2 capital instruments, non-Basel III-compliant tier 2 capital instruments and TLAC-eligible senior unsecured debt instruments are eligible to meet gone concern requirements until one year before maturity. A maximum of 25% of the gone concern requirements can be met with instruments that have a remaining maturity of between one and two years (i.e., are in the last year of eligibility). However,

once at least 75% of the gone concern requirement has been met with instruments that have a remaining maturity of greater than two years, all instruments that have a remaining maturity of between one and two years remain eligible to be included in the total gone concern capital.

» Refer to "**Bondholder information**," available at

ubs.com/investors, for more information about the eligibility of capital and senior unsecured debt instruments and key features and terms and conditions of capital instruments

Total loss-absorbing capacity and leverage ratio requirements

Going concern capital requirements

Under the Swiss SRB requirements, total going concern minimum requirements for all Swiss SRBs are a capital ratio requirement of 12.86% of RWA and a leverage ratio requirement of 4.5%. In addition to these minimum requirements, an add-on reflecting the degree of systemic importance is applied, based on market share and LRD. The applicable market share add-on requirements for UBS increased 0.36% to 0.72% of RWA and 0.125% to 0.25% of LRD, reflecting an increase in UBS's market share in the Swiss credit business to more than 17%. The applicable LRD add-on requirements remained unchanged at 0.72% of RWA and 0.25% of LRD, as our Group LRD remained within the same add-on bucket.

Effective from 27 March 2020, the Swiss Federal Council deactivated the countercyclical buffer requirement of 2% on risk-weighted positions that are directly or indirectly backed by residential properties in Switzerland to support the lending capacity of banks. Even though the Swiss countercyclical buffer requirement was not active in 2021, we continued to apply additional countercyclical buffer requirements introduced in other BCBS member jurisdictions, which result in an additional buffer requirement of 0.02%. In January 2022, the Swiss Federal Council decided, at the request of the Swiss National Bank, to reactivate the countercyclical capital buffer, at a maximum level of 2.5%. The reactivated countercyclical capital buffer will become effective on 30 September 2022 and is expected to increase our CET1 capital requirement by approximately 30 basis points.

The total going concern capital requirements applicable are 14.32% of RWA (including countercyclical buffer requirements) and 5.00% of LRD. Furthermore, of the total going concern capital requirement of 14.32% of RWA, at least 10.02% must be met with CET1 capital, while a maximum of 4.3% can be met with high-trigger loss-absorbing AT1 capital instruments (including our existing outstanding low-trigger AT1 capital instruments, which qualify until their first call date as mentioned above).

Similarly, of the total going concern leverage ratio requirement of 5.00%, at least 3.5% must be met with CET1 capital, while a maximum of 1.5% can be met with high-trigger loss-absorbing AT1 capital instruments (including our existing outstanding low-trigger AT1 capital instruments, which qualify until their first call date as mentioned above).

Gone concern loss-absorbing capacity requirements

As an internationally active Swiss SRB, UBS is also subject to gone concern loss-absorbing capacity requirements. The gone concern requirements also include add-ons for market share and LRD.

Under the Swiss SRB framework, banks are eligible for a rebate on the gone concern requirement if they take actions that facilitate recovery and resolvability beyond the minimum requirements. The amount of the rebate for improved resolvability is assessed annually by FINMA. Based on actions we had completed by December 2020 to improve resolvability, FINMA granted a rebate on the gone concern requirement of 55% of the aforementioned maximum rebate in the third quarter of 2021, which resulted in a reduction of 3.14 percentage points for the RWA-based requirement and 1.10 percentage points for the LRD-based requirement.

Our gone concern requirements are further reduced when higher quality capital instruments (CET1 capital, low-trigger loss-absorbing AT1 or certain low-trigger tier 2 capital instruments) are used to meet gone concern requirements. As of

31 December 2021, UBS used low-trigger tier 2 capital instruments to fulfill gone concern requirements, resulting in a reduction of 0.43 percentage points for the RWA-based requirement and 0.12 percentage points for the LRD-based requirement.

Until 31 December 2021, the gone concern requirement after the application of the rebate for resolvability measures and the reduction for the use of higher quality capital instruments was floored at 8.6% and 3% for the RWA- and LRD-based requirements, respectively. From 1 January 2022 onward, this floor increased to 10% and 3.75% for the RWA- and LRD-based requirements, respectively.

In this report, we refer to the RWA-based gone concern requirements as gone concern loss-absorbing capacity requirements and the RWA-based gone concern ratio is referred to as the gone concern loss-absorbing capacity ratio.

The table below provides the RWA- and LRD-based requirements and information as of 31 December 2021.

Swiss SRB going and gone concern requirements and information

As of 31.12.21	RWA	LRD	
	in %	in %	
Required going concern capital			
Total going concern capital			
Common equity tier 1 capital	14.32 ¹	43,281	5.00 ¹
of which: minimum capital	10.02	30,286	3.50 ²
of which: buffer capital	4.50	13,599	1.50
of which: countercyclical buffer	5.50	16,621	2.00
of which: additional tier 1 capital	0.02	66	21,377
Maximum additional tier 1 capital	4.30	12,995	1.50
of which: additional tier 1 capital	3.50	10,577	1.50
of which: additional tier 1 buffer capital	0.80	2,418	16,033
Eligible going concern capital			
Total going concern capital	20.02	60,488	5.66
Common equity tier 1 capital	14.98	45,281	4.24
Total loss-absorbing additional tier 1 capital ³	5.03	15,207	1.42
of which: high-trigger loss-absorbing additional tier 1 capital	4.23	12,783	1.20
of which: low-trigger loss-absorbing additional tier 1 capital	0.80	2,425	12,783
Required gone concern capital			
Total gone concern loss-absorbing capacity ⁴	10.74	32,444	3.78
of which: base requirements ⁵	12.86	38,864	4.50
of which: additional requirement for market share and LRD	1.44	4,352	0.50
of which: applicable reduction on requirements	(3.56)	(10,772)	(1.22)
of which: rebate granted (equivalent to 55% of maximum rebate)	(3.14)	(9,474)	(1.10)
of which: reduction for usage of low-trigger tier 2 capital instruments	(0.43)	(1,298)	(11,757)
			(1,298)
Eligible gone concern capital			
Total gone concern loss-absorbing capacity	14.65	44,264	4.14
Total tier 2 capital	1.04	3,144	0.29
of which: low-trigger loss-absorbing tier 2 capital	0.86	2,596	0.24
of which: non-Basel III-compliant tier 2 capital	0.18	547	0.05
TLAC-eligible senior unsecured debt	13.61	41,120	3.85
Total loss-absorbing capacity			
Required total loss-absorbing capacity	25.06	75,725	8.78
Eligible total loss-absorbing capacity	34.66	104,752	9.80
Risk-weighted assets / leverage ratio denominator			
Risk-weighted assets		302,209	
Leverage ratio denominator			1,068,862

¹ Includes applicable add-ons of 1.44% for RWA and 0.50% for LRD. ² Our minimum CET1 leverage ratio requirement of 3.5% consists of a 1.5% base requirement, a 1.5% base buffer capital requirement, a 0.25% LRD add-on requirement and a 0.25% market share add-on requirement based on our Swiss credit business. ³ Includes outstanding low-trigger loss-absorbing additional tier 1 (AT1) capital instruments, which are available under the Swiss SRB framework to meet the going concern requirements until their first call date. As of their first call date, these instruments are eligible to meet the gone concern requirements. ⁴ A maximum of 25% of the gone concern requirements can be met with instruments that have a remaining maturity of between one and two years. Once at least 75% of the minimum gone concern requirement has been met with instruments that have a remaining maturity of greater than two years, all instruments that have a remaining maturity of between one and two years remain eligible to be included in the total gone concern capital.

⁵ The gone concern requirement after the application of the rebate for resolvability measures and the reduction for the use of higher quality capital instruments is floored at 8.6% and 3% for the RWA- and LRD-based requirements, respectively. This means that the combined reduction may not exceed 5.7 percentage points for the RWA-based requirement of 14.3% and 2.0 percentage points for the LRD-based requirement of 5.0%.

Total loss-absorbing capacity

Swiss SRB going and gone concern information

USD million, except where indicated	31.12.21	31.12.20
Eligible going concern capital		
Total going concern capital	60,488	56,178
Total tier 1 capital	60,488	56,178
Common equity tier 1 capital	45,281	39,890
Total loss-absorbing additional tier 1 capital	15,207	16,288
of which: high-trigger loss-absorbing additional tier 1 capital	12,783	13,711
of which: low-trigger loss-absorbing additional tier 1 capital	2,425	2,577
Eligible gone concern capital		
Total gone concern loss-absorbing capacity	44,264	45,545
Total tier 2 capital	3,144	7,744
of which: low-trigger loss-absorbing tier 2 capital	2,596	7,201
of which: non-Basel III-compliant tier 2 capital	547	543
TLAC-eligible senior unsecured debt	41,120	37,801
Total loss-absorbing capacity	104,752	101,722
Total loss-absorbing capacity	104,752	101,722
Risk-weighted assets / leverage ratio denominator		
Risk-weighted assets	302,209	289,101
Leverage ratio denominator	1,068,862	1,037,150 ¹
Capital and loss-absorbing capacity ratios (%)		
Going concern capital ratio	20.0	19.4
of which: common equity tier 1 capital ratio	15.0	13.8
Gone concern loss-absorbing capacity ratio	14.6	15.8
Total loss-absorbing capacity ratio	34.7	35.2
Leverage ratios (%)¹		
Going concern leverage ratio	5.7	5.4
of which: common equity tier 1 leverage ratio	4.24	3.85
Gone concern leverage ratio	4.1	4.4
Total loss-absorbing capacity leverage ratio	9.8	9.8

¹ The leverage ratio denominator (LRD) and leverage ratios for 31 December 2020 do not reflect the effects of the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19. Refer to the "Regulatory and legal developments" section and to "Application of the temporary COVID-19-related FINMA exemption of central bank sight deposits" in the "Capital, liquidity and funding, and balance sheet" sections of our Annual Report 2020 for more information.

Audited I

Reconciliation of IFRS equity to Swiss SRB common equity tier 1 capital

USD million	31.12.21	31.12.20
Total IFRS equity	61,002	59,765
Equity attributable to non-controlling interests	(340)	(319)
Defined benefit plans, net of tax	(270)	(41)
Deferred tax assets recognized for tax loss carry-forwards	(4,565)	(5,617)
Deferred tax assets on temporary differences, excess over threshold	(49)	(5)
Goodwill, net of tax ¹	(5,838)	(6,319)
Intangible assets, net of tax	(180)	(296)
Compensation-related components (not recognized in net profit)	(1,700)	(1,349)
Expected losses on advanced internal ratings-based portfolio less provisions	(482)	(330)
Unrealized (gains) / losses from cash flow hedges, net of tax	(628)	(2,321)
Own credit related to gains / losses on financial liabilities measured at fair value that existed at the balance sheet date	315	382
Own credit related to gains / losses on derivative financial instruments that existed at the balance sheet date	(50)	(45)
Unrealized gains related to debt instruments at fair value through OCI, net of tax	(68)	(152)
Prudential valuation adjustments	(167)	(150)
Accruals for dividends to shareholders	(1,700)	(1,314)
Capital reserve for potential share repurchases		(2,000)
Other	1	0
Total common equity tier 1 capital	45,281	39,890

¹ Includes goodwill related to significant investments in financial institutions of USD 22 million as of 31 December 2021 (31 December 2020: USD 413 million) presented on the balance sheet line Investments in associates.

Total loss-absorbing capacity and movement

Our total loss-absorbing capacity increased by USD 3.0 billion to USD 104.8 billion as of 31 December 2021.

Going concern capital and movement

Audited Our CET1 capital mainly consists of: share capital; share premium, which primarily consists of additional paid-in capital related to shares issued; and retained earnings. A detailed reconciliation of IFRS equity to CET1 capital is provided in the "Reconciliation of IFRS equity to Swiss SRB common equity tier 1 capital" table.

Our CET1 capital increased by USD 5.4 billion to USD 45.3 billion as of 31 December 2021, mainly as a result of operating profit before tax of USD 9.5 billion, a USD 0.5 billion increase in eligible deferred tax assets on temporary differences, a USD 0.4 billion decrease in deduction of goodwill resulting from the sale of our remaining minority investment in Clearstream Fund Centre AG (previously Fondcenter AG) and an increase of USD 0.2 billion related to the launch of our new operational partnership entity with Sumitomo Mitsui Trust Holdings, Inc. These effects were partly offset by dividend accruals of USD 1.7 billion, current tax expenses of USD 1.6 billion, share repurchases under our share repurchase program of USD 0.6 billion, negative foreign currency effects of USD 0.6 billion, compensation- and own share-related capital components of USD 0.4 billion, and negative effects from defined benefit plans of USD 0.2 billion.

Our share repurchases in 2021 decreased CET1 capital by USD 0.6 billion, reflecting shares repurchased under our share repurchase programs of USD 2.6 billion, partly offset by the use of the capital reserve for potential share repurchases of USD 2.0 billion. The capital reserve for potential share repurchases was fully utilized during 2021.

➤ Refer to "UBS shares" in this section for more information about our share repurchase programs

Our loss-absorbing additional tier 1 (AT1) capital decreased by USD 1.1 billion to USD 15.2 billion, mainly due to two calls of USD 2.6 billion of AT1 capital instruments denominated in US dollars and foreign currency translation and interest rate risk hedge effects, partly offset by two issuances of USD 2.25 billion of AT1 capital instruments denominated in US dollars. ▲

Gone concern loss-absorbing capacity and movement

Audited Our total gone concern loss-absorbing capacity decreased by USD 1.3 billion to USD 44.3 billion as of 31 December 2021 and included USD 41.1 billion of TLAC-eligible senior unsecured debt. ▲

The decrease was mainly due to four TLAC-eligible senior unsecured debt instruments denominated in US dollars, euro and Swiss francs that ceased to be eligible as they had less than one year to maturity, the call of a low-trigger tier 2 capital instrument denominated in euro, a low-trigger loss-absorbing tier 2 capital instrument denominated in US dollars that ceased to be eligible as it had less than one year to maturity, and the call of a TLAC-eligible senior unsecured debt instrument denominated in euro, as well as interest rate risk hedge, foreign currency translation and other effects. These decreases were partly offset by 16 issuances of TLAC-eligible senior unsecured debt instruments denominated in euro, US dollars, Swiss francs, pounds sterling and Australian dollars.

Loss-absorbing capacity and leverage ratios

Our CET1 capital ratio increased 1.2 percentage points to 15.0%, reflecting a USD 5.4 billion increase in CET1 capital that was partly offset by a USD 13.1 billion increase in RWA.

Our CET1 leverage ratio increased 0.39 percentage points to 4.24% as of 31 December 2021, as the aforementioned increase in CET1 capital was partly offset by a USD 32 billion increase in LRD.

Our gone concern loss-absorbing capacity ratio decreased from 15.8% to 14.6% and our gone concern leverage ratio decreased from 4.4% to 4.1%, mainly driven by an increase in RWA and LRD, respectively, and the aforementioned decrease in gone concern loss-absorbing capacity.

Swiss SRB total loss-absorbing capacity movement

USD million

Going concern capital	Swiss SRB
Common equity tier 1 capital as of 31.12.20	39,890
Operating profit before tax	9,484
Current tax (expense) / benefit	(1,564)
Deferred tax assets on temporary differences	544
Goodwill and intangible assets	519
Accruals for proposed dividends to shareholders	(1,700)
Share repurchase program	(2,612)
Capital reserve for potential share repurchases	2,000
Foreign currency translation effects before tax	(570)
Compensation- and own share-related capital components	(441)
Defined benefit plans ¹	(234)
Other	(34)
Common equity tier 1 capital as of 31.12.21	45,281
Loss-absorbing additional tier 1 capital as of 31.12.20	16,288
Issuance of high-trigger loss-absorbing additional tier 1 capital	2,250
Call of high-trigger loss-absorbing additional tier 1 capital	(2,600)
Interest rate risk hedge, foreign currency translation and other effects	(731)
Loss-absorbing additional tier 1 capital as of 31.12.21	15,207
Total going concern capital as of 31.12.20	56,178
Total going concern capital as of 31.12.21	60,488
Gone concern loss-absorbing capacity	
Tier 2 capital as of 31.12.20	7,744
Call of low-trigger loss-absorbing tier 2 capital	(2,415)
Debt no longer eligible as gone concern loss-absorbing capacity due to residual tenor falling to below one year	(2,020)
Interest rate risk hedge, foreign currency translation and other effects	(166)
Tier 2 capital as of 31.12.21	3,144
TLAC-eligible senior unsecured debt as of 31.12.20	37,801
Issuance of TLAC-eligible senior unsecured debt	11,956
Call of TLAC-eligible senior unsecured debt	(2,027)
Debt no longer eligible as gone concern loss-absorbing capacity due to residual tenor falling to below one year	(4,248)
Interest rate risk hedge, foreign currency translation and other effects	(2,362)
TLAC-eligible senior unsecured debt as of 31.12.21	41,120
Total gone concern loss-absorbing capacity as of 31.12.20	45,545
Total gone concern loss-absorbing capacity as of 31.12.21	44,264
Total loss-absorbing capacity	
Total loss-absorbing capacity as of 31.12.20	101,722
Total loss-absorbing capacity as of 31.12.21	104,752

¹ Includes a pension plan curtailment of USD 80 million that reduced the defined benefit obligation and a USD 254 million payment of the second installment to employees' retirement assets in the Swiss pension fund. As announced in 2018, a similar contribution will be made in the first quarter of 2022. Refer to "Note 29 Pension and other post-employment benefit plans" in the "Consolidated financial statements" section of the Annual Report 2019 for more information.

Additional information**Active management of sensitivity to foreign exchange movements**

Group Treasury is mandated to minimize adverse effects from changes in foreign currency rates on our CET1 capital and / or CET1 capital ratio. A significant portion of our CET1 capital and RWA is denominated in Swiss francs, euro, pounds sterling and other currencies. In order to hedge the CET1 capital ratio, CET1 capital needs to have foreign currency exposure, leading to foreign currency rates sensitivity of CET1 capital.

As a consequence, it is not possible to simultaneously fully hedge CET1 capital and the CET1 capital ratio. As the proportion of RWA denominated in currencies other than the US dollar outweighs CET1 capital in such currencies, a significant appreciation of the US dollar against such currencies could benefit our capital ratios, while a significant depreciation of the US dollar against these currencies could adversely affect our capital ratios.

The Group Asset and Liability Committee (the Group ALCO), a committee of the Group Executive Board, has mandated Group Treasury to adjust the currency mix of CET1 capital, within limits

set by the BoD, to balance the effect of foreign exchange movements on CET1 capital and the CET1 capital ratio. Limits are in place for the sensitivity of both CET1 capital and the CET1 capital ratio to an appreciation or depreciation of 10% in the value of the US dollar against other currencies.

Sensitivity to currency movements**Risk-weighted assets**

We estimate that a 10% depreciation of the US dollar against other currencies would have increased our RWA by USD 13 billion and our CET1 capital by USD 1.4 billion as of 31 December 2021 (31 December 2020: USD 13 billion and USD 1.3 billion, respectively) and decreased our CET1 capital ratio 15 basis points (31 December 2020: 15 basis points).

Conversely, we estimate that a 10% appreciation of the US dollar against other currencies would have decreased our RWA by USD 11 billion and our CET1 capital by USD 1.3 billion (31 December 2020: USD 12 billion and USD 1.2 billion, respectively) and increased our CET1 capital ratio 14 basis points (31 December 2020: 15 basis points).

Leverage ratio denominator

Our leverage ratio is also sensitive to foreign exchange movements as a result of the currency mix of our capital and LRD. When adjusting the currency mix in capital, potential effects on the going concern leverage ratio are taken into account and the sensitivity of the going concern leverage ratio to an appreciation or depreciation of 10% in the value of the US dollar against other currencies is actively monitored.

We estimate that a 10% depreciation of the US dollar against other currencies would have increased our LRD by USD 63 billion as of 31 December 2021 (31 December 2020: USD 65 billion) and decreased our Swiss SRB going concern leverage ratio 15 basis points (31 December 2020: 16 basis points). Conversely, we estimate that a 10% appreciation of the US dollar against other currencies would have decreased our LRD by USD 57 billion (31 December 2020: USD 58 billion) and increased our Swiss SRB going concern leverage ratio 16 basis points (31 December 2020: 16 basis points).

The aforementioned sensitivities do not consider foreign currency translation effects related to defined benefit plans other than those related to the currency translation of the net equity of foreign operations.

Estimated effect on capital from litigation, regulatory and similar matters subject to provisions and contingent liabilities

We have estimated the loss in capital that we could incur as a result of the risks associated with the matters described in "Note 18 Provisions and contingent liabilities" in the "Consolidated financial statements" section of this report. We have employed for this purpose the advanced measurement approach (AMA) methodology that we use when determining the capital requirements associated with operational risks, based on a 99.9% confidence level over a 12-month horizon. The methodology takes into consideration UBS and industry experience for the AMA operational risk categories to which those matters correspond, as well as the external environment affecting risks of these types, in isolation from other areas. On this basis, we estimate the maximum loss in capital that we could incur over a 12-month period as a result of our risks associated with these operational risk categories at USD 4.0 billion as of 31 December 2021, with no change to prior year-end. This estimate is not related to and does not take into account any provisions recognized for any of these matters and does not constitute a subjective assessment of our actual exposure in any of these matters.

- › Refer to "Non-financial risk" in the "Risk management and control" section of this report for more information
- › Refer to "Note 18 Provisions and contingent liabilities" in the "Consolidated financial statements" section of this report for more information

Capital and capital ratios of our significant regulated subsidiaries

UBS Group AG is a holding company conducting substantially all operations through UBS AG and subsidiaries thereof. UBS Group AG and UBS AG have contributed a significant portion of their respective capital to, and provided substantial liquidity to, subsidiaries. Many of these subsidiaries are subject to regulations requiring compliance with minimum capital, liquidity and similar requirements. Regulatory capital components and capital ratios of our significant regulated subsidiaries determined under the regulatory framework of each subsidiary's home jurisdiction are provided in the "Financial and regulatory key figures for our significant regulated subsidiaries and sub-groups" section of this report. Supervisory authorities generally have discretion to impose higher requirements, or to otherwise limit the activities of subsidiaries. Supervisory authorities also may require entities to measure capital and leverage ratios on a stressed basis, and may limit the ability of the entity to engage in new activities or take capital actions based on the results of those tests.

- › Refer to the 31 December 2021 Pillar 3 Report, available under "Pillar 3 disclosures" at ubs.com/investors, for more capital and other regulatory information about our significant regulated subsidiaries and sub-groups

Joint liability of UBS AG and UBS Switzerland AG

In June 2015, upon the transfer of the Personal & Corporate Banking and Global Wealth Management businesses booked in Switzerland from UBS AG to UBS Switzerland AG, UBS AG and UBS Switzerland AG assumed joint liability for obligations transferred to UBS Switzerland AG and existing at UBS AG, respectively. Under certain circumstances, the Swiss Banking Act and FINMA's Banking Insolvency Ordinance authorize FINMA to modify, extinguish or convert to common equity liabilities of a bank in connection with a resolution or insolvency of such bank.

The joint liability amounts have declined as obligations matured, terminated or were novated following the transfer date. As of 31 December 2021, the liability of UBS Switzerland AG amounted to CHF 5.2 billion (the equivalent of USD 5.7 billion), a decrease of CHF 3.7 billion (USD 4.4 billion) compared with 31 December 2020. The respective liability of UBS AG has been substantially extinguished.

Risk-weighted assets

RWA development in 2021

During 2021, RWA increased by USD 13.1 billion to USD 302.2 billion, primarily driven by increases of USD 12.0 billion in credit and counterparty credit risk RWA, USD 1.0 billion in operational risk RWA and USD 0.9 billion in non-counterparty-related risk.

These increases were partly offset by a decrease of USD 0.8 billion in market risk RWA.

➤ Refer to the 31 December 2021 Pillar 3 Report, available under "Pillar 3 disclosures" at ubs.com/investors, for more information about RWA movements and definitions of RWA movement key drivers

Movement in risk-weighted assets by key driver

USD billion	RWA as of 31.12.20	Currency effects	Methodology and policy changes	Model updates / changes	Regulatory add-ons	Asset size and Other ¹	RWA as of 31.12.21
Credit and counterparty credit risk ²	178.1	(4.1)	2.0	5.3	3.1	5.8	190.1
Non-counterparty-related risk ³	23.4	(0.3)				1.2	24.3
Market risk	11.8			(0.1)	3.1 ⁴	(3.7)	11.1
Operational risk	75.8			1.0			76.7
Total	289.1	(4.4)	2.0	6.1	6.2	3.2	302.2

¹ Includes the Pillar 3 categories "Asset size," "Credit quality of counterparties," "Acquisitions and disposals" and "Other." Refer to the 31 December 2021 Pillar 3 Report under "Pillar 3 disclosures" at ubs.com/investors for more information. ² Includes settlement risk, credit valuation adjustments, equity exposures in the banking book and securitization exposures in the banking book. ³ Non-counterparty-related risk includes deferred tax assets recognized for temporary differences, property, equipment, software and other items. ⁴ As of 31 December 2021, the regulatory add-on related to time decay was USD 3.5 billion.

Credit and counterparty credit risk

Credit and counterparty credit risk RWA increased by USD 12.0 billion to USD 190.1 billion as of 31 December 2021. This increase was partly driven by asset size and other movements of USD 5.8 billion, due to an increase in asset size of USD 8.8 billion, mainly due to loan growth in Global Wealth Management, partly offset by asset quality movements of USD 3.1 billion, mainly reflecting

improvements in counterparty ratings and loss given default (LGD) in Global Wealth Management and Personal & Corporate Banking. Also, 2021 included increases from model updates of USD 5.3 billion, regulatory add-ons of USD 3.1 billion, and methodology and policy changes of USD 2.0 billion. These increases were partly offset by decreases from currency effects of USD 4.1 billion.

Movement in credit and counterparty credit risk RWA by key driver¹

USD billion	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	Group
Total credit and counterparty credit risk RWA as of 31.12.20	46.7	62.8	2.9	58.5	7.2	178.1
Asset size	5.5	1.1	0.3	1.8	0.1	8.8
Asset quality	(1.3)	(1.1)	0.0	(0.4)	(0.3)	(3.1)
Model updates	4.3	1.2	0.0	(0.2)	0.0	5.3
Methodology and policy changes	1.7	0.3	0.0	0.0	0.0	2.0
Regulatory add-ons	0.2	0.7	0.0	2.3	(0.1)	3.1
Acquisitions and disposals	0.0	0.0	0.0	0.0	0.0	0.0
Foreign exchange movements	(0.6)	(1.6)	0.0	(1.4)	(0.5)	(4.1)
Other	0.4	(0.4)	0.0	0.0	0.0	0.1
Total movement	10.2	0.2	0.3	2.1	(0.8)	12.0
Total credit and counterparty credit risk RWA as of 31.12.21	56.9	63.0	3.2	60.5	6.4	190.1

¹ Refer to the 31 December 2021 Pillar 3 Report under "Pillar 3 disclosures" at ubs.com/investors for the definitions of credit and counterparty credit risk RWA movement categories.

Model updates

The increase in credit and counterparty credit risk RWA from model updates of USD 5.3 billion was primarily driven by the phase-in impacts for structured margin loans and similar products in Global Wealth Management of USD 2.1 billion and by new probability of default (PD) and LGD models for the mortgage portfolio in the US of USD 2.0 billion. In addition, we have updated the LGD model for mortgages in Switzerland, which resulted in an RWA increase of USD 0.9 billion and was partly offset by an RWA reduction of USD 0.3 billion related to the introduction of new models for the leasing of aircraft and industrial goods.

- › Refer to "Credit risk models" in the "Risk management and control" section of this report for more information about model updates

Methodology changes

The increase in credit and counterparty credit risk RWA from methodology changes of USD 2.0 billion was primarily driven by a change related to credit valuation adjustment (CVA) risk for derivative exposures with Lombard clients that resulted in an increase of USD 1.1 billion in RWA. Additionally, the approach used for the covered bonds within the high-quality liquid asset (HQLA) portfolio has been changed from the advanced internal ratings-based (A-IRB) approach to the standardized approach, as requested by FINMA, resulting in an RWA increase of USD 1.0 billion.

Regulatory add-ons

The increase in credit and counterparty credit risk RWA from regulatory add-ons of USD 3.1 billion was primarily driven by add-ons for prime brokerage clients of USD 2.4 billion, credit card exposures in Switzerland of USD 0.5 billion, as well as clients leasing aircraft and industrial goods of USD 0.4 billion.

- › Refer to the "Risk management and control" section of this report and the 31 December 2021 Pillar 3 Report, available under "Pillar 3 disclosures" at ubs.com/investors, for more information about credit and counterparty credit risk developments

We expect that further methodology changes and model updates, as well as regulatory add-ons, will increase credit and counterparty credit risk RWA by around USD 10 billion in 2022. The extent and timing of RWA changes may vary as methodology changes and model updates are completed and receive regulatory approval. In addition, changes in the composition of the relevant portfolios and other market factors will affect RWA.

Non-counterparty-related risk

Non-counterparty credit risk RWA increased by USD 0.9 billion to USD 24.3 billion as of 31 December 2021, primarily driven by an increase in deferred tax assets on temporary differences.

Market risk

Market risk RWA decreased by USD 0.8 billion to USD 11.1 billion as of 31 December 2021, primarily driven by a decrease of USD 3.7 billion from portfolio and market movements, mostly in the Investment Bank's Global Markets business. This was partly offset by an increase from regulatory add-ons of USD 3.1 billion, primarily related to time decay. The integration of time decay into the regulatory VaR model is subject to further discussions between FINMA and UBS.

➤ Refer to the "Risk management and control" section of this report and the 31 December 2021 Pillar 3 Report, available under "Pillar 3 disclosures" at ubs.com/investors, for more information about market risk developments

Operational risk

Operational risk RWA increased by USD 1.0 billion to USD 76.7 billion as of 31 December 2021, driven by the annual recalibration of the AMA model used for the calculation of operational risk capital. Allocations to the business divisions changed in the fourth quarter of 2021, as certain historical losses dropped from the time window that is relevant for the internal allocation approach.

We are assessing the effect of the verdict in the French cross-border matter and the corresponding changes in provisions for litigation, regulatory and similar matters on operational risk RWA in consultation with FINMA. We expect to reflect additional operational risk RWA in the first quarter of 2022, with a potential single-digit billion US dollar operational risk RWA impact following completion of this assessment.

➤ Refer to "Advanced measurement approach model" in the "Risk management and control" section of this report for more information about the AMA model

Risk-weighted assets by business division and Group Functions

USD billion	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	Total RWA
	31.12.21					
Credit and counterparty credit risk ¹	56.9	63.0	3.2	60.5	6.4	190.1
Non-counterparty-related risk ²	6.2	2.0	0.6	3.5	12.0	24.3
Market risk	1.6	0.0		8.1	1.5	11.1
Operational risk	35.2	8.1	3.0	20.2	10.3	76.7
Total	99.8	73.2	6.9	92.2	30.1	302.2
31.12.20						
Credit and counterparty credit risk ¹	46.7	62.8	2.9	58.5	7.2	178.1
Non-counterparty-related risk ²	6.2	2.1	0.7	3.6	10.7	23.4
Market risk	1.4	0.0		9.0	1.4	11.8
Operational risk	32.8	7.2	3.3	23.2	9.3	75.8
Total	87.2	72.1	6.9	94.3	28.7	289.1
31.12.21 vs 31.12.20						
Credit and counterparty credit risk ¹	10.2	0.2	0.3	2.1	(0.8)	12.0
Non-counterparty-related risk ²	0.0	(0.1)	(0.1)	(0.2)	1.2	0.9
Market risk	0.1	0.0		(0.9)	0.1	(0.8)
Operational risk	2.4	0.9	(0.3)	(3.0)	1.0	1.0
Total	12.7	1.1	(0.1)	(2.0)	1.5	13.1

¹ Includes settlement risk, credit valuation adjustments, equity exposures in the banking book and securitization exposures in the banking book. ² Non-counterparty-related risk includes deferred tax assets recognized for temporary differences (31 December 2021: USD 11.4 billion; 31 December 2020: USD 10.0 billion), as well as property, equipment, software and other items (31 December 2021: USD 12.9 billion; 31 December 2020: USD 13.4 billion).

Leverage ratio denominator

LRD increased by USD 32 billion to USD 1,069 billion as of 31 December 2021, driven by asset size and other movements of USD 54 billion, partly offset by a decrease due to currency effects of USD 23 billion.

Movement in leverage ratio denominator by key driver

<i>USD billion</i>	LRD as of 31.12.20¹	Currency effects	Asset size and other	LRD as of 31.12.21
On-balance sheet exposures (excluding derivative exposures and SFTs) ²	806.6	(17.0)	57.8	847.4
Derivative exposures	96.6	(2.7)	(3.0)	90.9
Securities financing transactions	115.3	(2.3)	(3.9)	109.2
Off-balance sheet items	31.3	(0.7)	2.2	32.8
Deduction items	(12.8)	0.1	1.2	(11.5)
Total	1,037.1	(22.6)	54.3	1,068.9

¹ The respective period shown ending on 31 December 2020 does not reflect the effects of the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19. Refer to the "Regulatory and legal developments" section and to "Application of the temporary COVID-19-related FINMA exemption of central bank sight deposits" in the "Capital, liquidity and funding, and balance sheet" section of our Annual Report 2020, available under "Annual reporting" at [ubs.com/investors](#), for more information. ² The exposures exclude derivative financial instruments, cash collateral receivables on derivative instruments, receivables from SFTs, and margin loans, as well as prime brokerage receivables and financial assets at fair value not held for trading, both related to SFTs. These exposures are presented separately under Derivative exposures and Securities financing transactions in this table.

The LRD movements described below exclude currency effects.

On-balance sheet exposures (excluding derivative exposures and SFTs) increased by USD 58 billion, mainly driven by an increase in central bank balances partly offset by disposal of high-quality liquid asset (HQLA) securities in Group Treasury, as well as higher lending balances, mainly in Global Wealth Management, and trading assets in the Investment Bank.

Derivative exposures decreased by USD 3 billion, reflecting market-driven movements and lower client volumes mainly in the Investment Bank.

SFTs decreased by USD 4 billion, mainly due to lower prime brokerage receivables and margin loan repayments as a result of client activities in the Investment Bank.

➤ Refer to "Balance sheet and off-balance sheet" in this section for more information about balance sheet movements

Leverage ratio denominator by business division and Group Functions

USD billion	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	Total
31.12.21						
Total IFRS assets	395.2	225.4	25.6	346.4	124.5	1,117.2
Difference in scope of consolidation ¹	0.0	0.0	(21.5)	(0.1)	0.0	(21.6)
Less: derivative exposures and SFTs ²	(25.9)	(11.8)	(0.1)	(159.2)	(51.2)	(248.2)
On-balance sheet exposures	369.3	213.6	4.1	187.1	73.3	847.4
Derivative exposures	5.8	1.4	0.0	79.0	4.7	90.9
Securities financing transactions	22.6	10.9	0.0	45.7	29.9	109.2
Off-balance sheet items	7.2	17.5	0.0	7.6	0.5	32.8
Items deducted from Swiss SRB tier 1 capital	(5.3)	(0.2)	(1.2)	(0.3)	(4.4)	(11.5)
Total	399.6	243.2	2.9	319.2	104.0	1,068.9
31.12.20³						
Total IFRS assets	367.7	231.7	28.6	369.7	128.1	1,125.8
Difference in scope of consolidation ¹	(0.1)	(21.1)	0.0	0.1	(21.2)	
Less: derivative exposures and SFTs ²	(34.0)	(16.7)	(0.7)	(191.6)	(54.9)	(298.0)
On-balance sheet exposures	333.6	215.0	6.7	178.0	73.3	806.6
Derivative exposures	6.6	2.0	0.0	82.7	5.3	96.6
Securities financing transactions	30.1	15.1	0.7	46.5	22.9	115.3
Off-balance sheet items	6.1	16.3	0.0	8.5	0.4	31.3
Items deducted from Swiss SRB tier 1 capital	(5.2)	(0.1)	(1.6)	(0.3)	(5.5)	(12.8)
Total	371.2	248.3	5.8	315.5	96.2	1,037.1
31.12.21 vs 31.12.20						
Total IFRS assets	27.5	(6.3)	(2.9)	(23.3)	(3.6)	(8.6)
Difference in scope of consolidation ¹	0.1	0.0	(0.4)	(0.1)	(0.1)	(0.5)
Less: derivative exposures and SFTs ²	8.1	4.9	0.7	32.5	3.7	49.8
On-balance sheet exposures	35.7	(1.4)	(2.7)	9.1	0.0	40.8
Derivative exposures	(0.8)	(0.6)	0.0	(3.7)	(0.6)	(5.7)
Securities financing transactions	(7.5)	(4.2)	(0.7)	(0.8)	7.0	(6.2)
Off-balance sheet items	1.1	1.2	(0.9)	0.1	1.5	
Items deducted from Swiss SRB tier 1 capital	(0.1)	0.0	0.4	0.0	1.1	1.3
Total	28.4	(5.1)	(2.9)	3.7	7.7	31.7

¹ Represents the difference between the IFRS and the regulatory scope of consolidation, which is the applicable scope for the LRD calculation. ² The exposures consist of derivative financial instruments, cash collateral receivables on derivative instruments, receivables from SFTs, and margin loans, as well as prime brokerage receivables and financial assets at fair value not held for trading, both related to SFTs, all of which are in accordance with the regulatory scope of consolidation. These exposures are presented separately under Derivative exposures and Securities financing transactions in this table. ³ The respective period shown ending on 31 December 2020 does not reflect the effects of the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19. Refer to the "Regulatory and legal developments" section and to "Application of the temporary COVID-19-related FINMA exemption of central bank sight deposits" in the "Capital, liquidity and funding, and balance sheet" section of our Annual Report 2020, available under "Annual reporting" at ubs.com/investors, for more information.

Equity attribution and return on attributed equity

Under our equity attribution framework, tangible equity is attributed based on a weighting of 50% each for average risk-weighted assets (RWA) and average leverage ratio denominator (LRD), which both include resource allocations from Group Functions to the business divisions (the BDs). Average RWA and LRD are converted to common equity tier 1 (CET1) capital equivalents using capital ratios of 12.5% and 3.75%, respectively. If the attributed tangible equity calculated under the weighted-driver approach is less than the CET1 capital equivalent of risk-based capital (RBC) for any BD, the CET1 capital equivalent of RBC is used as a floor for that BD.

In addition to tangible equity, we allocate equity to the BDs to support goodwill and intangible assets.

Furthermore, we allocate to the BDs attributed equity related to certain CET1 deduction items, such as compensation-related components and expected losses on the advanced internal ratings-based portfolio less provisions.

We attribute all remaining Basel III capital deduction items to Group Functions. These items include deferred tax assets (DTAs) recognized for tax loss carry-forwards, DTAs on temporary differences in excess of the threshold, accruals for shareholder returns, and unrealized gains from cash flow hedges.

› Refer to “Balance sheet and off-balance sheet” in this section for more information about movements in equity attributable to shareholders

Average attributed equity

	For the year ended		
USD billion	31.12.21	31.12.20	31.12.19
Global Wealth Management	18.8	17.1	16.6
Personal & Corporate Banking	9.2	8.9	8.4
Asset Management	2.0	2.0	1.8
Investment Bank	13.0	12.6	12.3
Group Functions	16.3	17.4	15.1
of which: deferred tax assets ¹	5.9	6.7	7.1
of which: related to retained RWA and LRD ^{2,3}	3.2	3.4	2.8
of which: accruals for shareholder returns and others ⁴	7.2	7.2	5.1
Average equity attributed to business divisions and Group Functions	59.3	57.8	54.2

¹ Includes average attributed equity related to the Basel III capital deduction items for deferred tax assets (deferred tax assets recognized for tax loss carry-forwards and deferred tax assets on temporary differences, excess over threshold), as well as retained RWA and LRD related to deferred tax assets. ² Excludes average attributed equity related to retained RWA and LRD related to deferred tax assets. ³ The temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19 was not applied when calculating average attributed equity for 2020. Refer to the “Regulatory and legal developments” section of our Annual Report 2020 for more information. ⁴ Includes attributed equity related to dividend accruals, unrealized gains from cash flow hedges, and a balancing item for capital held in excess of the 12.5% / 3.75% capital and leverage ratio calibration thresholds for equity attribution.

Return on attributed equity¹

	For the year ended		
In %	31.12.21	31.12.20	31.12.19
Global Wealth Management	25.4	23.6	20.5
Personal & Corporate Banking	18.9	14.2	17.1
Asset Management	51.8	74.2	29.7
Investment Bank	20.3	19.7	6.4

¹ Return on attributed equity for Group Functions is not shown, as it is not meaningful.

Liquidity and funding management

We manage the structural risks of our balance sheet, including interest rate risk, structural foreign exchange risk and collateral risk, as well as liquidity and funding risks. This section provides information about regulatory requirements and the firm's governance structure, liquidity and funding management (including sources of liquidity and funding), contingency planning, and stress testing. The balances disclosed in this section represent year-end positions, unless indicated otherwise. Intra-period balances fluctuate in the ordinary course of business and may differ from year-end positions.

Strategy, objectives and governance

Audited Our management of balance sheet, liquidity and funding positions has the overall objective of optimizing our franchise's value across a broad range of market conditions while considering current and future regulatory constraints. We employ a number of measures to monitor these positions under normal and stressed conditions. In particular, we use stress scenarios to apply behavioral adjustments to our balance sheet and calibrate the results from internal stress models while in compliance with external measures, primarily the liquidity coverage ratio (the LCR) and the net stable funding ratio (the NSFR). Our liquidity and funding strategy is proposed by Group Treasury and approved by the Group Asset and Liability Committee (the Group ALCO), which is a committee of the Group Executive Board (the GEB) that is overseen by the Risk Committee of the Board of Directors (the BoD). ▲

Group Treasury monitors and oversees the implementation and execution of our liquidity and funding strategy and is responsible for adherence to policies, limits, triggers and targets. This enables close control of both our cash and collateral, including our high-quality liquid assets, and centralizes the Group's general access to wholesale cash markets in Group Treasury. In addition, should a crisis require contingency funding measures to be invoked, Group Treasury is responsible for coordinating liquidity generation with representatives of the relevant business areas. Group Treasury reports on the Group's overall liquidity and funding position, including funding status and concentration risks, at least monthly, to the Group ALCO and the Risk Committee of the BoD.

Audited Liquidity and funding limits, triggers and targets are set at Group and, where appropriate, at legal entity and business division levels, and are reviewed and reconfirmed at least once a year by the BoD, the Group ALCO, the Group Chief Financial Officer, the Group Chief Risk Officer, the Group Treasurer and the business divisions, taking into consideration current and projected business strategy and risk tolerance. The principles underlying our limit, trigger and target framework

are designed to maximize and sustain the value of our business franchise and maintain an appropriate balance in the asset and liability structure. Structural limits, triggers and targets focus on the structure and composition of the balance sheet, with supplementary limits, triggers and targets designed to drive the utilization, diversification and allocation of funding resources. To complement and support this framework, Group Treasury monitors the markets for early warning indicators regarding the current liquidity situation. These indicators are used at the Group level to assess both the overall global and regional liquidity status for potential threats. Treasury Risk Control provides independent oversight over liquidity and funding risks. ▲

» Refer to the "Corporate governance" and "Risk management and control" sections of this report for more information

Liquidity management

Audited Our liquidity risk management aims to ensure that the firm has sufficient liquidity or access to funding sources to meet its liabilities when due, to meet prudential requirements and to survive a severe three-month idiosyncratic and market-wide liquidity stress event, allowing for discrete management actions instructed by the Group Treasurer in addition to monetizing the firm's liquidity reserves.

Our liquid assets are managed using limits, triggers and targets to maintain an appropriate level of diversification (issuer, tenor and other risk characteristics) in response to any expected or unexpected volatility in funding availability or requirements caused by adverse market, operational or other firm-specific events. The liquid asset portfolio size is managed dynamically, so as to operate at all times within the risk appetite of the BoD and relevant Group and subsidiary liquidity requirements. ▲

Stress testing

Audited We perform stress testing to determine the optimal asset and liability structure that enables us to maintain an appropriately balanced liquidity and funding position under various scenarios. Liquidity crisis scenario analysis and contingency funding planning support the liquidity management process and aim to ensure that immediate corrective measures to absorb potential sudden liquidity shortfalls can be put into effect. ▲

We model our liquidity exposures under two main potential scenarios: a structural market-wide scenario and a combined market and idiosyncratic scenario. We continuously refine the assumptions used to maintain a robust, actionable and tested contingency plan.

» Refer to "Risk measurement" in the "Risk management and control" section of this report for more information about stress testing

Structural market-wide scenario

As a liquidity crisis could have a myriad of causes, the structural market-wide scenario encompasses potential stress effects across all markets, currencies and products, but it is typically not firm-specific. In addition to the loss of the ability to replace maturing wholesale funding, it assumes a gradual decline of otherwise stable client deposits and liquidity outflows corresponding to a one-notch downgrade in our long-term credit rating, and a corresponding downgrade in our short-term rating.

We use a cash capital metric that incorporates the structural market-wide scenario and measures the amount of long-term funding available to fund franchise and illiquid assets. Franchise assets consist of lending exposure to clients or assets to support franchise client activities. The illiquid assets cannot easily and readily be sold or exchanged for cash without a substantial loss in value within the scenario horizon. Long-term funding used as cash capital to support franchise and illiquid assets is composed of unsecured funding with a remaining time to maturity of at least one year, deposits that have a behavioral maturity of at least one year and shareholders' equity.

Combined market and idiosyncratic scenario

The combined scenario represents an extreme stress event that combines a firm-specific crisis with market disruption. This scenario assumes: (i) substantial outflows of otherwise stable client deposits, mainly due on demand; (ii) inability to renew or replace maturing unsecured wholesale funding; (iii) unusually large drawdowns on loan commitments; (iv) reduced capacity to generate liquidity from trading assets; (v) liquidity outflows corresponding to a three-notch downgrade in our long-term credit rating, and a corresponding downgrade in our short-term rating; (vi) triggering contractual obligations to unwind derivative positions or to deliver additional collateral; (vii) additional collateral requirements due to adverse movements in the market values of derivatives; and (viii) elevated liquidity requirements in support of continuous payment and settlement activity. The combined scenario is run daily to project potential cash outflows under it and is assessed as part of ongoing risk management activities.

Contingency Funding Plan

Audited Our Group Contingency Funding Plan is an integral part of our global crisis management framework, which covers various types of crisis events. This Contingency Funding Plan contains an assessment of contingent funding sources and liquidity generative actions in a stressed environment, early warning indicators and metrics, and contingency procedures. Our funding diversification and global scope help to protect our liquidity position in the event of a crisis. We regularly assess and test all material known and expected cash flows, as well as the level and availability of high-quality collateral that could be used to raise additional funding if required. Our contingent funding sources include our high-quality liquid asset (HQLA) portfolios, available and unutilized liquidity facilities at several major central banks, contingent reductions of liquid trading portfolio assets, and other available business management actions. ▲

Funding management

Audited Group Treasury regularly monitors our funding status, including concentration risks, aiming to ensure that we maintain a well-balanced and diversified liability structure. Our funding management team looks to create the optimal asset and liability structure to finance our businesses reliably and cost-efficiently. Our funding activities are planned by analyzing the overall liquidity and funding profile of our balance sheet, taking into account the amount of stable funding that would be needed to support ongoing business activities through periods of difficult market conditions. ▲

The funding strategy of UBS Group AG is set annually in the Funding Plan and is reviewed on a quarterly basis. The Funding Plan is developed by Group Treasury and approved by the Group ALCO. Group Treasury proposes, sets and oversees limits, triggers and targets for funding generation, including concentration limits, weighted average maturity limits and volume. Funding diversification is monitored continuously, with a focus on product type, single-counterparty exposure (as a percentage of the total), maturity profile, and the overall contribution of a particular funding source to the liability mix.

➤ Refer to “**Balance sheet and off-balance sheet**” in this section for more information about the development of our short-term and long-term debt during 2021

Global Wealth Management and Personal & Corporate Banking provide significant, cost-efficient and stable sources of funding. These include core deposits and debt issued through the Swiss central mortgage institutions, which use a portion of our portfolio of Swiss residential mortgages as collateral to generate long-term funding. In addition, we have several short-, medium- and long-term funding programs under which we issue senior unsecured debt and structured notes, as well as short-term debt. These programs enable institutional and private investors who are active in the markets of Europe, the US and Asia Pacific to customize their investments in UBS's debt. Collectively, these broad product offerings and funding sources, together with the global scope of our business activities, support our funding stability.

Internal funding and funds transfer pricing

We use an integrated liquidity and funding framework to govern the liquidity management of all our branches and subsidiaries, and our major sources of liquidity are channeled through entities that are fully consolidated. Group Treasury meets internal demands for funding by channeling funds from entities generating surplus cash to those in need of financing, except in circumstances where transfer restrictions exist.

Funding costs and benefits are allocated to our business divisions according to our liquidity and funding risk management framework. Our internal funds transfer pricing system, which is governed by Group Treasury, is designed to provide the proper liability structure to support the assets and planned activities of each business division.

Credit ratings

Credit ratings can affect the cost and availability of funding, especially funding from wholesale unsecured sources. Our credit ratings can also influence the performance of some of our businesses and the levels of client and counterparty confidence. Rating agencies take into account a range of factors when assessing creditworthiness and setting credit ratings. These include the company's strategy, its business position and franchise value, stability and quality of earnings, capital adequacy, risk profile and management, liquidity management, diversification of funding sources, asset quality, and corporate governance. Credit ratings reflect the opinions of the rating agencies and can change at any time.

In evaluating our liquidity and funding requirements, we consider the potential effect of a reduction in our long-term credit ratings and a corresponding reduction in short-term ratings. If our credit ratings were to be downgraded, rating trigger clauses could result in an immediate cash settlement or the need to deliver additional collateral to counterparties from contractual obligations related to over-the-counter (OTC) derivative positions and other obligations. Based on our credit ratings as of 31 December 2021, in the event of a one-notch reduction in our long-term credit ratings, we would have been required to provide USD 0.0 billion in cash or other collateral. In the event of a two-notch reduction it would have been USD 0.5 billion and for a three-notch downgrade USD 0.7 billion. In all scenarios these collateral requirements predominantly relate to OTC derivative positions.

There was one main rating action with regard to UBS Group AG's and UBS AG's solicited credit ratings in 2021. On 2 March 2021, Fitch Ratings revised the outlooks for the issuer ratings of UBS Group AG, UBS AG and the rated subsidiaries from negative back to stable, reversing the outlook change on 31 March 2020, which was part of a series of rating actions over several weeks across the sector to reflect the disruption caused by the COVID-19 pandemic.

- › Refer to "Liquidity and funding management are critical to UBS's ongoing performance" in the "Risk factors" section of this report for more information

Liquidity coverage ratio

The LCR measures the short-term resilience of a bank's liquidity profile by comparing whether sufficient HQLA are available to survive expected net cash outflows from a significant liquidity stress scenario, as defined by the relevant regulator.

Liquidity coverage ratio

USD billion, except where indicated

	Average 4Q21 ¹	Average 4Q20 ¹
High-quality liquid assets	228	214
Net cash outflows	147	141
Liquidity coverage ratio (%)²	155	152

¹ Calculated based on an average of 66 data points in the fourth quarter of 2021 and 63 data points in the fourth quarter of 2020. ² Calculated after the application of haircuts and inflow and outflow rates, as well as, where applicable, caps on Level 2 assets and cash inflows.

For UBS, HQLA are low-risk unencumbered assets under the control of Group Treasury that are easily and immediately convertible into cash at little or no loss of value, in order to meet liquidity needs. Our HQLA predominantly consist of assets that qualify as Level 1 in the LCR framework, including cash, central bank reserves and government bonds. Group HQLA are held by UBS AG and its subsidiaries, and may include amounts that are available to meet funding and collateral needs in certain jurisdictions, but are not readily available for use by the Group as a whole. These limitations are typically the result of local regulatory requirements, including local LCR and large exposure requirements. Funds that are effectively restricted are excluded from the calculation of Group HQLA to the extent they exceed the outflow assumptions for the subsidiary that holds the relevant HQLA. On this basis, USD 44 billion of assets were excluded from our daily average Group HQLA for the fourth quarter of 2021. Amounts held in excess of local liquidity requirements that are not subject to other restrictions are generally available for transfer within the Group.

Basel Committee on Banking Supervision (BCBS) standards require an LCR of at least 100%. In a period of financial stress, the Swiss Financial Market Supervisory Authority (FINMA) may allow banks to use their HQLA and let their LCR temporarily fall below the minimum threshold. We monitor the LCR in all significant currencies in order to manage any currency mismatches between HQLA and the net expected cash outflows in times of stress.

Our daily average LCR for the fourth quarter of 2021 was 155%, compared with 152% in the fourth quarter of 2020, remaining above the prudential requirement communicated by FINMA.

The average LCR increase was driven by a USD 14 billion increase in average HQLA to USD 228 billion, driven by higher average cash balances, which was partly offset by an increase in average net cash outflows of USD 6 billion to USD 147 billion, due to higher outflows from customer deposit balances and secured financing transactions.

- › Refer to the 31 December 2021 Pillar 3 Report, available under "Pillar 3 disclosures" at ubs.com/investors, for more information about the LCR
- › Refer to the "Significant regulated subsidiary and sub-group information" section of this report for more information about the LCR of UBS AG and UBS Switzerland AG

Net stable funding ratio

The net stable funding ratio (NSFR) framework is intended to limit overreliance on short-term wholesale funding, to encourage a better assessment of funding risk across all on- and off-balance sheet items and to promote funding stability. The NSFR has two components: available stable funding (ASF) and required stable funding (RSF). ASF is the portion of capital and liabilities expected to be available over the period of one year. RSF is a measure of the stable funding requirement of an asset based on its maturity, encumbrance and other characteristics, as well as the potential for contingent calls on funding liquidity from off-balance sheet exposures. The BCBS NSFR regulatory framework requires a ratio of at least 100%.

The NSFR regulation was finalized in the fourth quarter of 2020 with the release of the revised FINMA Circular 2015/2 "Liquidity risks – banks" and became effective on 1 July 2021.

As of 31 December 2021, our NSFR was unchanged at 119%. This reflected USD 15 billion higher available stable funding, mainly driven by an increase in debt issued designated at fair value and an increase in required stable funding of USD 15 billion, mainly reflecting higher loans and advances to customers.

Net stable funding ratio

USD billion, except where indicated

Available stable funding	578	563
Required stable funding	488	473
Net stable funding ratio (%)	119	119

¹ "Net stable funding ratio" is based on estimated pro forma reporting.

Balance sheet and off-balance sheet

Balance sheet

The balances disclosed in this section represent year-end positions, unless indicated otherwise. Intra-period balances fluctuate in the ordinary course of business and may differ from year-end positions.

Balance sheet assets

As of 31 December 2021, balance sheet assets totaled USD 1,117 billion, a decrease of USD 9 billion compared with 31 December 2020, which included a decrease from currency effects of approximately USD 21 billion.

Derivatives and cash collateral receivables on derivative instruments decreased by USD 44 billion. This decrease predominantly reflected decreases in foreign exchange contracts, mainly in our Derivatives & Solutions and Financing businesses in the Investment Bank, driven by net roll-offs, partly offset by market-driven movements. In addition, interest rate contracts decreased, mainly in our Derivatives & Solutions and Financing businesses and in Non-core and Legacy Portfolio, reflecting market-driven movements as long-term interest rates increased in the year.

Other financial assets measured at amortized cost and fair value decreased by USD 21 billion, largely due to shifts within the high-quality liquid asset (HQLA) portfolio from securities into cash within Group Treasury. Brokerage receivables decreased by USD 3 billion, mainly in our Financing business in the Investment Bank,

with growth in lending more than offset by an associated increase in netting effects.

These decreases were partly offset by a USD 35 billion increase in Cash and balances at central banks, predominantly in Group Treasury. The cash inflow was generated mainly from lower funding consumption by the Investment Bank, the aforementioned shifts within the HQLA portfolio from securities into cash, and net new issuances of long-term debt issued measured at amortized cost. These inflows were partly offset by outflows from higher margin requirements and an increase in net receivables from securities financing transactions, as well as currency effects.

Lending assets increased by USD 18 billion, of which USD 21 billion was in Global Wealth Management and predominantly reflected increases in Lombard loans and mortgage loans, primarily in the Americas, partly offset by currency effects. In Personal & Corporate Banking, lending assets decreased by USD 1 billion as increases in mortgage loans and corporate lending were more than offset by currency effects. Trading portfolio assets increased by USD 5 billion, mainly in our Financing business in the Investment Bank, reflecting higher inventory held to hedge client positions.

➤ Refer to the "Consolidated financial statements" section of this report for more information

Assets

	As of		% change from
	31.12.21	31.12.20	31.12.20
<i>USD billion</i>			
Cash and balances at central banks	192.8	158.2	22
Lending ¹	413.2	395.0	5
Securities financing transactions at amortized cost	75.0	74.2	1
Trading portfolio ²	130.8	125.4	4
Derivatives and cash collateral receivables on derivative instruments	148.7	192.4	(23)
Brokerage receivables	21.8	24.7	(11)
Other financial assets measured at amortized cost and fair value ³	73.8	95.1	(22)
Non-financial assets and financial assets for unit-linked investment contracts	61.0	60.9	0
Total assets	1,117.2	1,125.8	(1)

¹ Consists of loans and advances to banks and customers. ² Consists of financial assets at fair value held for trading. ³ Consists of financial assets at fair value not held for trading, financial assets measured at fair value through other comprehensive income and other financial assets measured at amortized cost, but excludes financial assets for unit-linked investment contracts.

Asset encumbrance

The table below provides a breakdown of on- and off-balance sheet assets between encumbered assets, unencumbered assets and assets that cannot be pledged as collateral.

Assets are presented as *Encumbered* if they have been pledged as collateral against an existing liability or are otherwise not available for securing additional funding. Included within the latter category are assets protected under client asset segregation rules, financial assets for unit-linked investment contracts, assets held in certain jurisdictions to comply with explicit minimum local asset maintenance requirements.

- Refer to "Note 23 Restricted and transferred financial assets" in the "Consolidated financial statements" section of this report for more information

Assets that cannot be pledged as collateral represents assets that are not encumbered but by their nature are not considered available to secure funding or meet collateral needs.

All other assets are presented as *Unencumbered*. Assets that are considered to be readily available to secure funding on a Group and / or legal entity level are shown separately and consist of cash and securities readily realizable in the normal course of business. These include our HQLA and unencumbered positions in our trading portfolio. Unencumbered assets that are considered to be available to secure funding on a legal entity level may be subject to restrictions that limit the total amount of assets available to the Group as a whole. Other unencumbered assets, which are not considered to be readily available to secure funding on a Group and / or legal entity level, primarily consist of loans and advances to banks.

Asset encumbrance as of 31 December 2021

	Encumbered		Unencumbered			Total Group	
	Assets pledged as collateral	Assets otherwise restricted and not available to secure funding	Cash and securities available to secure funding on a Group and / or legal entity level	Other realizable assets	Assets that cannot be pledged as collateral		
<i>USD billion</i>							
Balance sheet							
Cash and balances at central banks			192.8			192.8	
Loans and advances to banks	3.4		12.1			15.5	
Receivables from securities financing transactions					75.0	75.0	
Cash collateral receivables on derivative instruments	4.7				25.8	30.5	
Loans and advances to customers	18.2	1.2	375.5	2.9	397.8		
Other financial assets measured at amortized cost	2.2	0.1	16.6	1.4	5.9	26.2	
Total financial assets measured at amortized cost	20.4	9.5	209.4	388.9	109.6	737.8	
Financial assets at fair value held for trading	63.7 ¹	0.4	62.2	4.5		130.8	
Derivative financial instruments					118.1	118.1	
Brokerage receivables					21.8	21.8	
Financial assets at fair value not held for trading	1.0 ¹	22.8	22.7	7.8	5.9	60.1	
Total financial assets measured at fair value through profit or loss	64.7	23.2	84.8	12.3	145.9	330.9	
Financial assets measured at fair value through other comprehensive income	0.0	0.9	7.9			8.8	
Non-financial assets		0.0	5.3	14.1	20.3	39.7	
Total balance sheet assets as of 31 December 2021	85.1	33.5	307.5	415.4	275.7	1,117.2	
Total balance sheet assets as of 31 December 2020	89.5	32.3	284.0	395.6	324.3	1,125.8	
Off-balance sheet							
Fair value of securities accepted as collateral as of 31 December 2021	367.4	16.3	106.5	7.6	497.8		
Fair value of securities accepted as collateral as of 31 December 2020	367.3	12.4	113.4	7.7	500.7		
Total balance sheet assets and off-balance sheet securities accepted as collateral as of 31 December 2021	452.5	49.8	414.0	423.0	275.7	1,615.0	
of which: <i>high-quality liquid assets</i>			232.8				
Total balance sheet assets and off-balance sheet securities accepted as collateral as of 31 December 2020	456.8	44.7	397.3	403.3	324.3	1,626.5	
of which: <i>high-quality liquid assets</i>			214.1				

¹ Includes assets pledged as collateral that may be sold or repledged by counterparties. The respective amounts are disclosed in "Note 23 Restricted financial assets" in the "Consolidated financial statements" section of this report.

Assets available to secure funding on a Group and / or legal entity level by currency

<i>USD billion</i>	31.12.21	31.12.20
Swiss franc	111.4	109.2
US dollar	174.7	163.3
Euro	46.6	48.1
Other	81.2	76.7
Total	414.0	397.3

Balance sheet liabilities

Total liabilities as of 31 December 2021 were USD 1,056 billion, a decrease of USD 10 billion compared with 31 December 2020, which included a decrease from currency effects of approximately USD 20 billion.

Derivatives and cash collateral payables on derivative instruments decreased by USD 45 billion, in line with the movement on the asset side. Trading portfolio liabilities decreased by USD 2 billion, predominantly due to lower levels of short positions held to hedge client positions. Other financial liabilities measured at amortized cost and fair value decreased by USD 2 billion, mainly in Group Treasury due to higher netting on securities financing transactions measured at fair value. Short-term borrowings decreased by USD 2 billion, mainly due to lower short-term debt issued in Global Wealth Management, partly offset by higher amounts due to banks in our Derivatives & Solutions business in the Investment Bank.

These decreases were partly offset by an increase in customer deposits of USD 17 billion. An increase of USD 22 billion in Global Wealth Management, mainly in the Americas, was partly offset by a decrease of USD 4 billion in Personal & Corporate Banking driven by currency effects. As of 31 December 2021, our ratio of customer deposits to outstanding loan balances was 136% (31 December 2020: 138%).

Debt issued designated at fair value and long-term debt issued measured at amortized cost increased by USD 16 billion, mainly driven by USD 13 billion higher debt issued designated at fair value, mainly reflecting net new issuances of equity-linked and rates-linked debt instruments, as well as market-driven movements in our Derivatives & Solutions business in the Investment Bank. In addition, long-term debt issued measured at amortized cost increased by USD 3 billion, driven by net new issuances, partly offset by foreign exchange and hedge accounting effects. During 2021, net new issuances of TLAC-eligible benchmark instruments and senior unsecured debt USD 12 billion were partly offset by USD 4 billion of net redemptions of covered bonds and subordinated debt instruments.

During 2022, USD 1.4 billion equivalent of TLAC-eligible benchmark instruments and USD 2.0 billion of loss-absorbing tier 2 capital instruments will mature. In February 2022, loss-absorbing additional tier 1 capital instruments equivalent to USD 1.1 billion were called and USD 2.8 billion equivalent of TLAC-eligible benchmark instruments matured. UBS is already compliant with its 2022 going and gone concern capital requirements and expects to act rationally and strategically with respect to the refinancing of any callable capital instruments and any potential incremental issuances.

› Refer to the document titled "UBS Group AG consolidated capital instruments and TLAC-eligible senior unsecured debt," available under "Bondholder information" at ubs.com/investors, for more information

Brokerage payables increased by USD 5 billion, mainly in the Financing business of our Investment Bank, due to an increase in client credit and short positions, partly offset by higher netting effects from increased lending.

Non-financial liabilities and financial liabilities related to unit-linked investment contracts increased by USD 2 billion, mainly reflecting a reclassification of assets in Global Wealth Management as disposal groups held for sale in connection with the upcoming sales of our domestic wealth management business in Spain and UBS Swiss Financial Advisers AG. The increase also included market-driven increases from unit-linked investment contracts in Asset Management.

› Refer to the "Consolidated financial statements" section of this report for more information

Equity

Equity attributable to shareholders increased by USD 1,217 million to USD 60,662 million as of 31 December 2021.

This increase was mainly driven by total comprehensive income attributable to shareholders of positive USD 5,106 million, reflecting net profit of USD 7,457 million and negative other comprehensive income (OCI) of USD 2,351 million. OCI mainly included negative cash flow hedge OCI of USD 1,675 million, negative OCI related to foreign currency translation of USD 535 million and negative OCI related to debt instruments measured at fair value through OCI of USD 157 million. In addition, amortization of deferred share-based compensation awards increased share premium by USD 643 million and the launch of our new operational partnership entity with Sumitomo Mitsui Trust Holdings, Inc. resulted in an equity increase of USD 155 million.

These increases were partly offset by net treasury share activity that decreased equity by USD 3,326 million. This was mainly due to share repurchases with an acquisition cost of USD 2,500 million under our 2021 share repurchase program, repurchases of USD 112 million under our 2018–2021 program and purchases of USD 545 million from the market to hedge our share delivery obligations related to employee share-based compensation awards. In addition, distributions to shareholders reduced equity by USD 1,301 million, reflecting a dividend payment of USD 0.37 per share.

In the second quarter of 2021, we canceled 156,632,400 shares purchased under our 2018–2021 share repurchase program, as approved by shareholders at the 2021 Annual General Meeting. The cancellation of shares resulted in reclassifications within equity but had no net effect on our total equity attributable to shareholders.

› Refer to the "Group performance" and "Consolidated financial statements" sections of this report for more information about OCI

› Refer to "UBS shares" in this section for more information about our share repurchase programs

› Refer to "Note 30 Changes in organization and acquisitions and disposals of subsidiaries and businesses" in the "Consolidated financial statements" section of this report for more information about our partnership with Sumitomo Mitsui Trust Holdings, Inc.

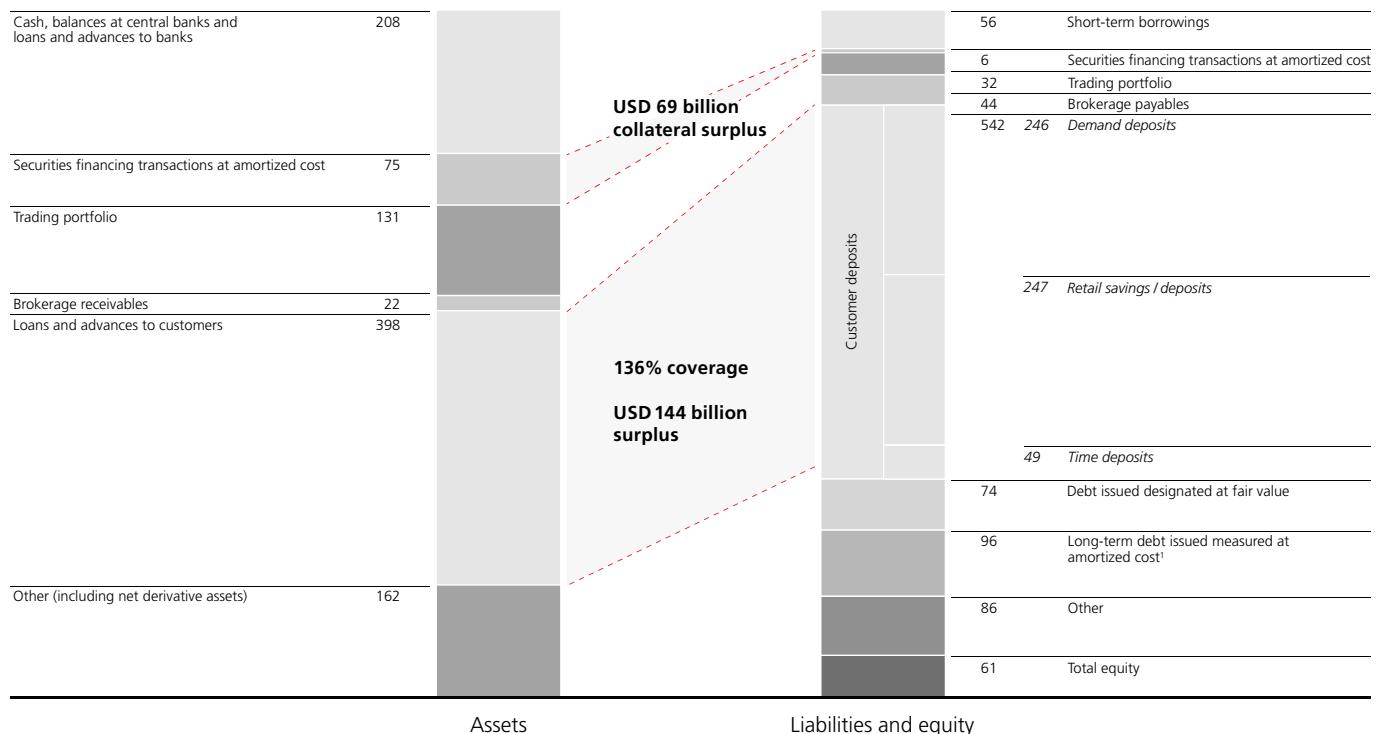
Liabilities and equity

	As of	% change from
	31.12.21	31.12.20
USD billion		
Short-term borrowings ¹	56.2	57.7
Securities financing transactions at amortized cost	5.5	6.3
Customer deposits	542.0	524.6
Debt issued designated at fair value and long-term debt issued measured at amortized cost ²	169.9	153.8
Trading portfolio ³	31.7	33.6
Derivatives and cash collateral payables on derivative instruments	153.1	198.4
Brokerage payables	44.0	38.7
Other financial liabilities measured at amortized cost and fair value ⁴	17.6	19.1
Non-financial liabilities and financial liabilities related to unit-linked investment contracts	36.1	33.7
Total liabilities	1,056.2	1,066.0
Share capital	0.3	0.3
Share premium	15.9	16.8
Treasury shares	(4.7)	(4.1)
Retained earnings	43.9	38.8
Other comprehensive income ⁵	5.2	7.6
Total equity attributable to shareholders	60.7	59.4
Equity attributable to non-controlling interests	0.3	0.3
Total equity	61.0	59.8
Total liabilities and equity	1,117.2	1,125.8

¹ Consists of short-term debt issued measured at amortized cost and amounts due to banks. ² The classification of debt issued measured at amortized cost into short-term and long-term is based on original contractual maturity and therefore long-term debt also includes debt with a remaining time to maturity of less than one year. This classification does not consider any early redemption features. ³ Consists of financial liabilities at fair value held for trading. ⁴ Consists of other financial liabilities measured at amortized cost and other financial liabilities designated at fair value, but excludes financial liabilities related to unit-linked investment contracts. ⁵ Excludes other comprehensive income related to defined benefit plans and own credit, which is recorded directly in Retained earnings.

Asset funding

USD billion, except where indicated
As of 31 December 2021



¹ The classification of debt issued measured at amortized cost into short- and long-term is based on original contractual maturity and therefore long-term debt also includes debt with a remaining time to maturity of less than one year. This classification does not consider any early redemption features.

Liabilities by product and currency

	USD billion		As a percentage of total liabilities									
			All currencies		All currencies		USD		CHF		EUR	
	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20
Short-term borrowings	56.2	57.7	5.3	5.4	3.1	3.0	0.4	0.6	0.6	1.0	1.3	0.9
of which: amounts due to banks	13.1	11.0	1.2	1.0	0.3	0.3	0.4	0.5	0.1	0.1	0.4	0.1
of which: short-term debt issued ¹	43.1	46.7	4.1	4.4	2.7	2.7	0.0	0.0	0.5	0.9	0.8	0.8
Securities financing transactions at amortized cost	5.5	6.3	0.5	0.6	0.5	0.5	0.0	0.0	0.0	0.0	0.0	0.1
Customer deposits	542.0	524.6	51.3	49.2	23.9	19.7	18.0	20.1	5.2	5.2	4.3	4.2
of which: demand deposits	246.4	236.4	23.3	22.2	8.7	7.4	6.7	7.2	4.4	4.3	3.5	3.4
of which: retail savings / deposits	247.2	220.9	23.4	20.7	11.9	8.3	11.0	11.8	0.5	0.5	0.0	0.0
of which: time deposits	48.4	67.3	4.6	6.3	3.2	4.0	0.3	1.1	0.3	0.4	0.8	0.8
Debt issued designated at fair value and long-term debt issued measured at amortized cost ²	169.9	153.8	16.1	14.4	9.5	7.6	1.7	1.6	3.3	3.7	1.5	1.5
Trading portfolio ³	31.7	33.6	3.0	3.2	1.3	1.3	0.1	0.1	0.6	0.5	1.0	1.2
Derivatives and cash collateral payables on derivative instruments	153.1	198.4	14.5	18.6	12.0	15.2	0.2	0.2	1.4	2.0	0.9	1.1
Brokerage payables	44.0	38.7	4.2	3.6	3.1	2.7	0.0	0.0	0.3	0.2	0.8	0.7
Other financial liabilities measured at amortized cost and fair value ⁴	17.6	19.1	1.7	1.8	0.9	1.1	0.1	0.2	0.4	0.2	0.3	0.3
Non-financial liabilities and financial liabilities related to unit-linked investment contracts	36.1	33.7	3.4	3.2	0.6	0.6	0.2	0.2	0.3	0.2	2.3	2.2
Total liabilities	1,056.2	1,066.0	100.0	100.0	54.7	51.6	20.8	23.0	12.1	13.1	12.4	12.3

¹ Short-term debt issued consists of certificates of deposit, commercial paper, acceptances and promissory notes, and other money market paper. ² The classification of debt issued measured at amortized cost into short-term and long-term is based on original contractual maturity and therefore long-term debt also includes debt with a remaining time to maturity of less than one year. This classification does not consider any early redemption features. ³ Consists of financial liabilities at fair value held for trading. ⁴ Consists of other financial liabilities measured at amortized cost and other financial liabilities designated at fair value, but excludes financial liabilities related to unit-linked investment contracts.

Maturity analysis of assets and liabilities

The table below provides an analysis of carrying amounts of balance sheet assets and liabilities, as well as off-balance sheet exposures by residual contractual maturity as of the reporting date. The residual contractual maturity of assets includes the effect of callable features. The residual contractual maturity of liabilities and off-balance sheet exposures is based on the earliest date on which we could be required to pay. The presentation of liabilities at the carrying amount in this table differs from "Note 24 Maturity analysis of financial liabilities" in the "Consolidated financial statements" section of this report, where such liabilities are presented on an undiscounted basis, as required by International Financial Reporting Standards (IFRS).

Derivative financial instruments and financial assets and liabilities at fair value held for trading are assigned to the *Due within 1 month* column, although one should note that the respective contractual maturities may extend over significantly longer periods.

Assets held to hedge unit-linked investment contracts (presented within *Financial assets at fair value not held for trading*) are assigned to the *Due within 1 month* column, consistent with the maturity assigned to the related amounts due under unit-linked investment contracts (presented within *Other financial liabilities designated at fair value*).

Other financial assets and liabilities with no contractual maturity, such as equity securities, are included in the *Perpetual / Not applicable* time bucket. Undated or perpetual instruments are classified based on the contractual notice period that the counterparty of the instrument is entitled to give. Where there is no contractual notice period, undated or perpetual contracts are included in the *Perpetual / Not applicable* time bucket.

Non-financial assets and liabilities with no contractual maturity are generally included in the *Perpetual / Not applicable* time bucket.

Loan commitments are classified on the basis of the earliest date they can be drawn down.

Maturity analysis of assets and liabilities

USD billion	Due within 1 month	Due between 1 and 3 months	Due between 3 and 6 months	Due between 6 and 9 months	Due between 9 and 12 months	Due between 1 and 2 years	Due between 2 and 5 years	Due over 5 years	Perpetual / Not applicable	Total
Assets										
Total financial assets measured at amortized cost	453.7	45.9	19.1	12.4	11.7	53.7	64.1	77.3		737.8
<i>Loans and advances to customers</i>	157.2	28.7	16.3	10.4	10.5	49.6	54.9	70.1		397.8
Total financial assets measured at fair value through profit or loss	300.5	5.8	3.6	2.6	1.9	5.2	7.1	2.5	1.8	330.9
<i>Financial assets at fair value not held for trading</i>	29.7	5.8	3.6	2.6	1.9	5.2	7.1	2.5	1.8	60.1
Financial assets measured at fair value through other comprehensive income	0.1	0.4	0.5	0.2	0.1	0.1	0.4	7.1		8.8
Total non-financial assets	7.7	0.5	0.1	0.0	0.0	0.2	1.4	0.3	29.4	39.7
Total assets as of 31 December 2021	761.9	52.6	23.3	15.1	13.6	59.2	73.0	87.2	31.2	1,117.2
Total assets as of 31 December 2020	748.1	64.2	32.7	18.6	17.8	53.0	79.9	79.6	31.8	1,125.8
Liabilities										
Total financial liabilities measured at amortized cost	581.6	20.1	21.3	15.0	12.1	17.0	35.6	24.4	13.5	740.6
<i>Customer deposits</i>	530.1	5.2	2.0	0.6	0.7	1.6	1.5	0.3		542.0
<i>Debt issued measured at amortized cost</i>	3.7	12.1	16.5	13.7	9.6	14.9	32.5	22.7	13.5	139.2
Total financial liabilities measured at fair value through profit or loss	237.7	12.0	5.2	6.1	3.3	18.8	5.6	12.2		300.9
<i>Debt issued designated at fair value</i>	12.5	11.6	5.1	5.8	3.2	18.6	5.4	11.5		73.8
Total non-financial liabilities	9.3	3.0	0.0	0.0	0.0	0.0	0.0	0.0	2.4	14.7
Total liabilities as of 31 December 2021	828.6	35.1	26.5	21.1	15.5	35.8	41.2	36.6	15.9	1,056.2
Total liabilities as of 31 December 2020	865.1	37.3	24.1	17.1	14.4	27.2	33.2	30.5	17.1	1,066.0

Guarantees, loan commitments and forward starting transactions¹

Guarantees, loan commitments and forward starting transactions as of 31 December 2021	60.9	0.5	0.4	0.2	0.0	0.0	0.0	0.0	0.0	62.1
Guarantees, loan commitments and forward starting transactions as of 31 December 2020	61.3	0.5	0.3	0.1	0.0	0.0	0.0	0.0	0.0	62.2

¹ The notional amounts associated with derivative loan commitments, as well as forward starting repurchase and reverse repurchase agreements, measured at fair value through profit or loss are presented together with notional amounts related to derivative instruments and have been excluded from the table above. Refer to "Note 10 Derivative instruments" in the "Consolidated financial statements" section of this report for information about the notional amounts of these instruments.

Off-balance sheet

In the normal course of business, we enter into transactions where, pursuant to IFRS, the maximum contractual exposure may not be recognized in whole or in part on our balance sheet. These transactions include derivative instruments, guarantees, loan commitments and similar arrangements.

When we incur an obligation or become entitled to an asset through these arrangements, we recognize them on the balance sheet. It should be noted that in certain instances the amount recognized on the balance sheet does not represent the full gain or loss potential inherent in such arrangements.

- Refer to “**Note 1a Material accounting policies**” items 1, 2a and 2c, and “**Note 29 Interests in subsidiaries and other entities**” in the “**Consolidated financial statements**” section of this report for more information

The following paragraphs provide more information about certain off-balance sheet arrangements. Additional off-balance sheet information is primarily provided in Notes 9, 10, 18, 20, 21i, 23 and 29 in the “Consolidated financial statements” section of this report, and in the 31 December 2021 Pillar 3 Report, available under “Pillar 3 disclosures” at ubs.com/investors.

Guarantees, loan commitments and similar arrangements

In the normal course of business, we issue various forms of guarantees, commitments to extend credit, standby and other letters of credit to support our clients, forward starting transactions, note issuance facilities and revolving underwriting facilities. With the exception of related premiums, generally these guarantees and similar obligations are kept as off-balance sheet items, unless a provision to cover probable losses or expected credit losses is required.

Guarantees represent irrevocable assurances that, subject to the satisfying of certain conditions, we will make payments if our clients fail to fulfill their obligations to third parties. As of 31 December 2021, the net exposure (i.e., gross values less sub-participations) from guarantees and similar instruments was USD 19 billion, compared with USD 15 billion as of 31 December 2020. The increase of USD 4 billion reflected higher guarantees in Group Treasury and an increase in guarantees issued to corporate clients in Personal & Corporate Banking. Fee income from issuing guarantees was not significant to total revenues in 2021 or 2020.

We also enter into commitments to extend credit in the form of credit lines available to secure the liquidity needs of clients. The majority of loan commitments range in maturity from one month to one year. Committed unconditionally revocable credit lines are generally open-ended.

During 2021, loan commitments decreased by USD 2 billion, mainly in Personal & Corporate Banking, predominantly in Personal Banking Switzerland.

Committed unconditionally revocable credit lines remained broadly stable. Forward starting reverse repurchase agreements decreased by USD 2 billion and forward starting repurchase agreements increased by USD 1 billion, both predominantly in Group Treasury.

Off-balance sheet

USD billion	As of	% change from
	31.12.21	31.12.20
Guarantees ¹	18.9	15.0 26
Loan commitments ^{1,2}	39.5	41.4 (5)
Committed unconditionally revocable credit lines	40.8	40.1 2
Forward starting reverse repurchase agreements ²	1.4	3.2 (56)
Forward starting repurchase agreements ²	1.0	0.4 178

¹ Guarantees and Loan commitments are shown net of sub-participations. ² The exposures related to loan commitments, forward starting repurchase and reverse repurchase agreements measured at fair value through profit or loss are not included in this table but are reflected as notional amounts in “Note 10 Derivative instruments” in the “Consolidated financial statements” section of this report.

If customers fail to meet their obligations, our maximum exposure to credit risk is the contractual amount of these instruments. The risk is similar to the risk involved in extending loan facilities and is subject to the same risk management and control framework. In 2021, we recognized net credit loss releases of USD 46 million related to loan commitments, guarantees and other credit facilities in the scope of expected credit loss measurement, compared with net credit loss expenses of USD 138 million in 2020. Provisions recognized for guarantees,

loan commitments and other credit facilities in the scope of expected credit loss measurement were USD 196 million as of 31 December 2021, compared with USD 257 million as of 31 December 2020.

- Refer to “**Note 9 Financial assets at amortized cost and other positions in scope of expected credit loss measurement**” and “**Note 20 Expected credit loss measurement**” in the “**Consolidated financial statements**” section of this report for more information about provisions for expected credit losses

For certain obligations we enter into partial sub-participations to mitigate various risks from guarantees and loan commitments. A sub-participation is an agreement by another party to take a share of the loss in the event that the obligation is not fulfilled by the obligor and, where applicable, to fund a part of the credit facility. We retain the contractual relationship with the obligor, and the sub-participant has only an indirect relationship. We only enter into sub-participation agreements with banks to which we ascribe a credit rating equal to or better than that of the obligor.

We also provide representations, warranties and indemnifications to third parties in the normal course of business.

Support provided to non-consolidated investment funds

In 2021, the Group did not provide material support, financial or otherwise, to unconsolidated investment funds when the Group was not contractually obligated to do so, nor does it have an intention to do so.

Clearing house and exchange memberships

We are a member of numerous securities and derivative exchanges and clearing houses. In connection with some of these memberships, we may be required to pay a share of the financial obligations of another member who defaults, or we may be otherwise exposed to additional financial obligations. While the membership rules vary, obligations generally would arise only if the exchange or clearing house had exhausted its resources. We consider the probability of a material loss due to such obligations to be remote.

Deposit insurance

Swiss banking law and the deposit insurance system require Swiss banks and securities dealers to jointly guarantee an amount of up to CHF 6 billion for privileged client deposits in the event that a Swiss bank or securities dealer becomes insolvent. As of 31 December 2021, FINMA estimates our share in the deposit insurance system to be CHF 0.9 billion. This represents a contingent payment obligation and exposes us to additional risk. As of 31 December 2021, we considered the probability of a material loss from our obligations to be remote.

UBS is also subject to, or is a member of, other deposit protection schemes in other countries. However, no contingent payment obligation existed as of 31 December 2021 from any other material scheme.

Material cash requirements

The Group's material cash requirements as of 31 December 2021 are represented by the residual contractual maturities for non-derivative and non-trading financial liabilities included in the table presented in "Note 24 Maturity analysis of financial liabilities" in the "Consolidated financial statements" section of this report. Included in the table are debt issued designated at fair value (USD 82 billion) and long-term debt issued measured at amortized cost (USD 106 billion). The amounts represent estimated future interest and principal payments on an undiscounted basis.

In the normal course of business, we also issue or enter into various forms of guarantees, loan commitments and other similar arrangements that may result in an outflow of cash in the future. The maturity profile of these obligations, which are presented off-balance sheet, are included in "Note 24 Maturity analysis of financial liabilities" in the "Consolidated financial statements" section of this report.

➤ Refer to "Guarantees, loan commitments and similar arrangements" in this section for more information

Cash flows

As a global financial institution, our cash flows are complex and often may bear little relation to our net earnings and net assets. Consequently, we believe that a traditional cash flow analysis is less meaningful when evaluating our liquidity position than the liquidity, funding and capital management frameworks and measures described elsewhere in this section.

Cash and cash equivalents

As of 31 December 2021, cash and cash equivalents totaled USD 207.9 billion, an increase of USD 34.3 billion compared with 31 December 2020, driven by net cash inflows from operating and financing activities. These effects were partly offset by net cash outflows from investing activities, as well as the effects of exchange rate differences on cash and cash equivalents, mainly reflecting the appreciation of the US dollar against the Swiss franc, Japanese yen and euro in 2021.

Operating activities

Net cash inflows from operating activities were USD 31.4 billion in 2021, compared with USD 37.0 billion in 2020. The net operating cash flow, before changes in operating assets and liabilities and income taxes paid, was an inflow of USD 13.5 billion. Changes in operating assets and liabilities resulted in net cash inflows of USD 18.0 billion, mainly driven by net inflows of

USD 29.8 billion related to customer deposits and USD 19.6 billion from financial assets and liabilities at fair value not held for trading and other financial assets and liabilities, as well as USD 8.1 billion from brokerage receivables and payables. These inflows were partly offset by a net outflow from lending balances to customers of USD 27.5 billion and a net outflow from financial assets and liabilities at fair value held for trading and derivative financial instruments of USD 10.5 billion.

Investing activities

Investing activities resulted in a net cash outflow of USD 2.1 billion in 2021, compared with USD 6.8 billion in 2020, primarily related to a cash outflow of USD 1.8 billion from purchase of property, equipment and software.

Financing activities

Financing activities resulted in a net cash inflow of USD 10.3 billion in 2021, compared with USD 12.4 billion in 2020, mainly due to net issuance proceeds of USD 18.4 billion from debt designated at fair value and long-term debt measured at amortized cost. This inflow was partly offset by the net repayment of USD 3.1 billion of short-term debt, net cash used to acquire treasury shares of USD 3.3 billion and a dividend distribution to shareholders of USD 1.3 billion.

» Refer to "Primary financial statements and share information" in the "Consolidated financial statements" section of this report for more information about cash flows

Statement of cash flows (condensed)

	For the year ended	
	31.12.21	31.12.20
<i>USD billion</i>		
Net cash flow from / (used in) operating activities	31	37
Net cash flow from / (used in) investing activities	(2)	(7)
Net cash flow from / (used in) financing activities	10	12
Effects of exchange rate differences on cash and cash equivalents	(5)	11
Net increase / (decrease) in cash and cash equivalents	34	54
Cash and cash equivalents at the end of the year	208	174

Currency management

Strategy, objectives and governance

Group Treasury focuses on three main areas of currency risk management: (i) currency-matched funding and investment of non-US dollar assets and liabilities; (ii) sell-down of foreign currency IFRS profits and losses; and (iii) selective hedging of anticipated non-US dollar profits and losses to further mitigate the effect of structural imbalances in the balance sheet. Group Treasury also manages structural currency composition at the consolidated Group level.

Currency-matched funding and investment of non-US dollar assets and liabilities

For monetary balance sheet items and other investments, as far as is practical and efficient, we follow the principle of matching the currencies of our assets and liabilities for funding purposes. This avoids profits and losses arising from the translation of non-US dollar assets and liabilities.

Net investment hedge accounting is applied to non-US dollar core investments to balance the effect of foreign exchange movements on both CET1 capital and the CET1 capital ratio.

- › Refer to “**Note 1a Material accounting policies**” and “**Note 26 Hedge accounting**” in the “**Consolidated financial statements**” section of this report for more information
- › Refer to “**Capital management**” in this section for more information about our active management of sensitivity to currency movements and the effect thereof on our key ratios

Sell-down of non-US dollar reported profits and losses

Income statement items of foreign subsidiaries and branches of UBS AG with a functional currency other than the US dollar are translated into US dollars at average exchange rates. To reduce earnings volatility on the translation of previously recognized earnings in foreign currencies, Group Treasury centralizes the profits and losses (under IFRS) arising in UBS AG and its branches and sells or buys the profit or loss for US dollars on a monthly basis. Our foreign subsidiaries follow a similar monthly sell-down process into their own functional currencies. Retained earnings in foreign subsidiaries with a functional currency other than the US dollar are integrated and managed as part of our net investment hedge accounting program.

Hedging of anticipated non-US dollar profits and losses

The Group ALCO may at any time instruct Group Treasury to execute hedges to protect anticipated future profits and losses in foreign currencies against possible adverse trends of foreign exchange rates. Although intended to hedge future earnings, these transactions are accounted for as open currency positions and subject to internal market risk limits for value-at-risk and stress loss limits.

Dividend distribution

UBS Group AG declares dividends in US dollars. Shareholders holding shares through SIX (ISIN: CH0244767585) will receive dividends in Swiss francs, based on a published exchange rate calculated up to five decimal places, on the day prior to the ex-dividend date. Shareholders holding shares through DTC (ISIN: CH0244767585; CUSIP: H42097107) will be paid dividends in US dollars.

- › Refer to the “**Standalone financial statements**” section of this report for more information about the proposed dividend distribution of UBS Group AG

UBS shares

UBS Group AG shares

Audited As of 31 December 2021, IFRS equity attributable to shareholders amounted to USD 60,662 million, represented by 3,702,422,995 shares issued. Shares issued decreased by 157 million in 2021, as the 156,632,400 shares acquired under the 2018–2021 share repurchase program were canceled by means of a capital reduction, as approved by shareholders at the 2021 Annual General Meeting (AGM).

Each share has a nominal value of CHF 0.10, carries one vote if entered into the share register as having the right to vote, and also entitles the holder to a proportionate share of distributed dividends. All shares are fully paid up. As the Articles of Association of UBS Group AG indicate, there are no other classes of shares and no preferential rights for shareholders. ▲

» Refer to the “Corporate governance” section of this report for more information about UBS shares

UBS Group share information

	As of or for the year ended	% change from
	31.12.21	31.12.20
Shares issued	3,702,422,995	3,859,055,395
Treasury shares ¹	302,815,328	307,477,002
of which: related to share repurchase program 2018–2021		(2)
of which: related to share repurchase program 2021 ²	152,596,273	(100)
Shares outstanding	3,399,607,667	3,551,578,393
Basic earnings per share (USD) ³	2.14	1.83
Basic earnings per share (CHF) ⁴	1.96	1.71
Diluted earnings per share (USD) ³	2.06	1.77
Diluted earnings per share (CHF) ⁴	1.88	1.65
Equity attributable to shareholders (USD million)	60,662	59,445
Less: goodwill and intangible assets (USD million)	6,378	6,480
Tangible equity attributable to shareholders (USD million)	54,283	52,965
Ordinary cash dividends per share (USD) ^{5,6}	0.50	0.37
Total book value per share (USD)	17.84	16.74
Tangible book value per share (USD)	15.97	14.91
Share price (USD) ⁷	18.01	14.08
Market capitalization (USD million)	61,230	50,013

¹ Based on a settlement date view. ² Our active share repurchase program of up to CHF 4 billion was started in February 2021. The program was initially planned to run over a three-year period, but we currently expect to complete it in the first half of 2022. We therefore refer to this program as “share repurchase program 2021” throughout this report. ³ Refer to “Share information and earnings per share” in the “Consolidated financial statements” section of this report for more information. ⁴ Basic and diluted earnings per share in Swiss francs are calculated based on a translation of net profit / (loss) under our US dollar presentation currency. ⁵ Dividends and / or distributions out of the capital contribution reserve are normally approved and paid in the year subsequent to the reporting period. ⁶ Refer to “Statement of proposed appropriation of total profit and dividend distribution out of total profit and capital contribution reserve” in the “Standalone financial statements” section of this report for more information. ⁷ Represents the share price as listed on the SIX Swiss Exchange, translated to US dollars using the closing exchange rate as of the respective date.

Holding of UBS Group AG shares

Group Treasury holds UBS Group AG shares to hedge future share delivery obligations related to employee share-based compensation awards, and also holds shares purchased under the share repurchase program. As of 31 December 2021, we held a total of 302,815,328 treasury shares (31 December 2020: 307,477,002), or 8.2% (31 December 2020: 8.0%) of shares issued.

Our 2018–2021 share repurchase program was completed on 2 February 2021 with the purchase of an additional 7.7 million shares in 2021 for a total acquisition cost of CHF 100 million (USD 112 million). The 156.6 million shares repurchased under this program were canceled by means of a capital reduction, as approved by shareholders at the 2021 AGM.

On 8 February 2021, we commenced a new 2021 share repurchase program of up to CHF 4 billion. Shares acquired under this program totaled 152.6 million as of 31 December 2021 for a total acquisition cost of CHF 2,294 million (USD 2,500 million) and are intended to be canceled by means of a capital reduction, pending approval by shareholders at the 2022 AGM.

Looking ahead, we intend to commence a new 2022 share repurchase program of up to USD 6 billion over two years and expect to execute up to USD 5 billion of repurchases under both the existing 2021 repurchase program and the new 2022 program by the end of 2022.

Treasury share purchases

Month of purchase ³	Number of shares	Average price in CHF	Share repurchase programs ¹		Other treasury shares purchased ²	
			Remaining volume of 2018–2021 share repurchase program in CHF million at month-end	Remaining volume of 2021 share repurchase program in CHF million at month-end	Number of shares	Average price in USD
January 2021	5,250,000	13.06	31			
February 2021	22,861,600	13.89	0	3,714		
March 2021	39,377,000	14.64		3,137		
April 2021	7,400,415	14.56		3,030		
May 2021	15,858,110	13.97		2,808	5,585,000	16.11
June 2021				2,808	14,415,000	16.31
July 2021	7,730,000	14.71		2,694		
August 2021	17,140,000	15.36		2,431		
September 2021	11,241,248	15.36		2,259		
October 2021	4,500,000	16.58		2,184		
November 2021	28,800,000	16.54		1,708		
December 2021	94,500	16.23		1,706 ⁴	12,770,000	17.73

¹ In March 2018, UBS initiated a share repurchase program of up to CHF 2 billion over a three-year period and this program was completed on 2 February 2021. UBS has an active share repurchase program to buy back up to CHF 4 billion of its own shares over the three-year period started in February 2021. The share repurchase information in this table is disclosed in Swiss francs as the share buybacks were transacted in Swiss francs on a separate trading line on the SIX Swiss Exchange. ² This table excludes purchases for the purpose of hedging derivatives linked to UBS Group AG shares and for market-making in UBS Group AG shares. The table also excludes UBS Group AG shares purchased by post-employment benefit funds for UBS employees, which are managed by a board of UBS management and employee representatives in accordance with Swiss law. UBS's post-employment benefit funds purchased 906,951 UBS Group AG shares during the year and held 14,073,132 UBS Group AG shares as of 31 December 2021. ³ Based on the transaction date of the respective treasury share purchases. ⁴ The remaining volume of the 2021 share repurchase program as of 31 December 2021 was USD 1,871 million. This was calculated based on the remaining volume of CHF 1,706 million as of 31 December 2021 and the respective closing exchange rate as of this date.

Trading volumes

	For the year ended		
1,000 shares	31.12.21	31.12.20	31.12.19
SIX Swiss Exchange total	2,514,259	5,095,908	4,161,555
SIX Swiss Exchange daily average	9,899	20,222	16,713
New York Stock Exchange total	137,366	260,681	203,967
New York Stock Exchange daily average	545	1,030	809

Source: Reuters

Treasury shares held to hedge our share delivery obligations related to employee share-based compensation awards totaled 148.8 million shares as of 31 December 2021 (31 December 2020: 157.1 million). Share delivery obligations related to employee share-based compensation awards totaled 175 million shares as of 31 December 2021 (31 December 2020: 172 million) and are calculated on the basis of undistributed notional share awards, taking into account applicable performance conditions. Treasury shares held are delivered to employees at exercise or vesting. As of 31 December 2021, up to 122 million UBS Group AG shares (31 December 2020: 122 million) could have been issued out of conditional capital to satisfy share delivery obligations of any future employee share option programs or similar awards.

The Investment Bank also holds a limited number of UBS Group AG shares, primarily in its capacity as a market-maker with regard to UBS Group AG shares and related derivatives, and to hedge certain issued structured debt instruments.

The table below outlines the market purchases of UBS Group AG shares by Group Treasury. It does not include the activities of the Investment Bank.

Listing of UBS Group AG shares

UBS Group AG shares are listed on the SIX Swiss Exchange (SIX). They are also listed on the New York Stock Exchange (the NYSE) as global registered shares. As such, they can be traded and transferred across applicable borders, without the need for conversion, with identical shares traded on different stock exchanges in different currencies.

During 2021, the average daily trading volume of UBS Group AG shares was 9.9 million shares on SIX and 0.5 million shares on the NYSE. SIX is expected to remain the main venue for determining the movement in our share price, because of the high volume traded on this exchange.

During the hours in which both SIX and the NYSE are simultaneously open for trading (generally 3:30 p.m. to 5:30 p.m. Central European Time), price differences between these exchanges are likely to be arbitrated away by professional market-makers. Accordingly, the share price will typically be similar between the two exchanges when considering the prevailing US dollar / Swiss franc exchange rate. When SIX is closed for trading, globally traded volumes will typically be lower. However, the specialist firm making a market in UBS Group AG shares on the NYSE is required to facilitate sufficient liquidity and maintain an orderly market in UBS Group AG shares throughout normal NYSE trading hours.

Ticker symbols UBS Group AG

Trading exchange	SIX / NYSE	Bloomberg	Reuters
SIX Swiss Exchange	UBSG	UBSG SW	UBSG.S
New York Stock Exchange	UBS	UBS UN	UBS.N

Security identification codes

ISIN	CH0244767585
Valoren	24 476 758
CUSIP	CINS H42097 10 7

Corporate governance and compensation

Management report

4

Audited information according to the Swiss law and applicable regulatory requirements and guidance

Disclosures provided are in line with the requirements of Art. 663c para. 1 and 3 of the Swiss Code of Obligations (supplementary disclosures for companies whose shares are listed on a stock exchange: shareholdings) and the Ordinance against Excessive Compensation in Listed Stock Corporations (tables containing such information are marked as "Audited" throughout this section), as well as other applicable regulations and guidance.

Corporate governance

Corporate governance

UBS Group AG is subject to, and complies with, all relevant Swiss legal and regulatory requirements regarding corporate governance, including the SIX Swiss Exchange's Directive on Information relating to Corporate Governance (the SIX Swiss Exchange Corporate Governance Directive) and the standards established in the Swiss Code of Best Practice for Corporate Governance, including the appendix on executive compensation.

As a foreign company with shares listed on the New York Stock Exchange (the NYSE), UBS Group AG also complies with all relevant corporate governance standards applicable to foreign private issuers.

The Organization Regulations of UBS Group AG, adopted by the Board of Directors (the BoD) based on Art. 716b of the Swiss Code of Obligations and articles 25 and 27 of the Articles of Association of UBS Group AG, constitute our primary corporate governance guidelines.

To the extent practicable, the governance structures of UBS Group AG and UBS AG are aligned. UBS AG complies with all relevant Swiss legal and regulatory corporate governance requirements. As a foreign private issuer with debt securities listed on the NYSE, UBS AG also complies with the relevant NYSE corporate governance standards. The discussion in this section refers to both UBS Group AG and UBS AG, unless specifically noted otherwise or unless the information discussed is relevant only to listed companies and therefore only applicable to UBS Group AG. This approach is in line with US Securities and Exchange Commission (SEC) regulations and NYSE standards.

- › **Refer to the Articles of Association of UBS Group AG and of UBS AG, and to the Organization Regulations of UBS Group AG, available at ubs.com/governance and ubs.com/ubs-ag-governance, for more information**
- › **The SIX Swiss Exchange Corporate Governance Directive is available at ser-ag.com/dam/downloads/regulation/listing/directives/DCG-en.pdf, the Swiss Code of Best Practice for Corporate Governance at economiesuisse.ch/en/publications/swiss-code-best-practice-corporate-governance and the NYSE rules at nyse.wolterskluwer.cloud/listed-company-manual**

Differences from corporate governance standards relevant to US-listed companies

The NYSE standards on corporate governance require foreign private issuers to disclose any significant ways in which their corporate governance practices differ from those that have to be followed by domestic companies. Such differences are discussed below.

Responsibility of the Audit Committee regarding independent auditors

Our Audit Committee is responsible for the compensation, retention and oversight of independent auditors. It assesses the performance and qualifications of external auditors and submits proposals for appointment, reappointment or removal of independent auditors to the BoD. As required by the Swiss Code

of Obligations, the BoD submits its proposals for a shareholder vote at the Annual General Meeting (the AGM). Under NYSE standards audit committees are responsible for appointing independent auditors.

Discussion of risk assessment and risk management policies by the Risk Committee

As per the Organization Regulations of UBS Group AG and UBS AG, the Risk Committee, instead of the Audit Committee, as per NYSE standards, oversees our risk principles and risk capacity on behalf of the BoD. The Risk Committee is responsible for monitoring our adherence to those risk principles and monitoring whether business divisions and control units maintain appropriate systems of risk management and control.

Supervision of the internal audit function

Although under NYSE standards only audit committees supervise internal audit functions, the Chairman of the BoD (the Chairman) and the Audit Committee share the supervisory responsibility and authority with respect to the internal audit function.

Responsibility of the Compensation Committee for performance evaluations of senior management of UBS Group AG

In line with Swiss law, our Compensation Committee, together with the BoD, proposes for shareholder approval at the AGM the maximum aggregate amount of compensation for the BoD, the maximum aggregate amount of fixed compensation for the Group Executive Board (the GEB) and the aggregate amount of variable compensation for the GEB. The members of the Compensation Committee are elected by the AGM. Under NYSE standards it is the responsibility of compensation committees to evaluate senior management's performance and to determine and approve, as a committee or together with the other independent directors, the compensation thereof.

Proxy statement reports of the Audit Committee and the Compensation Committee

NYSE standards require the aforementioned committees to submit their reports directly to shareholders. However, under Swiss law all reports to shareholders, including those from the aforementioned committees, are provided to and approved by the BoD, which has ultimate responsibility to the shareholders.

Shareholder votes on equity compensation plans

NYSE standards require shareholder approval for the establishing of and material revisions to all equity compensation plans. However, as per Swiss law, the BoD approves compensation plans. Shareholder approval is only mandatory if equity-based compensation plans require an increase in capital. No shareholder approval is required if shares for such plans are purchased in the market.

- › **Refer to "Board of Directors" in this section for more information about the BoD's committees**
- › **Refer to "Share capital structure" in this section for more information about UBS Group AG's capital**

Group structure and shareholders

Operational Group structure

As of 31 December 2021, the operational structure of the Group is composed of the Global Wealth Management, Personal & Corporate Banking, Asset Management and Investment Bank business divisions, as well as Group Functions.

- › Refer to the "Our businesses" section on page 21 of this report for more information about our business divisions and Group Functions
- › Refer to "Financial and operating performance" on page 75 and to "Note 2 Segment reporting" in the "Consolidated financial statements" section on page 306 of this report for more information
- › Refer to the "Our evolution" section on page 14 of this report for more information

Listed and non-listed companies belonging to the Group

The Group includes a number of consolidated entities, of which only UBS Group AG shares are listed.

UBS Group AG's registered office is at Bahnhofstrasse 45, CH-8001 Zurich, Switzerland. UBS Group AG shares are listed on the SIX Swiss Exchange (ISIN: CH0244767585) and on the NYSE (CUSIP: H42097107).

- › Refer to "UBS shares" in the "Capital, liquidity and funding, and balance sheet" section on page 178 of this report for information about UBS Group AG's market capitalization and shares held by Group entities
- › Refer to "Note 29 Interests in subsidiaries and other entities" in the "Consolidated financial statements" section on page 391 of this report for more information about the significant subsidiaries of the Group

Significant shareholders

General rules

Under the Swiss Federal Act on Financial Market Infrastructures and Market Conduct in Securities and Derivatives Trading of 19 June 2015 (the FMIA), anyone directly or indirectly, or acting in concert with third parties, holding shares in a company listed in Switzerland or holding derivative rights related to shares in such a company must notify the company and the SIX Swiss Exchange (SIX) if the holding reaches, falls below or exceeds one of the following percentage thresholds: 3, 5, 10, 15, 20, 25, 33½, 50 or 66⅔% of voting rights, regardless of whether or not such rights may be exercised. Nominee companies that cannot autonomously decide how voting rights are exercised are not required to notify the company and SIX if they reach, exceed or fall below the above-mentioned thresholds.

Audited I

Shareholders registered in the UBS share register with 3% or more of the total share capital¹

% of share capital	31.12.21	31.12.20	31.12.19
Chase Nominees Ltd., London ²	8.89	10.39	10.94
DTC (Cede & Co.), New York ^{2,3}	5.78	4.99	7.57
Nortrust Nominees Ltd., London ²	4.80	5.15	4.90

¹ As registration in the UBS share register is optional, shareholders crossing the threshold percentages requiring SIX notification under the FMIA do not necessarily appear in this table. ² Nominee companies and securities clearing organizations cannot autonomously decide how voting rights are exercised and are therefore not obligated to notify UBS and SIX if they reach, exceed or fall below the threshold percentages requiring disclosure notification under the FMIA. Consequently, they do not appear in the "Shareholders subject to FMIA disclosure notifications" section above. ³ DTC (Cede & Co.), New York, "The Depository Trust Company," is a US securities clearing organization.

Pursuant to the Swiss Code of Obligations, we disclose in "Note 23 Significant shareholders" to the UBS Group AG standalone financial statements the identity of any shareholder with a holding of more than 5% of the total share capital of UBS Group AG.

Shareholders subject to FMIA disclosure notifications

According to the mandatory FMIA disclosure notifications filed with UBS Group AG and SIX, as of 31 December 2021, the following entities held more than 3% of the total share capital of UBS Group AG: Massachusetts Financial Services Company, Boston, which disclosed a holding of 3.01% on 22 June 2021; Artisan Partners Limited Partnership, Milwaukee, which disclosed a holding of 3.15% on 18 November 2020; BlackRock Inc., New York, which disclosed a holding of 4.70% on 26 May 2020; and Norges Bank, Oslo, which disclosed a holding of 3.01% on 24 July 2019. As registration in the UBS share register is optional, shareholders crossing the aforementioned thresholds requiring SIX notification under the FMIA do not necessarily appear in the table below.

On 24 January 2022, Dodge & Cox International Stock Fund, San Francisco, disclosed a holding of 3.02% of the total share capital of UBS Group AG. No new disclosures of significant shareholdings have been made since that date.

In accordance with the FMIA, the aforementioned holdings are calculated in relation to the total share capital of UBS Group AG reflected in the Articles of Association at the time of the respective disclosure notification.

Information on disclosures under the FMIA is available at ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html.

Shareholders registered in the UBS share register with 3% or more of the share capital of UBS Group AG

As a supplement to the mandatory disclosure requirements according to the SIX Swiss Exchange Corporate Governance Directive, we disclose in the table below the shareholders (acting in their own name or in their capacity as nominees for other investors or beneficial owners) that were registered in the UBS share register with 3% or more of the total share capital of UBS Group AG as of 31 December 2021.

- › Refer to "Shareholders' participation rights" on page 191 of this section for more information about voting rights, restrictions and representation

Cross-shareholdings

UBS Group AG has no cross-shareholdings where reciprocal ownership would be in excess of 5% of capital or voting rights with any other company.

Share capital structure

Ordinary share capital

At year-end 2021, UBS Group AG had 3,702,422,995 issued shares with a nominal value of CHF 0.10 each, equating to a share capital of CHF 370,242,299.50.

Under Swiss company law, shareholders must approve, in a general meeting of shareholders, any increase or reduction in the ordinary share capital or the creation of conditional or authorized share capital.

In 2021, our shareholders were asked to approve a reduction of share capital by way of canceling 156,632,400 registered shares repurchased under the 2018–2021 share buyback program.

In 2021, our shareholders were not asked to approve the creation of conditional or authorized share capital.

No shares were issued out of existing conditional capital, as there were no employee options and stock appreciation rights outstanding.

Distribution of UBS shares

As of 31 December 2021	Shareholders registered		Shares registered	
Number of shares registered	Number	%	Number	% of shares issued
1–100	21,973	11.4	1,210,904	0.0
101–1,000	98,460	51.1	46,829,775	1.3
1,001–10,000	65,295	33.9	192,251,772	5.2
10,001–100,000	6,421	3.3	152,692,476	4.1
100,001–1,000,000	523	0.3	152,003,230	4.1
1,000,001–5,000,000	94	0.0	202,245,394	5.5
5,000,001–37,024,229 (1%)	26	0.0	291,114,743	7.9
1–2%	3	0.0	142,657,900	3.9
2–3%	0	0.0	0	0.0
3–4%	0	0.0	0	0.0
4–5%	1	0.0	177,762,902	4.8
Over 5%	2 ¹	0.0	543,460,208	14.7
Total registered	192,798	100.0	1,902,229,304 ²	51.4
Unregistered ³			1,800,193,691	48.6
Total	192,798	100.0	3,702,422,995	100.0

¹ On 31 December 2021, Chase Nominees Ltd., London, entered as a nominee, was registered with 8.89% of all UBS shares issued. However, according to the provisions of UBS Group AG, voting rights of nominees are limited to a maximum of 5% of all UBS shares issued. The US securities clearing organization DTC (Cede & Co.), New York, was registered with 5.78% of all UBS shares issued and is not subject to this 5% voting limit as a securities clearing organization. ² Of the total shares registered, 295,987,073 shares did not carry voting rights. ³ Shares not entered in the UBS share register as of 31 December 2021.

Conditional share capital

At year-end 2021, the following conditional share capital was available to UBS Group AG's BoD:

- A maximum of CHF 38,000,000 represented by up to 380,000,000 fully paid registered shares with a nominal value of CHF 0.10 each, to be issued through the voluntary or mandatory exercise of conversion rights and / or warrants granted in connection with the issuance of bonds or similar financial instruments on national or international capital markets. This conditional capital allowance was approved at the Extraordinary General Meeting (the EGM) held on 26 November 2014, having originally been approved at the AGM of UBS AG on 14 April 2010. The BoD has not made use of such allowance.

- A maximum of CHF 12,170,583 represented by 121,705,830 fully paid registered shares with a nominal value of CHF 0.10 each, to be issued upon exercise of employee options and stock appreciation rights issued to employees and members of the management and of the BoD of UBS Group AG and its subsidiaries. This conditional capital allowance was approved by the shareholders at the same EGM in 2014.

- » Refer to article 4a of the Articles of Association of UBS Group AG for more information about the terms and conditions of the issue of shares out of existing conditional capital. The Articles of Association are available at ubs.com/governance
- » Refer to the "Our evolution" section on page 14 of this report for more information

Conditional capital of UBS Group AG

As of 31 December 2021	Maximum number of shares to be issued	Year approved by Extraordinary General Meeting	% of shares issued
Employee equity participation plans	121,705,830	2014	3.29
Conversion rights / warrants granted in connection with bonds	380,000,000	2014	10.26
Total	501,705,830		13.55

Authorized share capital

UBS Group AG had no authorized capital available to issue on 31 December 2021.

Changes in capital

In accordance with International Financial Reporting Standards (IFRS), Group equity attributable to shareholders was USD 60.7 billion as of 31 December 2021 (2020: USD 59.4 billion; 2019: USD 54.5 billion). The equity of UBS Group AG shareholders was represented by 3,702,422,995 issued shares as of 31 December 2021 (31 December 2020: 3,859,055,395 shares; 31 December 2019: 3,859,055,395 shares).

- » Refer to "Statement of changes in equity" in the "Consolidated financial statements" section on page 286 of this report for more information about changes in shareholders' equity over the last three years

Ownership

Ownership of UBS Group AG shares is widely spread. The tables in this section provide information about the distribution of UBS Group AG shareholders by category and geographic location. This information relates only to shareholders registered in the UBS share register and cannot be assumed to be representative of UBS Group AG's entire investor base or the actual beneficial ownership. Only shareholders registered in the share register as "shareholders with voting rights" are entitled to exercise voting rights.

- » Refer to "Shareholders' participation rights" in this section for more information

As of 31 December 2021, 1,606,242,231 UBS Group AG shares were registered in the share register and carried voting rights, 295,987,073 shares were registered in the share register without voting rights, and 1,800,193,691 shares were not registered in the UBS share register. All shares were fully paid up and eligible for dividends. There are no preferential rights for shareholders, and no other classes of shares have been issued by UBS Group AG.

Shareholders, legal entities and nominees: type and geographical distribution

							Shareholders registered	
			Number	%	Number	%	Number	%
As of 31 December 2021								
Individual shareholders							188,892	98.0
Legal entities							3,724	1.9
Nominees, fiduciaries							182	0.1
Total registered shares								
Unregistered shares								
Total							192,798	100.0
	Individual shareholders		Legal entities		Nominees		Total	
	Number	%	Number	%	Number	%	Number	%
Americas	1,752	0.9	102	0.1	81	0.0	1,935	1.0
of which: USA	1,244	0.6	54	0.0	78	0.0	1,376	0.7
Asia Pacific	5,024	2.6	98	0.1	24	0.0	5,146	2.7
Europe, Middle East and Africa	11,988	6.2	218	0.1	45	0.0	12,251	6.4
of which: Germany	3,715	1.9	25	0.0	3	0.0	3,743	1.9
of which: UK	4,580	2.4	9	0.0	7	0.0	4,596	2.4
of which: rest of Europe	3,419	1.8	180	0.1	34	0.0	3,633	1.9
of which: Middle East and Africa	274	0.1	4	0.0	1	0.0	279	0.1
Switzerland	170,128	88.2	3,306	1.7	32	0.0	173,466	90.0
Total registered shares								
Unregistered shares								
Total	188,892	98.0	3,724	1.9	182	0.1	192,798	100.0

At year-end 2021, UBS owned 302,815,328 UBS Group AG registered shares, which corresponded to 8.18% of the total share capital of UBS Group AG. At the same time, UBS had acquisition positions relating to 327,114,543 voting rights of UBS Group AG and disposal positions relating to 184,989,149 such rights, corresponding to 8.84% and 5.00% of the total voting rights of UBS Group AG, respectively. Of the disposal positions, 174,354,474 related to voting rights on shares deliverable in respect of employee awards. The calculation methodology for the acquisition and disposal positions is based on the Ordinance of the Swiss Financial Market Supervisory Authority on Financial Market Infrastructures and Market Conduct in Securities and Derivatives Trading, which states that all future potential share delivery obligations, irrespective of the contingent nature of the delivery, must be considered.

Employee share ownership

Employee share ownership is encouraged and made possible in a variety of ways. Our Equity Plus Plan is a voluntary plan that provides eligible employees with the opportunity to purchase UBS Group AG shares at market value and receive, at no additional cost, one notional UBS Group AG share for every three shares purchased. The Equity Ownership Plan (the EOP) is a mandatory deferral plan for all employees with regulatory-driven deferral requirements or total compensation greater than USD / CHF 300,000, excluding selected senior leaders. EOP recipients receive a portion of their deferred performance award in notional shares (and / or notional funds for Asset Management). Selected senior leaders receive the equity-based Long-Term Incentive Plan (the LTIP) instead of the EOP. Both the EOP and LTIP include provisions that allow the firm to reduce or fully forfeit the unvested deferred portion of an award if an employee commits certain harmful acts, and in most cases trigger forfeiture where employment has been terminated. To reinforce our emphasis on sustainable performance and risk management, and our focus on

achieving growth ambitions, EOP and LTIP awards granted to certain employees will only vest if predetermined performance conditions are met.

On 31 December 2021, UBS employees held at least 7% of UBS shares outstanding (including approximately 5% in unvested notional shares from our compensation programs). These figures are based on known shareholding information from employee participation plans, personal holdings with UBS and selected individual retirement plans. At the end of 2021, at least 30% of all employees held UBS shares through the firm's employee share participation plans.

› Refer to the "Compensation" section on page 222 of this report for more information

Trading restrictions in UBS shares

UBS employees with regular access to unpublished price-sensitive information about the firm are subject to specific restrictions in respect to UBS financial instruments, including, but not limited to, pre-clearance requirements and regular blackout periods. Such UBS employees are not permitted to trade UBS financial instruments in the period starting from the close of business in New York on the seventh business day of the final month of the financial quarter of UBS Group AG and ending on the day of the publication of the quarterly financial results.

Shares and participation certificates

UBS Group AG has a single class of shares, which are registered shares in the form of uncertificated securities (in the sense of the Swiss Code of Obligations) and intermediary-held securities (in the sense of the Swiss Federal Act on Intermediated Securities). Each registered share has a nominal value of CHF 0.10 and carries one vote, subject to the restrictions set out under "Transferability, voting rights and nominee registration" below.

We have no participation certificates outstanding.

				Shares registered	
		Number	%		
		407,015,326	11.0		
		532,743,019	14.4		
		962,470,959	26.0		
		1,902,229,304	51.4		
		1,800,193,691	48.6		
		3,702,422,995	100.0		
Individual shareholders		Legal entities		Nominees	
Number of shares	%	Number of shares	%	Number of shares	%
2,353,309	0.1	38,231,738	1.0	314,079,349	8.5
895,352	0.0	32,243,999	0.9	8,213,841	0.2
20,738,978	0.6	12,399,087	0.3	623,075,242	16.8
44,135,588	1.2	70,477,887	1.9	10,696,165	0.3
12,300,749	0.3	1,303,330	0.0	578,307,924	15.6
19,457,985	0.5	288,377	0.0	33,946,355	0.9
11,187,562	0.3	30,050,555	0.8	124,798	0.0
1,189,292	0.0	38,835,625	1.0	0	0
339,787,451	9.2	411,634,307	11.1	16,883,078	0.5
407,015,326	11.0	532,743,019	14.4	962,470,959	26.0
0	0	0	0	0	0
407,015,326	11.0	532,743,019	14.4	962,470,959	26.0
				3,702,422,995	100.0

Our shares are listed on the NYSE as global registered shares. As such, they can be traded and transferred across applicable borders, without the need for conversion, with identical shares traded on different stock exchanges in different currencies.

➤ Refer to "UBS shares" in the "Capital, liquidity and funding, and balance sheet" section on page 178 of this report for more information

Distributions to shareholders

The decision to pay a dividend and the amount of any dividend depend on a variety of factors, including our profits, cash flow generation and capital ratios.

At the 2022 AGM, the BoD intends to propose to shareholders for approval a dividend of USD 0.50 per share for the 2021 financial year. Shareholders whose shares are held through SIX SIS AG will receive dividends in Swiss francs, based on a public exchange rate on the day prior to the ex-dividend date. Shareholders holding shares through The Depository Trust Company in New York and Computershare will be paid dividends in US dollars.

In compliance with Swiss tax law, 50% of the dividend will be paid out of retained earnings and the balance will be paid out of the capital contribution reserve. Dividends paid out of capital contribution reserves are not subject to Swiss withholding tax. The portion of the dividend paid out of retained earnings will be subject to a 35% Swiss withholding tax. For US federal income tax purposes, we expect that the dividend will be paid out of current or accumulated earnings and profits.

Provided that the proposed dividend distribution out of retained earnings and out of the capital contribution reserve will

be approved at the AGM on 6 April 2022, the payment of USD 0.50 per share will be made on 14 April 2022 to holders of shares on the record date 13 April 2022. The shares will be traded ex-dividend as of 12 April 2022 and, accordingly, the last day on which the shares may be traded with entitlement to receive the dividend will be 11 April 2022.

In February 2021, the BoD launched a new three-year share buyback program. At the 2021 AGM, the shareholders authorized the BoD to buy back shares for cancellation purposes in an aggregate value of up to CHF 4 billion until the 2024 AGM. Any shares bought back under the program are intended to be canceled by way of capital reduction, which will be subject to shareholder approval at one or several subsequent AGMs, and the acquisition and holding of such shares are not subject to the 10% threshold for UBS Group AG's own shares within the meaning of Art. 659 para. 1 of the Swiss Code of Obligations. Since the start of this 2021 share repurchase program in February 2021 until 18 February 2022, we have bought back CHF 2.78 billion of shares. These shares are expected to be canceled by means of a capital reduction, to be proposed for shareholder approval at the 2022 AGM.

Looking ahead, we intend to commence a new 2022 share buyback program of up to USD 6 billion over two years and expect to execute up to USD 5 billion of share repurchases under both the existing 2021 and the new 2022 share buyback program by the end of 2022.

➤ Refer to "UBS shares" in the "Capital, liquidity and funding, and balance sheet" section on page 178 of this report for more information about the share repurchase programs

Transferability, voting rights and nominee registration

We do not apply any restrictions or limitations on the transferability of shares. Voting rights may be exercised without any restrictions by shareholders entered into the share register if they expressly render a declaration of beneficial ownership according to the provisions of the Articles of Association.

We have special provisions for the registration of nominees. Nominees are entered in the share register with voting rights up to a total of 5% of all issued UBS Group AG shares if they agree to disclose, upon our request, beneficial owners holding 0.3% or more of all issued UBS Group AG shares. An exception to the 5% voting limit rule is in place for securities clearing organizations, such as The Depository Trust Company in New York.

› Refer to "Shareholders' participation rights" in this section for more information

Convertible bonds and options

As of 31 December 2021, there were no contingent capital securities or convertible bonds outstanding requiring the issuance of new shares.

› Refer to the "Capital, liquidity and funding, and balance sheet" section on page 150 of this report for more information about our outstanding capital instruments

As of 31 December 2021, there were no employee options and stock appreciation rights outstanding. Option-based compensation plans are sourced by issuing new shares out of conditional capital. As of 31 December 2021, 121,705,830 unissued UBS Group AG shares in conditional share capital were available for the issuance of new shares for this purpose.

› Refer to "Conditional share capital" in this section for more information
› Refer to "Note 28 Employee benefits: variable compensation" in the "Consolidated financial statements" section on page 387 of this report for more information about outstanding options and stock appreciation rights

Shareholders' participation rights

We are committed to shareholder participation in decision-making processes. Our online voting platform offers registered shareholders a convenient log-in and online voting process. Registered shareholders are sent personal invitations to the general meetings. Together with the invitation materials, they receive a personal one-time password and a QR code to easily log in to the online voting platform, where they can enter their voting instructions or order an admission card for the general meeting.

Shareholders who choose not to receive the comprehensive invitation materials are informed of upcoming general meetings by a short letter containing a personal one-time password, a QR code for online voting and a reference to ubs.com/agm, where all information for the upcoming meeting is available.

General meetings offer shareholders the opportunity to raise questions for the BoD, GEB and internal and external auditors. Also, prior to our virtual general meetings, we offer all shareholders the opportunity to contact us with questions, which are answered in writing or during the general meeting.

Voting rights, restrictions and representation

We place no restrictions on share ownership and voting rights. However, pursuant to general principles formulated by the BoD, nominee companies, which normally represent a large number of individual shareholders and may hold an unlimited number of shares, have voting rights limited to a maximum of 5% of all issued UBS Group AG shares. This is to avoid large shareholders being entered in UBS's share register via nominee companies so as to exercise influence without directly registering their shares with UBS. Securities clearing organizations, such as The Depository Trust Company in New York, are not subject to this 5% voting limit.

Shareholders can exercise voting rights conferred by shares only if they are registered in our share register with voting rights. To register, shareholders must confirm that they have acquired UBS Group AG shares in their own name and for their own account. Nominee companies are required to sign an agreement confirming their willingness to disclose, upon our request, individual beneficial owners holding more than 0.3% of all issued UBS Group AG shares.

All shareholders registered with voting rights are entitled to participate in general meetings. If they do not wish to attend in person, they may issue instructions to support, reject or abstain for each individual item on the meeting agenda, either by giving

instructions to an independent proxy in accordance with article 14 of the Articles of Association (the AoA) or by appointing another registered shareholder of their choice to vote on their behalf. Alternatively, registered shareholders may issue their voting instructions to the independent proxy electronically through our online voting platform. Nominee companies normally submit the proxy material to the beneficial owners and forward the collected votes to the independent proxy.

In 2021, physical attendance at the AGM was not possible, due to COVID-19-related restrictions in Switzerland, and voting rights could only be exercised through the independent proxy. Due to the ongoing pandemic, the BoD has decided to also hold the 2022 AGM without the physical participation of shareholders.

- Refer to **article 14 of the Articles of Association of UBS Group AG**, available at ubs.com/governance, for more information about the issuing of instructions to independent voting right representatives

Statutory quorums

Motions are decided at a general meeting by an absolute majority of the votes cast, excluding blank and invalid ballots. For the approval of certain specific issues, the Swiss Code of Obligations requires a positive vote from a two-thirds majority of the votes represented at the given general meeting, and from an absolute majority of the nominal value of shares represented thereat. Such issues include creating shares with privileged voting rights, introducing restrictions on the transferability of registered shares, conditional and authorized capital increases and restricting or excluding shareholders' preemptive rights.

The AoA also require a two-thirds majority of votes represented for approval of any change to their provisions regarding the number of BoD members, any decision to remove one-quarter or more of the BoD members and any modification to the provision establishing this qualified quorum.

Votes and elections are generally conducted electronically to ascertain the exact number of votes cast. Voting by a show of hands is possible if a clear majority is predictable. Shareholders representing at least 3% of the votes represented may request that a vote or election be carried out electronically or by written ballot. To allow shareholders to clearly express their views on all individual topics, each agenda item is separately put to a vote and BoD members are elected on a person-by-person basis.

Convocation of general meetings of shareholders

The AGM must be held within six months of the close of the financial year (i.e., 31 December). In 2022, the AGM will take place on 6 April.

Extraordinary General Meetings (EGMs) may be convened whenever the BoD or the auditors consider it necessary. Shareholders individually or jointly representing at least 10% of the share capital may at any time, including during an AGM, require, by way of a written statement, that an EGM be convened to address a specific issue they put forward.

A personal invitation, including a detailed agenda, is made available to every registered shareholder at least 20 days ahead of each scheduled general meeting. The items on the agenda are also published in the Swiss Official Gazette of Commerce, as well as at ubs.com/agm.

Placing of items on the agenda

Pursuant to our AoA, shareholders individually or jointly representing shares with an aggregate minimum nominal value of CHF 62,500 may submit proposals for matters to be placed on the agenda for consideration at the next general meeting of shareholders.

At the beginning of January, the invitation to submit such proposals is published in the Swiss Official Gazette of Commerce and at ubs.com/agm. Requests for items to be placed on the agenda must include the actual motions to be put forward, together with a short explanation. Such requests must be submitted to the BoD 50 days prior to the general meeting of shareholders, including a statement from the depository bank confirming the number of shares held by the requesting shareholder(s) and that these shares are blocked from sale until the end of the general meeting of shareholders. The BoD formulates opinions on the proposals, which are published together with the motions.

Registrations in the share register

The share register of UBS Group AG, where around 190,000 shareholders are directly registered, is an internal, non-public register subject to statutory confidentiality, secrecy, privacy and data protection regulations protecting registered shareholders. In general, third parties and shareholders have no inspection rights with regard to data related to other shareholders. Disclosure of such data is permitted only in specific and limited instances. In line with the Swiss Federal Act on Data Protection, the disclosure of personal data as defined thereunder is only allowed with the consent of the registered shareholder and in cases where there is an overriding private or public interest or if explicitly provided for by Swiss law. The Swiss Federal Act on Financial Market Infrastructures and Market Conduct in Securities and Derivatives Trading contains specific reporting duties, such as in relation to significant shareholders (refer to "Significant shareholders" in this section for more information). Disclosure may also be required or requested by a court of a competent jurisdiction, by any regulatory body that regulates the conduct of UBS Group AG or by other statutory provisions.

The general rules for entry into our Swiss share register with voting rights are described in article 5 of our AoA. The same rules apply to our US transfer agent that operates the US share register for all UBS Group AG shares in a custodian account in the US, where some 230,000 US shareholders are indirectly registered via nominee companies. In order to determine the voting rights of each shareholder, our share register generally closes two business days prior to a general meeting. Our independent proxy agent processes voting instructions from shareholders as long as technically possible, generally also until two business days before a general meeting. Such technical closure of our share register facilitates the determination of the actual voting rights of every shareholder that issued a voting instruction. Irrespective of this technical closure, shares that are registered in our share register are never immobilized and are freely tradable at any time, irrespective of any issued voting instructions.

- › Refer to article 5 of the Articles of Association of UBS Group AG, available at ubs.com/governance, for more information about the general rules for entry into our Swiss share register

Board of Directors

The BoD of UBS Group AG, led by the Chairman, consists of between 6 and 12 members, as per our AoA.

The BoD decides on the strategy of the Group, upon recommendation by the Group Chief Executive Officer (the Group CEO), and is responsible for the overall direction, supervision and control of the Group and its management. It is also responsible for supervising compliance with applicable laws, rules and regulations. The BoD exercises oversight over UBS Group AG and its subsidiaries, and is responsible for establishing a clear Group governance framework to provide effective steering and supervision of the Group, taking into account the material risks to which UBS Group AG and its subsidiaries are exposed. 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 approves all financial statements and appoints and removes all GEB members.

The BoD of UBS AG, led by the Chairman, decides on the strategy of UBS AG upon recommendation by the President of its Executive Board and exercises the ultimate supervision of management. Its ultimate responsibility for the success of UBS AG is exercised subject to the parameters set by the Group.

Members of the Board of Directors

At the AGM on 8 April 2021, Jeremy Anderson, William C. Dudley, Reto Francioni, Fred Hu, Mark Hughes, Nathalie Rachou, Julie G. Richardson, Dieter Wemmer and Jeanette Wong were re-elected as members of the BoD. Beatrice Weder di Mauro did not stand for re-election; the biography of Ms. Weder di Mauro can be found on page 190 of the UBS Group AG Annual Report 2020, available under "Annual reporting" at ubs.com/investors. Claudia Böckstiegel and Patrick Firmenich were elected for their first terms. At that same AGM, Axel A. Weber was re-elected Chairman, and Julie G. Richardson, Reto Francioni, Dieter Wemmer and Jeanette Wong were elected as members of the Compensation Committee. ADB Altorfer Duss & Beilstein AG was elected as independent proxy agent. Following his re-election, the BoD appointed Jeremy Anderson as Vice Chairman and Senior Independent Director of UBS Group AG.

On 20 November 2021, the BoD announced that Colm Kelleher would be nominated for election to the BoD of UBS Group AG and UBS AG to succeed Axel A. Weber as Chairman at the forthcoming AGMs. Mr. Kelleher was the President of Morgan Stanley & Company, and responsible for Institutional Securities and Wealth Management from 2016 to 2019. In his 30-year career with Morgan Stanley, he held various senior management positions, including Chief Financial Officer during the financial crisis in 2008. In addition, the BoD announced that Lukas Gähwiler would be nominated for election to the BoD of UBS Group AG and UBS AG as Vice Chairman at the forthcoming AGMs. Having joined UBS in 2010 as a member of the GEB of UBS AG and President UBS Switzerland, Mr. Gähwiler stepped down from those roles in 2016 and has been Chairman of the board of directors of UBS Switzerland AG since 2017. He will step down from the board of directors of UBS Switzerland AG as of 5 April 2022.

Article 31 of our AoA limits the number of mandates that members of the BoD may hold outside UBS Group to four mandates in listed companies and five additional mandates in non-listed companies. Mandates in companies that are controlled by us or that control us are not subject to this limitation. In addition, members of the BoD may hold no more than 10 mandates at UBS's request and 10 mandates in associations, charitable organizations, foundations, trusts, and employee welfare foundations. As of 31 December 2021, no member of the BoD reached the thresholds described in article 31 of our AoA.

The following biographies provide information about the BoD members who were in office in 2021 and the Group Company Secretary. In addition to information on mandates, the biographies include information on memberships or other activities or functions, as required by the SIX Swiss Exchange Corporate Governance Directive.

No member of the BoD currently carries out or has carried out over the past three years operational management tasks within the Group; therefore, all members of the Board are non-executive members.

All members of UBS Group AG's BoD are also members of UBS AG's BoD, and committee membership is the same for both entities. The Senior Independent Director function relates only to UBS Group AG.

In 2021, UBS AG's BoD had three permanent committees: the Audit Committee, the Compensation Committee and the Risk Committee. In addition to those permanent committees, UBS Group AG also had the Corporate Culture and Responsibility Committee and the Governance and Nominating Committee.



Axel A. Weber

Chairman of the Board of Directors and non-executive member of the Board since 2012

- Chairperson of the Corporate Culture and Responsibility Committee since 2013
- Chairperson of the Governance and Nominating Committee since 2012

Nationality: German | **Year of birth:** 1957

Axel A. Weber was elected Chairman of UBS in 2012. He gained international recognition as the President of the Deutsche Bundesbank. During his six-year tenure there, he also served as a member of the Governing Council of the European Central Bank, a member of the Board of Directors of the Bank for International Settlements, German governor of the International Monetary Fund and a member of the G7 and G20 Ministers and Governors. As an expert in international and monetary economics, Mr. Weber strove to strengthen the Bundesbank's importance in the group of the 17 European central banks and led the Bundesbank through the events of the global real estate and financial crisis. Before the Deutsche Bundesbank, he had a career as a renowned expert in monetary and currency theories through his academic posts at several German universities.

Professional experience

2011 – 2012	Visiting professor, University of Chicago Booth School of Business, USA (on leave, University of Cologne, Germany)
2011	Member of the Steering Committee, the European Systemic Risk Board
2010 – 2011	Member of the Steering Committee, the Financial Stability Board
2004 – 2011	President, Deutsche Bundesbank
2002 – 2004	Member, German Council of Economic Experts
2001 – 2004	Professor of International Economics and Director of the Centre for Financial Research, University of Cologne
1998 – 2001	Professor for Applied Monetary Economics and Director of the Center for Financial Studies, Goethe University Frankfurt am Main
1994 – 1998	Professor of Economic Theory, University of Bonn

Education

- Master's degree, economics, University of Constance
- Doctorate (Dr. rer. pol.) and habilitation, economics, University of Siegen, Germany

Other activities and functions

- Vice Chairman of the Swiss Bankers Association
- Member of the Board of Trustees of Avenir Suisse
- Member of the Board of the Swiss Finance Council
- Chairman of the Board of the Institute of International Finance
- Member of the European Financial Services Round Table
- Member of the European Banking Group
- Member of the International Advisory Councils of the China Banking and Insurance Regulatory Commission and the China Securities Regulatory Commission
- Member of the International Advisory Panel, Monetary Authority of Singapore
- Member of the Group of Thirty, Washington, DC
- Member of the Advisory Board of the Department of Economics, University of Zurich
- European Chairman of the Trilateral Commission

Key competencies

- Finance, audit, accounting
- Risk management, compliance and legal
- Regulatory authority, central bank
- ESG (environmental, social and governance)

Leadership experience

- CEO, Chairman



Jeremy Anderson

Vice Chairman and Senior Independent Director since 2020 and non-executive member of the Board since 2018

- Member of the Governance and Nominating Committee since 2019
- Chairperson of the Audit Committee since 2018

Nationality: British | **Year of birth:** 1958

Jeremy Anderson is a financial services veteran, with more than 30 years' experience working in the banking and insurance sector in an advisory capacity, covering a broad range of topics, including strategy, audit and risk management, technology-enabled transformation, mergers, and bank restructuring. Before retiring from KPMG in 2017, he was its Chairman of Global Financial Services. Mr. Anderson is also an IT expert, having started out as a software developer in the early 1980s, before working in IT consulting and developing a broad knowledge of systems integration and IT outsourcing services, as well as software development. He cemented his reputation as a tech specialist by becoming a founding sponsor of KPMG's Global Fintech Network in 2014.

Professional experience

2010 – 2017	Chairman of Global Financial Services, KPMG International
2008 – 2011	Head of Clients and Markets KPMG Europe, KPMG International
2006 – 2011	Head of Financial Services KPMG Europe, KPMG International
2004 – 2006	Head of Financial Services KPMG UK, KPMG International
2002 – 2004	Member of the Group Management Board and Head of UK operations, Atos Origin SA
1985 – 2002	KPMG consulting UK, KPMG
1980 – 1985	Software developer, Triad Computing Systems

Education

- Bachelor's degree, economics, University College London

Listed company boards

- Member of the Board of Prudential plc

Other activities and functions

- Trustee of the UK's Productivity Leadership Group
- Trustee of Kingham Hill Trust
- Trustee of St. Helen's Bishopsgate

Key competencies

- Banking (wealth management, asset management, personal and corporate banking) and insurance
- Finance, audit, accounting
- Risk management, compliance and legal
- Technology, cybersecurity

Leadership experience

- Executive board leadership



Claudia Böckstiegel

Non-executive member of the Board since 2021

Nationality: Swiss and German | **Year of birth:** 1964

Claudia Böckstiegel has been General Counsel and a member of the Enlarged Executive Committee of Roche Holding AG since 2020. She started her professional career as an attorney in private practice in Germany, then joined the Swiss pharmaceutical company in Germany in 2001 and subsequently held various global management positions in the legal sector in Switzerland. Ms. Böckstiegel brings a wealth of know-how in a highly regulated sector. Her responsibilities at Roche Holding AG include a broad range of additional topics, such as safety, health & environment, patents, audit and risk advisory, compliance and sustainability.

Professional experience

2020 – date	General Counsel and member of the Enlarged Executive Committee, Roche Holding AG
2016 – 2020	Head of Legal Diagnostics, F. Hoffmann-La Roche Ltd., Basel, Switzerland, Roche Group
2010 – 2016	Head Legal Business, Roche Diagnostics International Ltd, Rotkreuz, Switzerland, Roche Group
2005 – 2010	Head Legal Business, Roche Diagnostics GmbH, Mannheim, Germany, Roche Group
2001 – 2005	Legal Counsel, Roche Diagnostics GmbH, Mannheim, Germany, Roche Group
1995 – 2001	Attorney (Partner), Philipp & Littig, Mannheim, Germany
1992 – 1995	Attorney (Associate), Dr. Hermann Büttner, Karlsruhe, Germany

Education

- Master's degree, law, Universities of Mannheim and Heidelberg
- Master of Laws (LL.M.), Georgetown University, Washington, DC

Key competencies

- Risk management, compliance and legal
- Finance, audit, accounting
- ESG (environmental, social and governance)
- Regulatory authority, central bank

Leadership experience

- Executive board leadership

Other activities and functions

None



William C. Dudley

Non-executive member of the Board since 2019

- Member of the Governance and Nominating Committee since 2020
- Member of the Corporate Culture and Responsibility Committee since 2019
- Member of the Risk Committee since 2019

Nationality: American (US) | **Year of birth:** 1953

William C. Dudley served as the President and CEO of the Federal Reserve Bank of New York for nine years. He demonstrated exceptional leadership in monetary policy and as a top regulator, including during the years of the global financial crisis. During that period, his additional area of focus included cultural behavior and social and governance topics in the financial services industry. He also served as the Vice Chairman and a permanent member of the Federal Open Market Committee. Mr. Dudley brings a wealth of experience in banking and research thanks to his former management positions at Goldman Sachs Group and Morgan Guaranty Trust.

Professional experience

- | | |
|-------------|---|
| 2009 – 2018 | President and CEO, Federal Reserve Bank of New York, USA |
| 2007 – 2009 | Executive Vice President and Head Markets Group, Federal Reserve Bank of New York, USA |
| 2006 | Senior advisor (part-time), Goldman Sachs Group, USA |
| 2002 – 2005 | Partner and Director US Economic Research Group, Goldman Sachs Group, USA |
| 1996 – 2002 | Managing Director and Director US Economic Research Group, Goldman Sachs Group, USA |
| 1983 – 1996 | Economist at Goldman Sachs Group, Morgan Guaranty Trust Company, and Board of Governors of the Federal Reserve System |

Education

- Bachelor of Arts, New College of Florida
- Doctorate, economics, University of California, Berkeley

Non-listed company boards

- Member of the Board of Treliant LLC

Other activities and functions

- Senior Advisor to the Griswold Center for Economic Policy Studies, Princeton University
- Member of the Group of Thirty
- Member of the Council on Foreign Relations
- Chair of the Bretton Woods Committee Board of Directors
- Member of the Board of the Council for Economic Education

Key competencies

- Investment banking, capital markets
- Risk management, compliance and legal
- Regulatory authority, central bank
- ESG (environmental, social and governance)

Leadership experience

- CEO, Chairman



Patrick Firmenich

Non-executive member of the Board since 2021

- Member of the Audit Committee since 2021
- Member of the Corporate Culture and Responsibility Committee since 2021

Nationality: Swiss | **Year of birth:** 1962

Patrick Firmenich has been Chairman of the Board of Firmenich International SA, the world's largest privately owned fragrances and flavorings company, since 2016, after leading the company as CEO during a 12-year tenure. He demonstrated his entrepreneurial leadership by significantly advancing the Firmenich group's global position through organic and in-organic growth and successfully continuously transformed the organization to respond to client needs and the market environment. He developed an ambitious sustainability strategy for the group to lead the industry in health, safety and environmental performance. Before joining Firmenich, he held several positions in the legal and banking sectors, including working as an international investment banking analyst.

Professional experience

- | | |
|-------------|---|
| 2014 – 2016 | Vice Chairman of the Board, Firmenich International SA |
| 2002 – 2014 | CEO, Firmenich SA, Geneva |
| 2001 – 2002 | Corporate Vice President, Special Operations, Firmenich SA, Geneva |
| 1997 – 2001 | Vice President Fine Fragrance worldwide and Président Directeur Général, Firmenich & Cie, Paris and Firmenich Inc, New York |
| 1993 – 1997 | Vice President Fine Fragrance North America, Firmenich Inc, New York |
| 1990 – 1993 | Account Manager, Firmenich & Cie, Paris |
| 1988 – 1989 | Analyst, International Investment Banking, Credit Suisse First Boston |
| 1988 | Production administrator, Firmenich SA de CV, Mexico |
| 1984 – 1986 | Attorney, Business Law, Patry, Junet, Simon & Le Fort, Geneva |

Education

- Master's degree, law, University of Geneva, admitted to the bar in Geneva
- MBA, INSEAD Fontainebleau

Non-listed company boards

- Member of the Board of Jacobs Holding AG

Other activities and functions

- Member of the Board of INSEAD and INSEAD World Foundation
- Member of the Advisory Council of the Swiss Board Institute

Key competencies

- Risk management, compliance and legal
- Finance, audit, accounting
- ESG (environmental, social and governance)
- Banking (wealth management, asset management, personal and corporate banking) and insurance

Leadership experience

- CEO, Chairman



Reto Francioni

Non-executive member of the Board since 2013

- Member of the Compensation Committee since 2019
- Member of the Risk Committee since 2015

Nationality: Swiss | **Year of birth:** 1955

Reto Francioni, as the former CEO of Deutsche Börse, can draw on many years of experience in the financial world. Prior to his role at Deutsche Börse, he was Chairman of the Supervisory Board and President of the SWX Group, Zurich, placing him at the heart of digitalization within the financial sector. In both positions, he drove a fundamental transformation to reshape the firms as world leaders in technology. Mr. Francioni has been a professor of applied capital markets theory at the University of Basel since 2006 and is the author of several highly respected books on capital markets issues. He has also served as an independent director on the boards of various major corporations.

Professional experience

2005 – 2015	CEO, Deutsche Börse AG
2002 – 2005	Chairman of the Supervisory Board and President, SWX Group, Zurich
2000 – 2002	Co-CEO and Spokesman for the Board of Directors, Consors AG, Nuremberg
1999 – 2000	Deputy CEO, Deutsche Börse AG, Frankfurt am Main
1993 – 2000	Member of the Executive Board, Deutsche Börse AG, Frankfurt am Main
1992 – 1993	Director, Corporate Finance, Hoffmann-La Roche, Basel
1989 – 1992	Deputy Director and deputy CEO, Association Tripartite Bourses, Zurich
1985 – 1988	Equity sales and legal, Credit Suisse, New York and Zurich
1981 – 1984	Union Bank of Switzerland

Education

- Master's degree and doctorate, law, University of Zurich

Listed company boards

- Member of the Board of Coca-Cola HBC AG (Senior Independent Non-Executive Director, chair of the nomination committee)

Non-listed company boards

- Chairman of the Board of Swiss International Air Lines AG
- Vice Chairman of the Board of MTIP AG

Other activities and functions

- Member of the Board of economiesuisse

Key competencies

- Investment banking, capital markets
- Risk management, compliance and legal
- Human resources management, including compensation
- Technology, cybersecurity

Leadership experience

- CEO, Chairman



Fred Hu

Non-executive member of the Board since 2018

- Member of the Governance and Nominating Committee since 2020
- Member of the Risk Committee since 2020

Nationality: Chinese | **Year of birth:** 1963

Fred Hu has been the Chairman and CEO of Primavera Capital Group , an Asia-based private investment firm focused on emerging technology and innovative industries, since founding it in 2010. Prior to that, he was a partner and Chairman for Greater China at Goldman Sachs, building the firm's Asia Pacific franchise. Mr. Hu has a profound understanding of China's economy and rapidly developing financial system, and vast amount of experience advising and investing in leading firms in the tech, consumer and health care sectors in China and globally. He has worked at the IMF and advised the Chinese government on economic policy.

Professional experience

2010 – date	Founder, Chairman & CEO, Primavera Capital Group, China
2008 – 2010	Partner and Chairman of Greater China, Goldman Sachs
2004 – 2008	Partner and Co-Head, Investment Banking, China, Goldman Sachs
2003 – 2004	Managing Director and Co-Head, Investment Banking, China, Goldman Sachs
1997 – 2003	Executive Director, then Managing Director and Chief Economist and Strategist, Greater China, Goldman Sachs
1996 – date	Co-Director, the National Center for Economic Research
1996 – date	Adjunct Professor, Economics, Tsinghua University

Education

- Master's degree, engineering science, Tsinghua University
- Master's degree and doctorate, economics, Harvard University

Listed company boards

- Non-executive Chairman of the Board of Yum China Holdings (chair of the nomination and governance committee)
- Member of the Board of ICBC

Non-listed company boards

- Chairman of Primavera Capital Ltd
- Member of the Board of Ant Group
- Member of the Board of Minsheng Financial Leasing Co.

Other activities and functions

- Trustee of the China Medical Board
- Governor of the Chinese International School in Hong Kong SAR
- Co-Chairman of the Nature Conservancy Asia Pacific Council
- Member of the Board of Trustees, the Institute for Advanced Study
- Director and member of the Executive Committee of China Venture Capital and Private Equity Association Ltd.

Key competencies

- Investment banking, capital markets
- Risk management, compliance and legal
- Technology, cybersecurity
- Regulatory authority, central bank

Leadership experience

- CEO, Chairman



Mark Hughes

Non-executive member of the Board since 2020

- Chairperson of the Risk Committee since 2020
- Member of the Corporate Culture and Responsibility Committee since 2020

Nationality: Canadian, British and American (US) | **Year of birth:** 1958

Mark Hughes is a veteran in the financial services sector, having spent more than 35 years working for the Royal Bank of Canada (RBC) in Canada, in the US and the UK. In his final role as Group Chief Risk Officer of RBC, he was responsible for the strategic management of risk on an enterprise-wide basis and oversaw all risk functions. During his career, Mr. Hughes has also held senior management positions in the front office and key operational roles. Currently, he is a visiting lecturer at Leeds University and is chair of the Global Risk Institute, bringing an enormous amount of experience as a risk specialist to the Board of Directors of UBS.

Professional experience

2014 – 2018	Group Chief Risk Officer and member Group Executive Committee, Royal Bank of Canada
2013	Deputy Chief Risk Officer, Royal Bank of Canada
2008 – 2013	Chief Operating Officer, RBC Capital Markets, Royal Bank of Canada
2001 – 2008	Head of Global Credit, Royal Bank of Canada
1999 – 2001	Head of Debt Products, Royal Bank of Canada
1998 – 1999	Senior Vice President and General Manager USA, Royal Bank of Canada
1997 – 1998	Senior Vice President Financial Services, Royal Bank of Canada
1982 – 1996	Various positions, Royal Bank of Canada

Education

- Bachelor of Laws (LL.B.), University of Leeds
- MBA, finance, University of Manchester

Other activities and functions

- Chair of the Board of Directors of the Global Risk Institute
- Visiting lecturer at the University of Leeds
- Senior advisor to McKinsey & Company

Key competencies

- Banking (wealth management, asset management, personal and corporate banking) and insurance
- Investment banking, capital markets
- Risk management, compliance and legal
- Technology, cybersecurity

Leadership experience

- Executive board leadership



Nathalie Rachou

Non-executive member of the Board since 2020

- Member of the Risk Committee since 2020

Nationality: French | **Year of birth:** 1957

Nathalie Rachou is a seasoned expert in financial services, having held a number of banking positions, such as CEO of Prime Brokerage and Head of a business line in Capital Markets at Crédit Agricole Indosuez in the UK and in France. In 1999, she founded a London-based asset management company that merged with a French asset manager and continued as a senior adviser until 2020. Alongside these roles, Ms. Rachou brings extensive experience from serving as a board member of Société Générale for 12 years and is currently on the boards of two other listed companies, including the pan-European bourse, Euronext N.V.

Professional experience

2015 – 2020	Senior Advisor, Clartan Associés (formerly Rouvier Associés), France
1999 – 2014	Founding partner and CEO, Topiary Finance Ltd., UK
1996 – 1999	Head of Global Foreign Exchange and Currency Options, Crédit Agricole Indosuez (formerly Banque Indosuez), UK
1991 – 1996	Corporate Secretary and Secretary to the Board of Directors, Crédit Agricole Indosuez, France
1986 – 1991	COO, Carr Futures, France (owned by Banque Indosuez), Crédit Agricole Indosuez, France
1983 – 1986	Head of Asset and Liability Management & Market Risks, Crédit Agricole Indosuez, France
1978 – 1982	Position in Forex Exchange Sales, Crédit Agricole Indosuez, France and UK

Education

- Master's degree, management, HEC Paris
- MBA, INSEAD Fontainebleau

Listed company boards

- Member of the Board of Euronext N.V. (chair of the remuneration committee)
- Member of the Board of Veolia Environnement SA (chair of the audit committee)

Other activities and functions

- Member of the Board of the African Financial Institutions Investment Platform

Key competencies

- Banking (wealth management, asset management, personal and corporate banking) and insurance
- Investment banking, capital markets
- Risk management, compliance and legal
- Finance, audit, accounting



Julie G. Richardson

Non-executive member of the Board since 2017

- Chairperson of the Compensation Committee since 2019
- Member of the Governance and Nominating Committee since 2019
- Member of the Risk Committee since 2017

Nationality: American (US) | **Year of birth:** 1963

Julie G. Richardson spent more than 25 years on Wall Street as a senior investment banker with a focus on telecom, media and technology. She began her career at Merrill Lynch, before moving to JPMorgan, where she headed the telecommunications, media and technology investment banking group. Later, she moved into private equity, as head of the New York office of Providence Equity Partners. Throughout her career, Ms. Richardson has spent significant time with both incumbent and new technology companies, including being a board member of a digital knowledge management company and a leading cloud monitoring firm.

Professional experience

- | | |
|-------------|--|
| 2012 – 2014 | Senior advisor, Providence Equity Partners, New York |
| 2003 – 2012 | Partner and Head of the New York office,
Providence Equity Partners, New York |
| 1998 – 2003 | Vice Chairman of the Investment Banking division of
JPMorgan Chase & Co. and Head of its Global
Telecommunications, Media and Technology group |
| 1986 – 1998 | Various position at Merrill Lynch, final position:
Managing Director Media and Communications
Investment Banking |

Education

- Bachelor's degree, business administration, University of Wisconsin-Madison

Listed company boards

- Member of the Board of Yext (chair of the audit committee)
- Member of the Board of Datadog (chair of the audit committee)

Key competencies

- Investment banking, capital markets
- Risk management, compliance and legal
- Human resources management, including compensation
- Technology, cybersecurity



Dieter Wemmer

Non-executive member of the Board since 2016

- Member of the Governance and Nominating Committee since 2020
- Member of the Audit Committee since 2019
- Member of the Compensation Committee since 2018

Nationality: Swiss and German | **Year of birth:** 1957

Dieter Wemmer began his esteemed career in the insurance sector with the Zurich Group in 1986, retiring in 2017 as CFO of Allianz. As a long-serving CFO of two large multi-national companies in the financial services sector, he brings deep experience across a broad range of highly relevant topics to the table. Mr. Wemmer brings to the BoD knowledge covering accounting, finance and audit, including capital markets, investments, risk management, as well as asset management. His know-how includes hands-on experience in M&A and management of large organizations with a dedication to strategy.

Professional experience

- | | |
|-------------|--|
| 2013 – 2017 | CFO, Allianz SE |
| 2012 – 2013 | Member of the Board of Management, responsible for the insurance business in France, Benelux, Italy, Greece and Turkey and for the "Global Property & Casualty" Center of Competence, Allianz SE |
| 2007 – 2011 | CFO, Zurich Insurance Group |
| 2010 – 2011 | Regional Chairman of Europe, Zurich Insurance Group |
| 2004 – 2007 | CEO of the Europe General Insurance business and member of Zurich's Group Executive Committee, Zurich Insurance Group |
| 2003 – 2004 | COO of Europe General Insurance, Zurich Insurance Group |
| 1999 – 2003 | Head of Mergers and Acquisitions, Zurich Insurance Group |
| 1997 – 1999 | Head of Financial Controlling, Zurich Insurance Group |

Education

- Master's degree and doctorate, mathematics, University of Cologne

Listed company boards

- Member of the Board of Ørsted A/S (chair of the audit and risk committee)

Non-listed company boards

- Chairman of Marco Capital Holdings Limited, Malta and subsidiaries

Other activities and functions

- Member of the Berlin Center of Corporate Governance

Key competencies

- Banking (wealth management, asset management, personal and corporate banking) and insurance
- Investment banking, capital markets
- Finance, audit, accounting
- Risk management, compliance and legal

Leadership experience

- Executive board leadership



Jeanette Wong

Non-executive member of the Board since 2019

- Member Compensation Committee since 2020
- Member of the Corporate Culture and Responsibility Committee since 2020
- Member of the Audit Committee since 2019

Nationality: Singaporean | **Year of birth:** 1960

Jeanette Wong has spent more than 30 years working in the financial sector in Singapore. She retired from DBS Group in 2019, where she was Group Executive responsible for the institutional banking business, a post which encompassed corporate banking, global transaction services, strategic advisory and mergers and acquisitions. Prior to that, she held the position of CFO at DBS Bank. During a 16-year career with JPMorgan, Ms. Wong helped build up its Asia and emerging markets business. She brings extensive experience from serving as a member of the board of directors of two highly valued listed companies.

Professional experience

2008 – 2019	Group Executive institutional banking business, DBS Bank, Singapore
2003 – 2008	CFO, DBS Bank
2003	Chief Administration Officer, DBS Bank, Singapore
1997 – 2002	Country Manager Singapore, JPMorgan Chase, Singapore
1986 – 1997	Various roles in Global Markets and Emerging Markets Sales and Trading business, Asia, JPMorgan Chase, Singapore
1984 – 1986	Manager, Private Banking, Citibank, Singapore
1982 – 1984	Manager, Corporate Banking, Paribas, Singapore

Education

- Bachelor's degree, business administration, the National University of Singapore
- MBA, University of Chicago

Listed company boards

- Member of the Board of Prudential plc
- Member of the Board of Singapore Airlines Limited

Non-listed company boards

- Member of the Board Risk Committee of GIC Pte Ltd
- Member of the Board of Jurong Town Corporation
- Member of the Board of PSA International

Other activities and functions

- Chairman of the CareShield Life Council
- Member of the Securities Industry Council
- Member of the Board of Trustees of the National University of Singapore

Key competencies

- Banking (wealth management, asset management, personal and corporate banking) and insurance
- Investment banking, capital markets
- Finance, audit, accounting
- ESG (environmental, social and governance)

Leadership experience

- Executive board leadership



Markus Baumann

Group Company Secretary since 2017

Nationality: Swiss | **Year of birth:** 1963

Markus Baumann joined UBS in 1979 as a banking apprentice and has now been with the firm for more than 40 years. Earlier in his career, he worked in Japan for four years, as Corporate Planning Officer and assistant to the CEO. He then worked as COO EMEA for UBS Asset Management and has since held a broad range of leadership roles across the Group in Switzerland, the US and Japan, including COO of Group Internal Audit from 2006 to 2015.

Professional experience

2017 – date	Group Company Secretary of UBS Group AG and Company Secretary of UBS AG
2015 – 2016	Chief of Staff to the Chairman of the Board of Directors, UBS
2006 – 2015	COO, Group Internal Audit, UBS
2005 – 2006	Head Global Reporting & Controlling, Global Asset Management, UBS
2002 – 2004	Head Management Support CEO EMEA, Global Asset Management, UBS
1998 – 2002	COO EMEA, Global Asset Management, UBS
1979 – 1997	Various positions, Union Bank of Switzerland

Education

- Swiss Federal Diploma as a Business Analyst
- MBA, INSEAD Fontainebleau

Elections and terms of office

Shareholders annually elect each member of the BoD individually, as well as the Chairman and the members of the Compensation Committee, based on proposals from the BoD.

As set out in the Organization Regulations, BoD members are normally expected to serve for at least three years. BoD members are limited to serving for a maximum of 10 consecutive terms of office; in exceptional circumstances the BoD may extend that limit.

› Refer to "Skills, expertise and training of the Board of Directors" in this section for more information

Organizational principles and structure

Following each AGM, the BoD meets to appoint one or more Vice Chairmen, a Senior Independent Director, the BoD committee members (other than the Compensation Committee members, who are elected by the shareholders) and the respective committee Chairpersons. At the same meeting the BoD appoints the Group Company Secretary, who, pursuant to the Organization Regulations, acts as secretary to the BoD and its committees.

Pursuant to the AoA and the Organization Regulations, the BoD meets as often as business requires, but it must meet at least six times a year. Due to the continued COVID-19 pandemic, all meetings were organized as video calls, with the exception of the meeting held in October 2021. Additional video calls were organized during the reporting period to facilitate social engagement and interaction between the members of the BoD. During 2021, a total of 24 BoD meetings were held, 12 of which were attended by GEB members. Average participation in the BoD

meetings was 99%. In addition to the BoD meetings attended by GEB members, the Group CEO attended some of the meetings of the BoD without GEB participation. The meetings had an average duration of 130 minutes and covered both UBS Group AG and UBS AG. Additionally, 10 ad hoc calls were held, 6 of which were attended by GEB members. The BoD held a number of strategy workshops throughout the year, during which the results of the new CEO's in-depth strategy review were covered. These strategy workshops included deep dives on each business division and geographical region, and topics such as the definition of the purpose, vision and strategic imperatives, as well as the digitalization of the business, sustainable finance, cultural and behavioral aspects, including agile approaches to ways of working. The strategy discussions were completed in October 2021, when the overarching strategy and implementation plans were agreed upon.

At the BoD meetings, each committee Chairperson provides the BoD with an update on current activities of his or her committee and important committee issues.

In 2021, four UBS AG BoD meetings were held with members of the Executive Board in attendance. Standalone meetings are held regularly to discuss and agree on finance, risk, compliance, operational risk, regulatory and other topics related to UBS AG. We also continued with the coordination and exchange of information between UBS Group AG and its significant group entities. Joint meetings between the BoD of UBS Group AG and the boards of directors of the significant group entities, as well as between the respective chairs of the risk and audit committees, have been held. As in prior years, an annual workshop, attended by independent members of the boards of the Group and significant group entities, was held.

Performance assessment

Every third year, an external assessment of the effectiveness of the BoD is conducted. In 2022, this review concluded that the UBS BoD and committees operate effectively, in line with best practice, and set a high standard in comparison with leading international peers. The review also confirmed that the BoD agenda covers all important and relevant topics and that these are addressed professionally and in great depth. It further found that the BoD members are independent, highly committed and of the highest integrity, and that the Chairman provides effective leadership and direction. The review emphasized that the cooperation between the BoD and the GEB is based on mutual trust, respect and constructive dialogue. The mix of expertise in the BoD is broad-based and the quality of BoD members is high. The BoD and GEB have responded well to the economic environment, including successfully managing the firm through the COVID-19 pandemic and other significant challenges, while maintaining an appropriate focus on control and regulatory issues. The review highlights the successful CEO transition and onboarding and the well-planned and professionally executed Chairman succession process. No significant weaknesses were identified in the review, areas to be further focused on included the maintaining of a balanced agenda that provides sufficient room for business performance, strategic review and growth initiatives.

BoD committees

The committees listed on the following pages assist the BoD in the performance of its responsibilities. These committees and their charters are described in our Organization Regulations, available at ubs.com/governance. The committees meet as often as their business requires, but no less than four times a year in the case of the Audit Committee, the Risk Committee and the Compensation Committee, and no less than two times a year in the case of the Corporate Culture and Responsibility Committee and the Governance and Nominating Committee. Topics of common interest or affecting more than one committee are discussed at joint committee meetings.

During 2021, a total of nine joint committee meetings were held for UBS Group AG (seven joint committee meetings were held simultaneously for UBS AG). The Risk Committee held two meetings with the Compensation Committee, two with the Corporate Culture and Responsibility Committee, and five with the Audit Committee.

Board of Directors

Members in 2021	Meeting attendance without GEB ³	Meeting attendance with GEB ⁴		
Axel A. Weber, Chairman	12/12	100%	12/12	100%
Jeremy Anderson	12/12	100%	12/12	100%
Claudia Böckstiegel ¹	10/10	100%	8/8	100%
William C. Dudley	12/12	100%	12/12	100%
Patrick Firmenich ¹	10/10	100%	8/8	100%
Reto Francioni	12/12	100%	12/12	100%
Fred Hu	11/12	92%	11/12	92%
Mark Hughes	12/12	100%	12/12	100%
Nathalie Rachou	12/12	100%	12/12	100%
Julie G. Richardson	12/12	100%	12/12	100%
Beatrice Weder di Mauro ²	2/2	100%	4/4	100%
Dieter Wemmer	12/12	100%	12/12	100%
Jeanette Wong	12/12	100%	12/12	100%

Key responsibilities include:

The Board 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.

► Refer to the Organization Regulations of UBS Group AG, available at ubs.com/governance, for more information

¹ Claudia Böckstiegel and Patrick Firmenich were elected to the Board at the 2021 AGM; indicated are their attended and total meetings after their election. ² Beatrice Weder di Mauro did not stand for re-election at the 2021 AGM; indicated are her attended and total meetings up to the 2021 AGM. ³ Additionally, four ad hoc calls took place in 2021. ⁴ Additionally, six ad hoc calls took place in 2021.

Audit Committee

Throughout 2021, the Audit Committee consisted of four BoD members, all of whom were determined by the BoD to be fully independent. As a group, members of the Audit Committee must have the necessary qualifications and skills to perform all their duties and together must possess financial literacy and experience in banking and risk management.

The Audit Committee itself does not perform audits; instead, it oversees the work of the external auditors, Ernst & Young Ltd, who in turn are responsible for auditing the annual financial statements of UBS Group AG and UBS AG and for reviewing the quarterly financial statements.

In particular, the Audit Committee monitors the integrity of the financial statements of UBS Group AG and UBS AG and any announcements related to financial performance, and reviews significant financial reporting judgments contained in them, before recommending their approval to the BoD or proposing any adjustments the Audit Committee considers appropriate.

The Audit Committee oversees the relationship with, and assesses the qualifications, expertise, effectiveness, independence and performance of, the external auditors and the lead audit partner, and supports the BoD in reaching decisions on the appointment, reappointment or dismissal of the external auditors and the rotation of the lead audit partner. The BoD then submits proposals for shareholder approval at the AGM.

During 2021, the Audit Committee held 13 committee meetings, with a participation rate of 100%. The meetings had an average duration of approximately 145 minutes and covered both UBS Group AG and UBS AG. Additional attendees included the Chairman of the BoD, the Group CEO, the Group CFO, the Group Controller and Chief Accounting Officer, the Head Group Internal Audit (GIA) and the external auditors. The Chairperson and the committee continued to maintain regular contact with core supervisory authorities.

All Audit Committee members have accounting or related financial management expertise and, in compliance with the rules established pursuant to the 2002 US Sarbanes–Oxley Act, at least one member qualifies as a financial expert. The NYSE standards on corporate governance and Rule 10A-3 under the US Securities Exchange Act set more stringent independence requirements for members of audit committees than for the other members of the BoD. Throughout 2021, all members of the Audit Committee, in addition to satisfying our independence criteria, satisfied these requirements, in that they did not receive, directly or indirectly, any consulting, advisory or compensatory fees from any member of the Group other than in their capacity as a BoD member, did not hold, directly or indirectly, UBS Group AG shares in excess of 5% of the outstanding capital, and did not serve on the audit committees of more than two other public companies.

Audit Committee

Members in 2021	Meeting attendance ³	Key responsibilities include:
Jeremy Anderson (Chairperson)	13/13	100%
Patrick Firmenich ¹	9/9	100%
Beatrice Weder di Mauro ²	4/4	100%
Dieter Wemmer	13/13	100%
Jeanette Wong	13/13	100%

➤ Refer to the Organization Regulations of UBS Group AG,
available at ubs.com/governance, for more information

¹ Patrick Firmenich was elected to this committee at the 2021 AGM; indicated are his attended and total meetings after his election. ² Beatrice Weder di Mauro did not stand for re-election at the 2021 AGM; indicated are her attended and total meetings up to the 2021 AGM. ³ Additionally, the Audit Committee held one ad hoc call.

Compensation Committee

The Compensation Committee consisted of four independent BoD members throughout 2021, as indicated in the table below. In addition to the key responsibilities indicated in the same table, the Compensation Committee reviews the compensation disclosures included in this report.

During 2021, the Compensation Committee held nine meetings, with an average participation rate of 97%. The meetings had an average duration of approximately 90 minutes and covered both UBS Group AG and UBS AG. All meetings were held in the presence of the Chairman and the Group CEO and most were attended by external advisors. In 2021, the Chairperson met regularly with core supervisory authorities.

- Refer to "Compensation for the Board of Directors" in the "Compensation" section on page 252 of this report for more information about the Compensation Committee's decision-making procedures

Compensation Committee

Members in 2021	Meeting attendance ¹	
Julie G. Richardson (Chairperson)	9/9	100%
Reto Francioni	8/9	89%
Dieter Wemmer	9/9	100%
Jeanette Wong	9/9	100%

Key responsibilities include:

The Compensation Committee is responsible for:

- (i) supporting the Board in its duties to set guidelines on compensation and benefits;
- (ii) approving the total compensation for the Chairman and the non-independent Board members;
- (iii) proposing, upon proposal of the Chairman, financial and non-financial performance targets and objectives for the Group CEO for approval by the Board and reviewing, upon the proposal of the Group CEO, the performance framework for the other GEB members;
- (iv) proposing, upon proposal of the Chairman, the Group CEO's performance assessment for approval by the Board, as well as informing the Board of the performance assessments of all GEB members, including the Group CEO;
- (v) proposing, upon proposal of the Chairman, the total compensation for the Group CEO for approval by the Board; and
- (vi) proposing, upon proposal of the Group CEO, the individual total compensation for the other GEB members for approval by the Board.

- Refer to the Organization Regulations of UBS Group AG, available at ubs.com/governance, for more information

¹ Additionally, the Compensation Committee held four ad hoc calls.

Corporate Culture and Responsibility Committee

Members in 2021	Meeting attendance	
Axel A. Weber (Chairperson)	6/6	100%
William C. Dudley	6/6	100%
Patrick Firmenich ¹	4/4	100%
Mark Hughes	6/6	100%
Beatrice Weder di Mauro ²	2/2	100%
Jeanette Wong	6/6	100%

Key responsibilities include:

The Corporate Culture and Responsibility Committee supports the Board in its duties to safeguard and advance the Group's reputation for responsible and sustainable conduct. Its function is forward-looking in that it monitors and reviews societal trends and transformational developments and assesses their potential relevance for the Group.

In undertaking this assessment, it reviews stakeholder concerns and expectations pertaining to the societal performance of UBS and to the development of its corporate culture. The Corporate Culture and Responsibility Committee's function also encompasses the monitoring of the current state and implementation of the programs and initiatives within the Group pertaining to corporate culture and corporate responsibility, including sustainability.

- Refer to the Organization Regulations of UBS Group AG, available at ubs.com/governance, for more information

¹ Following the 2021 AGM, Patrick Firmenich became a member of this committee; indicated are his attended and total meetings after his election. ² Beatrice Weder di Mauro did not stand for re-election at the 2021 AGM; indicated are her attended and total meetings up to the 2021 AGM.

Governance and Nominating Committee

In 2021, the Governance and Nominating Committee consisted of the Chairperson and five independent members. During 2021, nine meetings were held, with a participation rate of 100%. The average duration of each of the meetings was approximately 75 minutes. The Group CEO attended meetings as appropriate.

Risk Committee

In 2021, the Risk Committee consisted of six independent members. During 2021, the Risk Committee held 11 committee meetings, with a participation rate of 100%. The average duration of each of the meetings was approximately 205 minutes, covering both UBS Group AG and UBS AG. The Group CEO, the Group CFO, the Group Chief Risk Officer, Group COO and later the Group Chief Digital and Information Officer, the Group Treasurer, the Group Chief Compliance and Governance Officer, the Group General Counsel, and the Head GIA attended the meetings. In 2021, the Chairperson or the full committee met with core supervisory authorities.

Ad hoc committees

The Special Committee and the Strategy Committee are two ad hoc committees, which have a standing composition and hold meetings as and when required.

Leading up the 2021 AGM, the Special Committee was composed of four BoD members. Jeremy Anderson chaired the Special Committee, with Nathalie Rachou, Julie G. Richardson, and Axel A. Weber as its members; after the AGM, Claudia Böckstiegel joined the Special Committee. Its primary purpose is to oversee activities related to key litigation and investigation matters, review management's respective proposals and send to the BoD recommendations for decisions. In 2021, the key focus was the French cross-border matter. The Group CEO and the Group General Counsel are permanent guests. During 2021, six meetings were held, covering both UBS Group AG and UBS AG.

The Strategy Committee is composed of four BoD members. Its primary purpose is to support management and the BoD with regard to the assessment of strategic considerations and to assist with the planning of the annual strategy meetings for the BoD and the GEB. The committee sends recommendations for decisions to the BoD. Axel A. Weber chaired the Strategy Committee, with William C. Dudley, Fred Hu and Dieter Wemmer as its members. During 2021, one meeting was held, covering both UBS Group AG and UBS AG. The Group CEO, the Group CFO and the Head Corporate Development & Performance were present.

Governance and Nominating Committee

Members in 2021	Meeting attendance ¹		Key responsibilities include:
Axel A. Weber (Chairperson)	9/9	100%	
Jeremy Anderson	9/9	100%	
William C. Dudley	9/9	100%	
Fred Hu	9/9	100%	
Julie G. Richardson	9/9	100%	
Dieter Wemmer	9/9	100%	

¹ Additionally, the Governance and Nominating Committee held five ad hoc calls.

Risk Committee

Members in 2021	Meeting attendance ¹		Key responsibilities include:
Mark Hughes (Chairperson)	11/11	100%	
William C. Dudley	11/11	100%	
Reto Francioni	11/11	100%	
Fred Hu	11/11	100%	
Nathalie Rachou	11/11	100%	
Julie G. Richardson	11/11	100%	

¹ Additionally, the Risk Committee held four ad hoc calls.

Roles and responsibilities of the Chairman of the Board of Directors

At the 2022 AGM, Axel A. Weber will step down and Colm Kelleher will stand for election as the full-time Chairman of the BoD. The Chairman coordinates tasks within the BoD, calls BoD meetings and sets their agendas. He presides over all general meetings of shareholders and works with the committee Chairpersons to coordinate the work of all BoD committees. Together with the Group CEO, the Chairman undertakes responsibility for UBS's reputation, and is responsible for effective communication with shareholders and other stakeholders, including government officials, regulators and public organizations. This is in addition to establishing and maintaining close working relationships with the Group CEO and other GEB members, and providing advice and support when appropriate.

- Refer to "Employees" in the "How we create value for our stakeholders" section on page 44 and the fold-out pages of this report for information about our Pillars, Principles and Behaviors

In 2021, the Chairman met regularly with core supervisory authorities in all major locations where UBS is active. Meetings with important supervisory authorities were scheduled on an ad hoc or needs-driven basis.

Roles and responsibilities of the Vice Chairmen and the Senior Independent Director

The BoD appoints one or more Vice Chairmen and a Senior Independent Director. If the BoD appoints more than one Vice Chairman, at least one of them must be independent. Both the Vice Chairman and the Senior Independent Director support the Chairman with regard to his responsibilities and authorities and provide him with advice. In conjunction with the Chairman and the Governance and Nominating Committee, they facilitate good Group-wide corporate governance, as well as balanced leadership and control within the Group, the Board and the committees. Jeremy Anderson has been the Vice Chairman and Senior Independent Director since 2020 and it is planned that he will remain Senior Independent Director following the 2022 AGM. Lukas Gähwiler will be appointed as Vice Chairman following the 2022 AGM. The Vice Chairman is required to lead and has led meetings of the BoD in the temporary absence of the Chairman. Together with the Governance and Nominating Committee, he is tasked with the ongoing monitoring and the annual evaluation of the Chairman. He also represents UBS on behalf of the Chairman in meetings with internal or external stakeholders. The Senior Independent Director enables and supports communication and the flow of information among the independent BoD members. At least twice a year, he organizes and leads a meeting of the independent BoD members without the participation of the Chairman. In 2021, two independent BoD meetings were held, covering both UBS Group AG and UBS AG, with an average participation rate of 81% and an average duration of approximately 85 minutes. The Senior Independent Director also relays to the Chairman any issues or concerns raised by the independent BoD members and acts as a point of contact for shareholders and stakeholders seeking discussions with an independent BoD member.

Important business connections of independent members of the Board of Directors

As a global financial services provider and a major Swiss bank, we enter into business relationships with many large companies, including some in which our BoD members have management or independent board responsibilities. The Governance and Nominating Committee determines in each instance whether the nature of the Group's business relationship with such a company might compromise our BoD members' capacity to express independent judgment.

Our Organization Regulations require three-quarters of the UBS Group AG BoD members and one-third of those at UBS AG to be independent. For this purpose, independence is determined in accordance with FINMA Circular 2017/1 "Corporate governance – banks" and the NYSE rules.

In 2021, our BoD met the standards of the Organization Regulations for the percentage of directors who are considered independent under the criteria described above. Since our Chairman has a full-time contract with UBS Group AG, he is not considered independent. No other BoD member has a significant business connection to UBS or any of its subsidiaries. No BoD member currently carries out, or has carried out over the past three years, operational management tasks within the Group.

All relationships and transactions with UBS Group AG's independent BoD members are conducted in the ordinary course of business and are on the same terms as those prevailing at the time for comparable transactions with non-affiliated persons. All relationships and transactions with BoD members' associated companies are conducted at arm's length.

- Refer to "Note 31 Related parties" in the "Consolidated financial statements" section on page 397 of this report for more information

Checks and balances: Board of Directors and Group Executive Board

We operate under a strict dual board structure, as mandated by Swiss banking law. The separation of responsibilities between the BoD and the GEB is clearly defined in the Organization Regulations. The BoD decides on the strategy of the Group, upon recommendations by the Group CEO, and exercises ultimate supervision over management; whereas the GEB, headed by the Group CEO, has executive management responsibility. The functions of Chairman and Group CEO are assigned to two different people, leading to a separation of power. This structure establishes checks and balances and preserves the institutional independence of the BoD from the executive management of the Group, for which responsibility is delegated to the GEB, under the leadership of the Group CEO. No member of one board may simultaneously be a member of the other.

Supervision and control of the GEB remain with the BoD. The authorities and responsibilities of the two bodies are governed by the AoA and the Organization Regulations.

Skills, expertise and training of the Board of Directors

The BoD is composed of members with a broad spectrum of skills, educational backgrounds, experience and expertise from a range of sectors that reflect the nature and scope of the firm's business. With a view to recruiting needs, the Governance and Nominating Committee uses a competencies and experience matrix to identify any gaps in the competencies considered most relevant to the BoD, taking into consideration the firm's business exposure, risk profile, strategy and geographic reach.

We asked our BoD members to select their four key competencies from the following eight categories and to indicate whether they have ever been a CEO or chairperson of a listed company or a member of the executive board of such a company:

Key competencies

- banking (wealth management, asset management, personal and corporate banking) and insurance
- investment banking, capital markets
- finance, audit, accounting
- risk management, compliance and legal
- human resources management, including compensation
- technology, cybersecurity
- regulatory authority, central bank
- environmental, social and governance (ESG)

Leadership experience

- experience as CEO or chairperson
- executive board leadership experience (e.g., as CFO, chief risk officer or COO of a listed company)

The Governance and Nominating Committee reviews these categories and ratings annually to confirm that the BoD continues to possess the most relevant experience and competencies to perform its duties.

With regard to the BoD composition after the 2021 AGM, members thereof identified all of the target competencies as being their key competencies. Particularly strong levels of experience and expertise existed in these areas:

- financial services
- risk management, compliance and legal
- finance, audit, accounting

Furthermore, 10 of the 12 BoD members have held or currently hold chairperson, CEO or other executive board-level leadership positions.

Moreover, education remained an important priority for our BoD members. In addition to a comprehensive induction program for new BoD members, continuous training and topical deep dives are part of the BoD agenda.

➤ Refer to "Risk governance" in the "Risk management and control" section on page 103 of this report for information about our risk governance framework

Terms of office¹



4	<3 years
6	3–6 years
1	7–9 years
1	>9 years

Geographic diversity²



42%	Switzerland
17%	Europe
25%	USA/Canada
17%	Asia

Gender

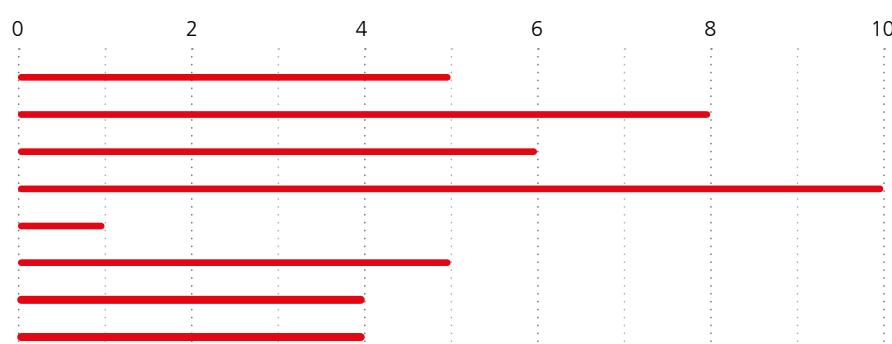


67%	male
33%	female

Competencies and experience³

Key competencies

- Banking⁴ and insurance
- Investment banking, capital markets
- Finance, audit, accounting
- Risk management, compliance and legal
- HR management, including compensation
- Technology, cybersecurity
- Regulatory authority, central bank
- ESG⁵



Leadership experience

- Chief executive officer or chairman
- Executive board⁶



¹ Terms of office until the 2022 AGM. ² In the case of dual-nationals, the domicile applies. ³ The number of BoD members identifying a key competency as one of his / her key competencies; each member identified up to four key competencies (although not every sub-area of the respective competency might be applicable), plus one leadership experience. ⁴ Wealth management, asset management, and personal and corporate banking. ⁵ Environmental, social and governance. ⁶ For example, a CFO, chief risk officer or COO of a listed company.

Succession planning

Succession planning is one of the key responsibilities of both the BoD and the GEB. Across all divisions and regions, an inclusive talent development and succession planning process is in place that aims to foster the personal development and Group-wide mobility of our employees. Although the recruiting process for BoD and GEB members takes into account a broad spectrum of factors, such as skills, backgrounds, experience and expertise, our approach with regard to diversity considerations does not constitute a diversity policy within the meaning of the EU Directive on Non-Financial Reporting, and Swiss law does not require UBS to maintain such a policy.

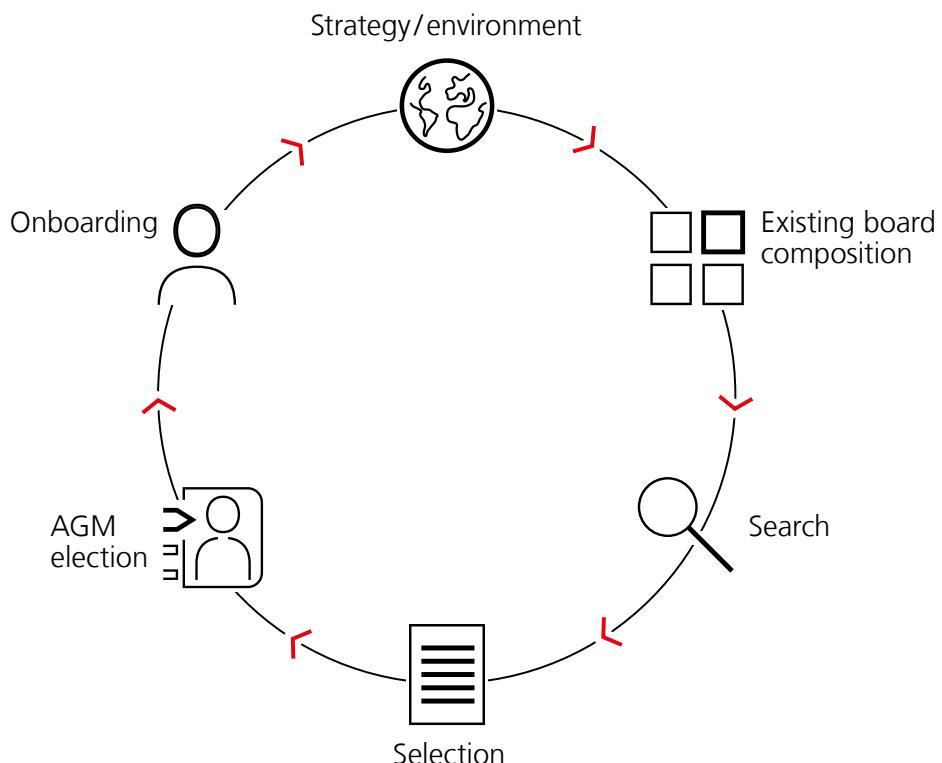
In 2021, the Chairman and the members of the BoD and the GEB launched several strategic initiatives with the close involvement of the BoD and with the aim of further strengthening UBS. The succession plans for the GEB and the management layer below it are managed under the lead of the Group CEO. The BoD reviews and approves the succession plans of the GEB.

For the BoD, the Chairman leads a systematic succession planning process as illustrated in the chart below.

Our strategy and the business environment constitute the main drivers in our succession planning process for new BoD members, as they define the key competencies required on the BoD. Taking the diversity and the tenure of the existing BoD into account, the Governance and Nominating Committee defines the recruiting profile for the search. Both external and internal sources contribute to identifying suitable candidates. The Chairman and the members of the Governance and Nominating Committee meet with potential candidates and, with the support of the full BoD, nominations are submitted to the AGM for approval. New BoD members follow an in-depth onboarding process designed to enable them to integrate efficiently and become effective in their new role. Due to this succession planning process, the composition of the BoD is in line with the demanding requirements of a leading global financial services firm.

The succession of both the CEO and Chairman, as well as of GEB members, was smoothly planned and is being carried out, demonstrating the strength and success of the succession planning at UBS.

Board of Directors' succession planning process



Information and control instruments with regard to the Group Executive Board

The BoD is kept informed of the GEB's activities in various ways, including regular meetings between the Chairman, the Group CEO and GEB members. The Group CEO and other GEB members also participate in BoD meetings to update its members on all significant issues. The BoD also receives regular comprehensive reports, covering financial, capital, funding, liquidity, regulatory, compliance and legal developments, as well as performance against plan and forecasts for the remainder of the year. For important developments, BoD members are also updated by the GEB in between meetings. In addition, the Chairman receives the meeting material and minutes of the GEB meetings.

BoD members may request from other BoD or GEB members any information about matters concerning the Group that they require in order to fulfill their duties. When these requests are raised outside BoD meetings, such requests must go through the Group Company Secretary and be addressed to the Chairman.

The BoD is supported in discharging its governance responsibilities by GIA, which independently assesses whether risk management, control and governance processes are designed and operating sustainably and effectively.

The Head GIA reports directly to the Chairman. In addition, GIA has a functional reporting line to the Audit Committee in accordance with its responsibilities as set forth in our Organization Regulations. The Audit Committee assesses the independence and performance of GIA and the effectiveness of both the Head GIA and GIA as an organization, approves GIA's annual audit plan and objectives and monitors GIA's discharge of these objectives.

The committee is also in regular contact with the Head GIA. GIA issues quarterly reports that provide an overview of significant audit results and key issues, as well as themes and trends, based on results of individual audits, continuous risk assessment and issue assurance. The reports are provided to the Chairman, the members of the Audit and the Risk Committees, the GEB and other stakeholders. The Head GIA regularly updates the Chairman and the Audit Committee on GIA's activities, processes, audit plan execution, resourcing requirements and other important developments. GIA issues an annual Activity Report, which is provided to the Chairman and the Audit Committee to support their assessment of GIA's effectiveness.

- › Refer to "Group Internal Audit" in this section for more information
- › Refer to "Internal risk reporting" in the "Risk management and control" section on page 108 of this report for information about reporting to the BoD

Group Executive Board

The BoD delegates the management of the business to the Group Executive Board (the GEB).

Responsibilities, authorities and organizational principles of the Group Executive Board

As of 31 December 2021, the GEB, under the leadership of the Group CEO, consisted of 12 members. It has executive management responsibility for the steering of the Group and its business and assumes overall responsibility for developing the strategies of the Group, business divisions and Group Functions and implements the BoD approved strategies. The GEB is also the risk council of the Group, with overall responsibility for establishing and supervising the implementation of risk management and control principles, as well as for managing the risk profile of the Group, as determined by the BoD and the Risk Committee.

In 2021, the GEB held a total of 66 meetings for UBS Group AG.

At UBS AG, management of the business is also delegated, and its Executive Board, under the leadership of its President, has executive management responsibility for UBS AG and its business. In 2021, all members of the GEB were members of UBS AG's Executive Board, with the exception of Sabine Keller-Busse, who served as President UBS Switzerland AG. The Executive Board held 66 combined meetings with the GEB and four standalone meetings for UBS AG in 2021.

› **Refer to the Organization Regulations of UBS Group AG, available at ubs.com/governance, for more information about the authorities of the Group Executive Board**

Changes to the Group Executive Board

Effective 1 February 2021, Axel P. Lehmann ended his tenure at UBS and Sabine Keller-Busse succeeded to the posts of President Personal & Corporate Banking and President UBS Switzerland. In addition to his responsibility as Co-President Global Wealth Management, Iqbal Khan assumed the role of President UBS EMEA from Sabine Keller-Busse as of 1 February 2021. Effective 1 April 2021, Robert Karofsky was appointed sole President Investment Bank, following Piero Novelli's decision to step down as Co-President Investment Bank as of 31 March 2021. Effective 1 May 2021, Mike Dargan was appointed Group Chief Digital and Information Officer (CDIO) and member of the GEB. The Group CDIO organization succeeded the function of the Group Chief Operating Officer. Effective 1 November 2021, and after 13 years of service, Markus U. Diethelm stepped down from his role as Group General Counsel and member of the GEB; he remains with UBS into 2022 as a senior advisor for selected legacy litigation matters. Barbara Levi assumed the role of Group General Counsel

and member of the GEB. Ms. Levi joined UBS from Rio Tinto Group, where she served as Chief Legal Officer & External Affairs and before that as Group General Counsel and a member of the Executive Committee.

On 1 December 2021, UBS announced that Kirt Gardner will step down from his role as Group CFO in May 2022. Sarah Youngwood will join UBS and the GEB in March 2022 and will take over as Group CFO in May 2022. Ms. Youngwood has been CFO of JPMorgan Chase's consumer and community banking line of business since 2016. She also led Finance for its Global Technology unit.

The biographies on the following pages provide information about the GEB members in office as of 31 December 2021. The biographies of Piero Novelli and Markus U. Diethelm can be found on page 208 and 203 of the UBS Group AG Annual Report 2020, available under "Annual reporting" at ubs.com/investors. In addition to information on mandates, the biographies include memberships and other activities or functions, as required by the SIX Swiss Exchange Corporate Governance Directive.

In line with Swiss law, article 36 of UBS Group AG's Articles of Association limits the number of mandates that GEB members may hold outside UBS Group to one mandate in a listed company and five additional mandates in non-listed companies. Mandates in companies that are controlled by UBS or that control UBS are not subject to this limitation. In addition, GEB members may not hold more than 10 mandates at a time at the request of the company and eight mandates in associations, charitable organizations, foundations, trusts and employee welfare foundations. On 31 December 2021, no member of the GEB reached the aforementioned thresholds.

Responsibilities and authorities of the Asset and Liability Committees

The Asset and Liability Committees (the ALCOs) of UBS Group AG and UBS AG are sub-committees of the GEB and the Executive Board that are responsible for managing assets and liabilities in line with the strategy, risk appetite, regulatory commitments and the interests of shareholders and other stakeholders. The ALCO of UBS Group AG proposes the framework for capital management, capital allocation, funding and liquidity risk, and proposes limits and targets for the Group to the BoD for approval. It oversees the balance sheet management of the Group, its business divisions and Group Functions. In 2021, the ALCOs of UBS Group AG and UBS AG held 11 meetings.

Management contracts

We have not entered into management contracts with any companies or natural persons that do not belong to the Group.



Ralph Hamers

Group Chief Executive Officer, member of the GEB since 2020

Nationality: Dutch | **Year of birth:** 1966

Ralph Hamers has been Group CEO of UBS Group AG and President of the Executive Board of UBS AG since November 2020. Before joining UBS, he served as CEO and Chairman of the Executive Board of ING Group. During his time as CEO of ING, he steered the bank to profitability after the financial crisis and supported the firm's digital transformation. He also played a leading role in driving sustainability efforts in the financial industry, and firmly continues to do so.

Professional experience

2020 – date	Group CEO of UBS Group AG and President of the Executive Board of UBS AG
2013 – 2020	CEO and Chairman of the Executive Board, ING Supervisory Board member of NN Group (2014 – 2015); Management Board Banking and Management Board NN Group (2013 – 2014)
2011 – 2013	CEO of ING Belgium and Luxembourg, ING
2010 – 2011	Head of Network Management for Retail Banking Direct & International, ING
2007 – 2010	Global Head of the Commercial Banking network, ING
2005 – 2007	CEO of ING Bank Netherlands, ING
2002 – 2005	General Manager of the ING Bank branch network, ING
1999 – 2002	General Manager of ING Romania, ING

Education

- Master's degree, business econometrics and operations research, Tilburg University

Other activities and functions

- Member of the Board of the Swiss-American Chamber of Commerce
- Member of the Institut International d'Etudes Bancaires
- Member of the IMD Foundation Board
- Member of the McKinsey Advisory Council
- Member of the World Economic Forum International Business Council
- Governor of the World Economic Forum (Financial Services)



Christian Bluhm

Group Chief Risk Officer, member of the GEB since 2016

Nationality: German | **Year of birth:** 1969

Christian Bluhm has been Group Chief Risk Officer since 2016. He held several positions in academia before starting his banking career in 1999 with Deutsche Bank in credit risk management, and subsequently working for Hypovereinsbank and Credit Suisse in the same area. Before joining UBS, he used his expertise and skills as Chief Risk & Financial Officer at FMS Wertmanagement. Mr. Bluhm is responsible for the development of the Group's risk management and control framework for various risk categories and implementation of its independent control frameworks.

Professional experience

2016 – date	Group Chief Risk Officer of UBS Group AG and Chief Risk Officer of UBS AG
2012 – 2015	Spokesman of the Executive Board, FMS Wertmanagement
2010 – 2015	Chief Risk & Financial Officer, FMS Wertmanagement
2004 – 2009	Managing Director, Credit Risk Management (Switzerland and Private Banking worldwide), Credit Suisse
2008 – 2009	Head Credit Risk Management Analytics & Instruments, Credit Suisse
2004 – 2008	Head of Credit Portfolio Management, Credit Suisse
2001 – 2004	Head Structured Finance Analytics, Group Credit Portfolio Management, Hypovereinsbank
1999 – 2000	Credit Risk Management, Deutsche Bank

Education

- Master's degree, mathematics and informatics, and doctorate, mathematics, University of Erlangen-Nuremberg

Other activities and functions

- Member of the Board of UBS Switzerland AG
- Member of the Foundation Board of the UBS Pension Fund
- Member of the Foundation Board – International Financial Risk Institute



Mike Dargan

**Group Chief Digital and Information Officer,
member of the GEB since 2021**

Nationality: British | **Year of birth:** 1977

Mike Dargan was appointed Group Chief Digital and Information Officer (CDIO) in May 2021. The Group CDIO organization consists of the Group Technology teams and Group Corporate Services. In October 2021, he took up the additional role of UBS GEB sponsor to co-lead the AI, Data and Analytics center of expertise, along with Robert Karofsky. From his former roles at Standard Chartered Bank, Mr. Dargan brings proven experience in technology strategy and operations.

Professional experience

May 2021 – date	Group CDIO, UBS Group AG and UBS AG
Oct. 2021 – date	President of the Executive Board, UBS Business Solutions AG
2016 – 2021	Head Group Technology, UBS
2015 – 2016	CIO for Corporate and Institutional Banking, Standard Chartered Bank
2014 – 2015	Global Group Technology and Operations Head for Global Markets, Wealth Management, Private Banking and Securities Services, Group Technology and Operations Engineering, Standard Chartered Bank
2013 – 2014	CIO for Financial Markets, Standard Chartered Bank
2009 – 2013	Global Head of Strategy and Corporate M&A, Global Markets, Standard Chartered Bank
2005 – 2009	Head Corporate Strategy & M&A, EMEA and Pacific Rim, Merrill Lynch
1999 – 2005	Head of Corporate and Institutional Banking Practice, Asia Pacific, Oliver Wyman

Education

- Master's degree, politics, philosophy and economics,
St. John's College, Oxford University

Non-listed company boards

- Member of the Board of Directors of Done Next Holdings AG

Other activities and functions

- Member of the Board of UBS Business Solutions AG
- Member of the Board of Trustees of the Inter-Community
School Zurich



Kirt Gardner

Group Chief Financial Officer, member of the GEB since 2016

Nationality: American (US) | **Year of birth:** 1959

Kirt Gardner became Group CFO in 2016. Earlier in his career, he worked for the management and technology consulting firms BearingPoint and Barents Group in the US, Asia, Latin America and Europe. Before joining UBS as CFO Wealth Management in 2013, Mr. Gardner held various leadership positions at Citigroup, including CFO and Head of Strategy within Global Transaction Services, Head of Strategy, Planning and Risk Strategy for the Corporate and Institutional Division, and Head of Global Strategy and Cost Management for the Consumer Bank.

Professional experience

2016 – date	Group CFO of UBS Group AG and CFO of UBS AG
2013 – 2015	CFO Wealth Management, UBS
2010 – 2013	CFO and Head of Strategy Global Transaction Services, Citigroup
2006 – 2010	Head of Strategy, Planning and Risk Strategy for the Corporate and Institutional Division, Citigroup
2004 – 2006	Head of Global Strategy and Cost Management for the Consumer Bank, Citigroup
2000 – 2004	Global Head of Financial Services Strategy, BearingPoint
1994 – 2000	Managing Director and Head of Financial Services Consulting, Barents Group

Education

- Master's degree, international studies, University of Pennsylvania
- MBA, finance, the Wharton School

Other activities and functions

- Member of the Board of UBS Business Solutions AG



Suni Harford

President Asset Management, member of the GEB since 2019

Nationality: American (US) | **Year of birth:** 1962

Suni Harford was appointed President Asset Management in 2019 and is the Chair of UBS Optimus Foundation. Ms. Harford has been the UBS GEB lead for Sustainability and Impact since May 2021. She started her Wall Street career at Merrill Lynch & Co., in investment banking, before embarking on a 24-year career at Citigroup Inc., the last nine years of which she was the Regional Head of Markets for North America. Ms. Harford then joined UBS, bringing with her a broad experience from across the industry, including in research, client coverage and risk management, and successfully led UBS Asset Management's integrated investments capabilities, driving performance for its clients.

Professional experience

2019 – date	President Asset Management, UBS Group AG and UBS AG
2017 – 2019	Head of Investments, Asset Management, UBS
2008 – 2017	Regional Head of Markets for North Americas, Citigroup Inc.
2004 – 2008	Global Head of Fixed Income Research, Citigroup Inc.

Education

- Bachelor's degree, physics and mathematics, Denison University, Ohio
- MBA, Tuck School of Business, Dartmouth College

Other activities and functions

- Chairman of the Board of Directors of UBS Asset Management AG
- Chair of the Board of UBS Optimus Foundation
- Member of the Leadership Council of the Bob Woodruff Foundation



Robert Karofsky

President Investment Bank, member of the GEB since 2018

Nationality: American (US) | **Year of birth:** 1967

Robert Karofsky was appointed Co-President of the Investment Bank in 2018. He became sole President in April 2021. Before joining UBS, he acquired know-how in investment banking as an analyst and trader, working for various financial institutions such as Morgan Stanley, Deutsche Bank, and AllianceBernstein. He then became Global Head of Equities at UBS, responsible for driving UBS's growth strategy for equities globally. In October 2021, Mr. Karofsky was appointed to the additional role of UBS GEB sponsor to co-lead the AI, Data and Analytics center of expertise, along with Mike Dargan.

Professional experience

Apr. 2021 – date	President Investment Bank, UBS Group AG and UBS AG
2018 – Mar. 2021	Co-President Investment Bank, UBS
2015 – 2021	President UBS Securities LLC, UBS
2014 – 2018	Global Head Equities, UBS
2011 – 2014	Global Head of Equity Trading, AllianceBernstein
2008 – 2010	Co-Head of Global Equities, Deutsche Bank
2005 – 2008	Head of North American Equities, Deutsche Bank
1994 – 2005	Head of North American Trading, Morgan Stanley

Education

- Bachelor's degree, economics, Hobart and William Smith Colleges
- MBA, finance and statistics, University of Chicago's Booth School of Business

Other activities and functions

- Member of the Board of UBS Americas Holding LLC
- Member of the Board of UBS Optimus Foundation
- Trustee of the UBS Americas Inc. Political Action Committee



Sabine Keller-Busse

President Personal & Corporate Banking and President UBS Switzerland, member of the GEB since 2016

Nationality: Swiss and German | **Year of birth:** 1965

Sabine Keller-Busse was appointed President Personal & Corporate Banking and President UBS Switzerland in 2021, heading the leading Universal Bank in Switzerland. In her previous role, Group COO, she oversaw global functions such as technology, operations, human resources and corporate services. She has been pivotal in driving business alignment, and digital and cultural transformation, while also facilitating business growth as President UBS Europe, Middle East and Africa. Ms. Keller-Busse also brings in-depth experience regarding financial market infrastructure, having served on the Board of SIX Group for nine years.

Professional experience

Feb. 2021 – date	President Personal & Corporate Banking and President UBS Switzerland, UBS Group AG
Feb. 2021 – date	President of the Executive Board, UBS Switzerland AG
2018 – 2021	Group COO of UBS and President of the Executive Board, UBS Business Solutions AG
2019 – 2021	President UBS Europe, Middle East and Africa, UBS
2016 – 2021	Member of the Executive Board of UBS AG
2014 – 2017	Group Head Human Resources, UBS
2010 – 2014	COO UBS Switzerland, UBS
2008 – 2010	Head Private Clients Region Zurich, Credit Suisse
1995 – 2008	Partner (2002), McKinsey & Company

Education

- Master's degree and doctorate, economics, University of St. Gallen

Listed company boards

- Member of the Board of Zurich Insurance Group

Other activities and functions

- Member of the Foundation Council of the UBS International Center of Economics in Society
- Member of the Board and Board Committee of Zurich Chamber of Commerce
- Member of the Board of the University Hospital Zurich Foundation



Iqbal Khan

Co-President Global Wealth Management and President UBS EMEA, member of the GEB since 2019

Nationality: Swiss | **Year of birth:** 1976

Iqbal Khan has been Co-President Global Wealth Management, which he leads with Tom Naratil, since 2019. He was appointed President UBS EMEA in February 2021. Mr. Khan joined Ernst & Young (EY) in 2001, holding many leadership positions and becoming the youngest ever partner of the firm's Swiss arm; when leaving EY, he was lead auditor of UBS. In 2013, he moved to Credit Suisse, holding senior leadership positions as CFO Private Banking & Wealth Management and later CEO International Wealth Management.

Professional experience

2019 – date	Co-President Global Wealth Management, UBS Group AG and UBS AG
Feb. 2021 – date	President UBS Europe, Middle East and Africa, UBS Group AG and UBS AG
2015 – 2019	CEO International Wealth Management, Credit Suisse
2013 – 2015	CFO Private Banking & Wealth Management, Credit Suisse
2011 – 2013	Managing Partner Assurance and Advisory Services – Financial Services, Ernst & Young
2009 – 2011	Industry Lead Partner Banking and Capital Markets, Switzerland and EMEA Private Banking, Ernst & Young
2001 – 2009	Various positions in Ernst & Young

Education

- Swiss Certified Public Accountant
- Advanced Master of International Business Law degree (LLM), University of Zurich

Other activities and functions

- Member of the Supervisory Board of UBS Europe SE
- Member of the Board of UBS Optimus Foundation
- Member of the Board of Room to Read Switzerland



Edmund Koh

President UBS Asia Pacific, member of the GEB since 2019

Nationality: Singaporean | **Year of birth:** 1960

Edmund Koh has been President UBS Asia Pacific since 2019. He is a financial sector veteran, with more than 30 years in senior roles in financial services, including as Head Wealth Management Asia Pacific, Country Head Singapore and Head Wealth Management South East Asia and Asia Pacific Hub for UBS. Before working for DBS Bank in Singapore, Mr. Koh was CEO for Prudential Assurance and Alverdine Pte Ltd, both companies based in Singapore. He joined UBS from Taiwan-based Ta Chong Bank, where he served as President and Director.

Professional experience

2019 – date	President UBS Asia Pacific at UBS Group AG and UBS AG
2016 – 2018	Head Wealth Management Asia Pacific, UBS
2012 – 2018	Country Head Singapore, UBS
2012 – 2015	Head Wealth Management South East Asia and Asia Pacific Hub, UBS
2008 – 2012	President and Director, Ta Chong Bank, Taiwan
2001 – 2008	Managing Director and Regional Head, Consumer Banking Group, DBS Bank, Singapore

Education

- Bachelor's degree, psychology, University of Toronto

Non-listed company boards

- Member of the Board of Trustees of the Wealth Management Institute, Singapore
- Member of the Board of Next50 Limited, Singapore
- Member of the Board of Medico Suites (S) Pte Ltd

Other activities and functions

- Member of a sub-committee of the Singapore Ministry of Finance's Committee on the Future Economy
- Member of the Financial Centre Advisory Panel of the Monetary Authority of Singapore
- Council member of the Asian Bureau of Finance and Economic Research
- Council member of the KidSTART program of the Early Childhood Development Agency, Singapore (until 31 January 2022)
- Trustee of the Cultural Matching Fund, Singapore
- Member of University of Toronto's International Leadership Council for Asia



Barbara Levi

Group General Counsel, member of the GEB since 2021

Nationality: Italian | **Year of birth:** 1971

Barbara Levi has been Group General Counsel since November 2021. A qualified attorney-at-law, she has been admitted to the Supreme Court of the United States, the New York State bar and the bar of Milan, Italy, and has worked in several law firms in New York and Milan. Ms. Levi began her corporate career with Novartis Group in 2004 and worked there for 16 years, holding a number of senior legal roles across Europe. Before joining UBS, she served as Chief Legal Officer & External Affairs at Rio Tinto Group and, before that, as General Counsel. In both roles, she was a member of that company's executive committee.

Professional experience

Nov. 2021 – date	Group General Counsel for UBS Group AG and UBS AG
2021	Chief Legal Officer & External Affairs, Rio Tinto Group
2020 – 2021	Group General Counsel, Rio Tinto Group
2019	Group Legal Head, M&A and Strategic Transactions, Novartis
2016 – 2019	Global General Counsel, Sandoz International GmbH, Novartis
2014 – 2016	Global Legal Head, Product Strategy & Commercialization, Novartis
2013 – 2014	Global Legal Head, TechOps, Primary Care and Established Medicines, Novartis
2009 – 2013	Head of Legal & Compliance, Region Asia-Pacific, Middle East, and African Countries, Region Group Emerging Markets, Novartis

Education

- Master's degree, law, University of Milan
- LL.M., banking, corporate and finance law, Fordham University School of Law, New York

Other activities and functions

- Member of the Employers' Board of the Global Institute for Women's Leadership, King's College London
- Member of the Board of Directors of the European General Counsel Association



Tom Naratil

Co-President Global Wealth Management and President UBS Americas, member of the GEB since 2011 (UBS Group AG: 2014, UBS AG: 2011)

Nationality: American (US) | **Year of birth:** 1961

Tom Naratil has been Co-President Global Wealth Management since 2018, which he leads with Iqbal Khan. He also is CEO of UBS Americas Holding LLC. He started his career in finance in 1983, when he joined the brokerage firm Paine Webber Jackson & Curtis, and is an experienced veteran in the banking sector. UBS acquired Paine Webber in 2000; since then, Mr. Naratil has held various senior management positions at UBS Group, including CFO and COO. He served as President Wealth Management Americas from 2016 and was also appointed President UBS Americas at UBS Group AG and UBS AG in 2016.

Professional experience

2018 – date	Co-President Global Wealth Management, UBS Group AG and UBS AG
2016 – date	President UBS Americas, UBS Group AG and UBS AG
2016 – date	CEO of UBS Americas Holding LLC
2016 – 2018	President Wealth Management Americas, UBS
2015 – 2016	President of the Executive Board, UBS Business Solutions AG
2014 – 2015	Group COO, UBS
2011 – 2015	Group CFO, UBS
2009 – 2011	CFO and Chief Risk Officer, Wealth Management Americas, UBS
1983 – 2009	Various positions at PaineWebber and UBS

Education

- Bachelor's degree, history, Yale University
- MBA, economics, New York University

Other activities and functions

- Member of the Board of UBS Americas Holding LLC
- Member of the Board of the American Swiss Foundation



Markus Ronner

Group Chief Compliance and Governance Officer, member of the GEB since 2018

Nationality: Swiss | **Year of birth:** 1965

Markus Ronner has been Group Chief Compliance and Governance Officer since 2018. He has been with UBS for 40 years and held various positions across the firm, including manager of the Group-wide too-big-to-fail program, COO Wealth Management & Swiss Bank, Head Products and Services of Wealth Management & Swiss Bank, COO Asset Management, and Head Group Internal Audit. In his current position, he is responsible at the Group level for compliance and operational risk control, governmental and regulatory affairs, as well as investigations and governance matters.

Professional experience

2018 – date	Group Chief Compliance and Governance Officer, UBS Group AG and UBS AG
2012 – 2018	Head Group Regulatory and Governance, UBS
2011 – 2013	Manager Group-wide too-big-to-fail program, UBS
2010 – 2011	COO Wealth Management & Swiss Bank, UBS
2009 – 2010	Head Products and Services of Wealth Management & Swiss Bank, UBS
2007 – 2009	COO Asset Management, UBS
2001 – 2007	Head Group Internal Audit, UBS

Education

- Swiss Banking Diploma

Other activities and functions

None

Change of control and defense measures

Our Articles of Association do not provide any measures for delaying, deferring or preventing a change of control.

Duty to make an offer

Pursuant to the Swiss Federal Act on Financial Market Infrastructures and Market Conduct in Securities and Derivatives Trading of 19 June 2015, an investor who has acquired (whether directly, indirectly or in concert with third parties) more than 33 $\frac{1}{3}$ % of all voting rights of a company listed in Switzerland, whether such rights are exercisable or not, is required to submit a takeover offer for all listed shares outstanding. We have not elected to change or opt out of this rule.

Clauses on change of control

Neither the full-time contract with the Chairman of the BoD nor any employment contracts with GEB members or employees holding key functions within the company contain change of control clauses.

All employment contracts with GEB members stipulate a notice period of six months. During the notice period, GEB members are entitled to their salaries and the continuation of existing employment benefits and may be eligible to be considered for a discretionary performance award based on their contribution during their tenure.

In case of a change of control, we may, at our discretion, accelerate the vesting of and / or relax applicable forfeiture provisions of employees' awards.

» Refer to the "Compensation" section of this report on page 222
for more information

Auditors

Audit is an integral part of corporate governance. While safeguarding their independence, the external auditors closely coordinate their work with Group Internal Audit (GIA). The Audit Committee and, ultimately, the BoD supervise the effectiveness of audit work.

› Refer to "Board of Directors" in this section for more information about the Audit Committee

External independent auditors

The AGM in 2021 re-elected Ernst & Young Ltd (EY) as auditors for the Group for a one-year term of office. EY assumes virtually all auditing functions according to laws, regulatory requests and the AoA. Bob Jacob is the EY lead partner in charge of the overall coordination of the UBS Group financial and regulatory audits and the co-signing partner of the financial audit. In 2020, Maurice McCormick became the lead audit partner for the financial statement audit and has an incumbency limit of five years. In 2021, Hannes Smit became the Lead Auditor to the Swiss Financial Market Supervisory Authority (FINMA) with an incumbency limit of seven years. Daniel Martin has been the co-signing partner for the FINMA audit since 2019, with an incumbency limit of seven years.

During 2021, the Audit Committee held 13 meetings with the external auditors.

Review of UBS Group AG and UBS AG audit engagement

EU rules require UBS Europe SE to rotate its external auditor in the financial year 2024. In connection with this required change, and in consideration of governance best practices, the Board of Directors considered whether it would propose to shareholders a rotation of the Group auditor concurrent with the change at UBS Europe SE. Under the direction of the Audit Committee, UBS conducted a formal review of the Group audit engagement including soliciting proposals from potential auditors. Based on the results of this assessment, the Board of Directors has decided to retain Ernst & Young as the Group's external auditor.

Audit effectiveness assessment

The Audit Committee assesses the performance, effectiveness and independence of the external auditors on an annual basis. The assessment is generally based on interviews with senior management and survey feedback from stakeholders across the Group. Assessment criteria include quality of service delivery, quality and competence of the audit team, value added as part of the audit, insightfulness, and the overall relationship with EY. Based on its own analysis and the assessment results, including feedback received as part of the review of the Group audit engagement described above, the Audit Committee concluded that EY's audit has been effective.

Fees paid to external independent auditors

UBS Group AG and its subsidiaries (including UBS AG) paid the following fees (including expenses) to their external independent auditors.

	For the year ended	
USD million	31.12.21	31.12.20
Audit		
Global audit fees	53	53
Additional services classified as audit (services required by law or statute, including work of a non-recurring nature mandated by regulators)	8	10
Total audit¹	61	64
Non-audit		
Audit-related fees	9	8
<i>of which: assurance and attestation services</i>	4	3
<i>of which: control and performance reports</i>	5	5
<i>of which: consultation concerning financial accounting and reporting standards</i>	0	0
Tax fees	1	1
All other fees	0	0
Total non-audit¹	10	9

¹ Total audit and non-audit fees amounted to USD 72 million for UBS Group AG consolidated as of 31 December 2021 (31 December 2020: USD 73 million), of which USD 43 million related to UBS AG consolidated (31 December 2020: USD 46 million).

Special auditors for potential capital increases

At the AGM on 8 April 2021, BDO AG was reappointed as special auditors for a three-year term of office. Special auditors provide audit opinions in connection with potential capital increases independently from other auditors.

Services performed and fees

The Audit Committee oversees all services provided to UBS by the external auditors. For services requiring the approval from the Audit Committee, a preapproval may be granted either for a specific mandate or in the form of a blanket preapproval authorizing a limited and well-defined type and scope of services.

The fees (including expenses) paid to EY are set forth in the table on the previous page. In addition, EY received USD 34.1 million in 2021 (USD 32.7 million in 2020) for services performed on behalf of our investment funds, many of which have independent fund boards or trustees.

Audit work includes all services necessary to perform the audit for the Group in accordance with applicable laws and generally accepted auditing standards, as well as other assurance services that conventionally only the auditor can provide. These include statutory and regulatory audits, attestation services and the review of documents to be filed with regulatory bodies. The additional services classified as audit in 2021 included several engagements for which EY was mandated at the request of FINMA.

Audit-related work consists of assurance and related services traditionally performed by auditors, such as attestation services related to financial reporting, internal control reviews and performance standard reviews, as well as consultation concerning financial accounting and reporting standards.

Tax work involves services performed by professional staff in EY's tax division and includes tax compliance and tax consultation with respect to our own affairs.

"Other" services are permitted services, which include technical IT security control reviews and assessments.

Group Internal Audit

GIA performs the internal auditing role for the Group. It is an independent function that provides expertise and insights to confirm controls are functioning correctly and highlight where UBS needs to better manage current and emerging risks. In 2021, it operated with an average headcount of 586 full-time equivalent employees.

GIA supports the BoD in discharging its governance responsibilities by taking a dynamic approach to audit, issue assurance and risk assessment, calling attention to key risks in order to drive action to prevent unexpected loss or damage to the firm's reputation. To support the achievement of UBS's objectives,

GIA independently, objectively and systematically assesses the:

- (i) soundness of the Group's risk and control culture;
- (ii) reliability and integrity of financial and operational information, including whether activities are properly, accurately and completely recorded, and the quality of underlying data and models; and
- (iii) design, operating effectiveness and sustainability of:
 - processes to define strategy and risk appetite, as well as the overall adherence to the approved strategy;
 - governance processes;
 - risk management, including whether risks are appropriately identified and managed;
 - internal controls, specifically whether they are commensurate with the risks taken;
 - remediation activities; and
 - processes to comply with legal and regulatory requirements, internal policies, and the Group's constitutional documents and contracts.

Audit reports that include significant issues are provided to the Group CEO, relevant GEB members and other responsible management. The Chairman, the Audit Committee and the Risk Committee of the BoD are regularly informed of such issues.

In addition, GIA provides independent assurance on the effective and sustainable remediation of control deficiencies within its mandate, taking a prudent and conservative risk-based approach and assessing at the issue level whether the root cause and the potential exposure for the firm have been holistically and sustainably addressed. GIA also cooperates closely with risk control functions and internal and external legal advisors on investigations into major control issues.

To ensure GIA's independence from management, the Head GIA reports to the Chairman of the BoD and to the Audit Committee, which assesses annually whether GIA has sufficient resources to perform its function, as well as its independence and performance. In the Audit Committee's assessment, GIA is sufficiently resourced to fulfill its mandate and complete its auditing objectives. GIA's role, position, responsibilities and accountability are set out in our Organization Regulations and the Charter for GIA, available at ubs.com/governance. The Charter also applies to UBS AG's internal audit function. GIA has unrestricted access to all accounts, books, records, systems, property and personnel, and must be provided with all information and data that it needs to fulfill its auditing responsibilities. GIA also conducts special audits at the request of the Audit Committee, or other BoD members, committees or the Group CEO in consultation with the Audit Committee.

GIA enhances the efficiency of its work through coordination and close cooperation with the external auditors.

Information policy

We provide regular information to our shareholders and to the wider financial community.

Financial reports for UBS Group AG are expected to be published on the following dates:

First quarter 2022	26 April 2022
Second quarter 2022	26 July 2022
Third quarter 2022	25 October 2022

The annual general meetings of the shareholders of UBS Group AG will take place on the following dates:

2022	6 April 2022
2023	5 April 2023

- › Refer to the corporate calendar at ubs.com/investors for future financial report publication and other key dates, including UBS AG's financial report publication dates

We meet with institutional investors worldwide throughout the year and regularly hold results presentations, attend and present at investor conferences, and, from time to time, host investor days. When appropriate, investor meetings are hosted by senior management and are attended by members of our Investor Relations team. We use various technologies, such as webcasting, audio links and cross-location videoconferencing, to widen our audience and maintain contact with shareholders globally.

We make our publications available to all shareholders simultaneously to provide them with equal access to our financial information.

All our financial publications are available at ubs.com/investors. Shareholders may opt to receive a printed copy of our annual report. Additionally, they may also access our digital annual review at ubs.com/annualreview, which reflects on specific initiatives and achievements of the Group and provides an overview of the Group's activities during the year, as well as key financial information.

- › Refer to ubs.com/investors for a complete set of published reporting documents and a selection of senior management industry conference presentations
- › Refer to the "Information sources" section on page 436 of this report for more information
- › Refer to "Corporate information" and "Contacts" on page 6 of this report for more information

Financial disclosure principles

We fully support transparency, and consistent and informative disclosure. We aim to communicate our strategy and results in a manner that enables stakeholders to gain a good understanding of how our Group operates, what our growth prospects are, and the risks that our businesses and our strategy entail. We assess feedback from analysts and investors on a regular basis and, where appropriate, reflect this in our disclosures. To continue achieving these goals, we apply the following principles in our financial reporting and disclosure:

- transparency that enhances the understanding of economic drivers and builds trust and credibility;

- consistency within each reporting period and between reporting periods;
- simplicity that allows readers to gain a good understanding of the performance of our businesses;
- relevance, by focusing not only on what is required by regulation or statute but also on what is relevant to our stakeholders; and
- best practice that leads to improved standards.

We regard the continuous improvement of our disclosures as an ongoing commitment.

Financial reporting policies

We report our Group's results for each financial quarter, including a breakdown of results by business division and disclosures or key developments relating to risk management and control, capital, liquidity and funding management. Each quarter, we publish quarterly financial reports for UBS Group AG, on the same day as the earnings releases.

The consolidated financial statements of UBS Group AG and UBS AG are prepared in accordance with International Financial Reporting Standards as issued by the International Accounting Standards Board.

- › Refer to "Note 1 Summary of material accounting policies" in the "Consolidated financial statements" section on page 292 of this report for more information about the basis of accounting

We are committed to maintaining the transparency of our reported results and to allowing analysts and investors to make meaningful comparisons with prior periods. If there is a major reorganization of our business divisions or if changes to accounting standards or interpretations lead to a material change in the Group's reported results, our results are restated for previous periods as required by applicable accounting standards. These restatements show how our results would have been reported on the new basis and provide clear explanations of all relevant changes.

US disclosure requirements

As a foreign private issuer, we must file reports and other information, including certain financial reports, with the US Securities and Exchange Commission (the SEC) under the US federal securities laws. We file an annual report on Form 20-F and furnish our quarterly financial reports and other material information under cover of Form 6-K to the SEC. These reports are available at ubs.com/investors and on the SEC's website, sec.gov.

An evaluation of the effectiveness of our disclosure controls and procedures (as defined in Rule 13a-15e) under the US Securities Exchange Act of 1934 has been carried out, under the supervision of management, including the Group CEO, the Group CFO and the Group Controller and Chief Accounting Officer. Based on that evaluation, the Group CEO and the Group CFO concluded that our disclosure controls and procedures were effective as of 31 December 2021. No significant changes have been made to our internal controls or to other factors that could significantly affect these controls subsequent to the date of their evaluation.

- › Refer to the "Consolidated financial statements" section on page 267 of this report for more information

Compensation

Compensation



Julie G. Richardson
Chairperson of the
Compensation Committee
of the Board of Directors

Dear Shareholders,

The Board of Directors (the BoD) and I wish to thank you for your support once again at last year's Annual General Meeting (the AGM) and for sharing your views on our compensation practices over the past year. As the Chairperson of the Compensation Committee, I am pleased to present our Compensation Report for 2021.

The arrival of our new CEO in late 2020 and the launch of our purpose in early 2021 resulted in a review of our Total Reward Principles and compensation framework to ensure that they are fully aligned with our purpose and strategic imperatives. Throughout 2021, the BoD Compensation Committee also continued to oversee that reward reflects performance, that risk-taking is appropriate and that employee interests are aligned with those of our stakeholders. Following these reviews, we applied selected enhancements to our principles while keeping our overall compensation framework broadly unchanged, as we concluded that it still remains well suited to support us in achieving our ambitions for the Group and that it provides strong alignment with shareholders' interests. Nevertheless, we have updated our Group-wide performance management approach, including

evolving our Group Executive Board (GEB) performance review to reflect our strategic refresh, digital initiatives and elevated focus on sustainability. The restructured approach fosters an even greater focus on GEB priorities and the success of the overall Group by assessing all GEB members against Group financial targets.

Strategy execution

We made significant progress in delivering on our strategic vision and putting clients at the center of all we do. The benefits of delivering our ecosystem to clients in a seamless way as One UBS are visible in our financial performance for 2021.

Our clients continued to put their trust in us, as was evident from the ongoing momentum in flows and volume growth throughout the year. Together with favorable market conditions and investor sentiment, this led to growth across the firm. Our business momentum, our focus on fueling growth and disciplined execution led to strong financial results.

Sustainability is core to our purpose and ecosystem; to help us maximize our impact and direct capital to where it is needed most, we are focusing on three key areas to drive the sustainability transition: Planet, People and Partnerships. As a result, our sustainability focus and impact investing assets grew 78% in 2021 and amounted to USD 251 billion. Furthermore, UBS was again named as a member of the Dow Jones Sustainability Index and we are proud to be recognized once again for our industry leadership in the Environmental dimension.

› Refer to "Financial and operating performance" in our Annual Report 2021 for further details about our Group and business division performance

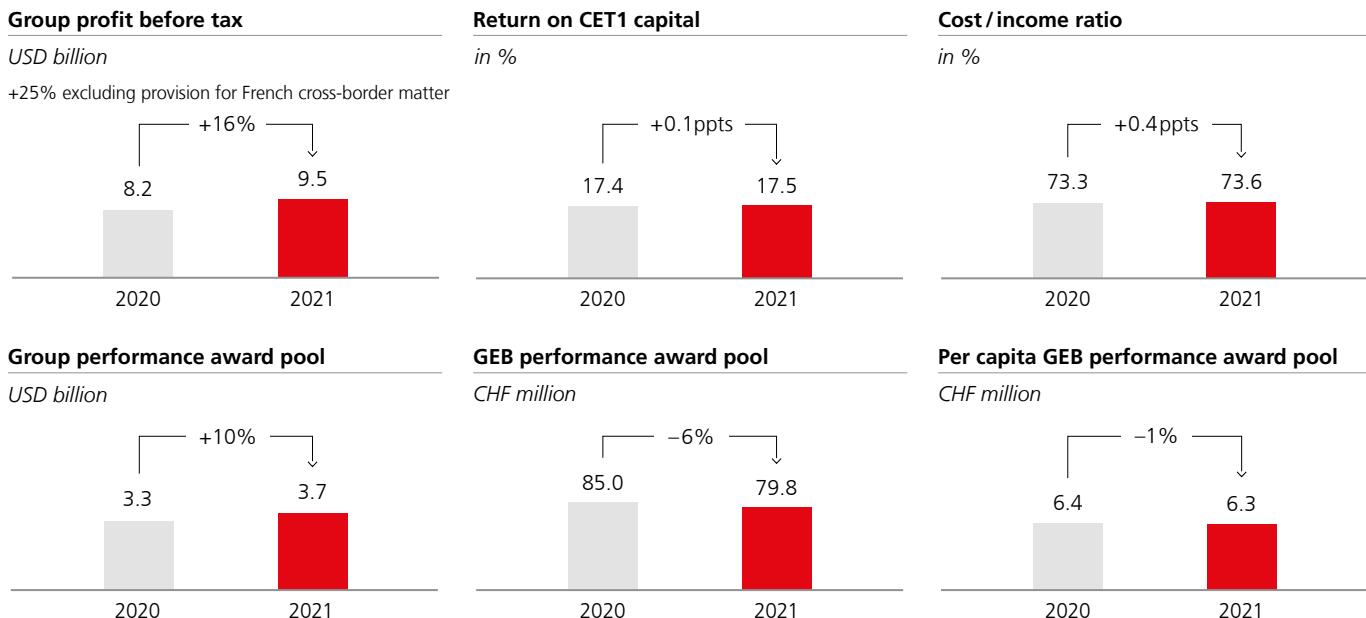
Alignment to purpose

- Our purpose articulates why we do what we do, and why it matters. Our culture impacts how we do things, and it is firmly grounded in our three keys to success: our Pillars, Principles and Behaviors. We refreshed our three keys to success in 2021 to reflect our purpose, client promise and strategic imperatives, and to help ensure that our culture advances our strategic goals.
- For the past decade, those keys have defined how we work together and what we stand for, as a firm and as individuals. They continue to drive daily business decisions and are integrated into our people management processes, including hiring, performance management, compensation, promotion, talent development, training, and succession planning.
- Following the launch of the purpose, we reviewed our **Total Reward Principles, performance management approach, and compensation framework** to ensure they are fully aligned with our purpose and strategic imperatives. While we made modest adjustments, no fundamental changes were made to our compensation framework for 2021 as a result of our review.
- Fair and effective people management processes are key for our long-term success. Our **global performance management approach** underwent a comprehensive review in 2021 as part of our broader strategic refresh. Consequently, we made changes to our year-end review, objective-setting and employee feedback processes that aim to support our strategic priorities, to reinforce our high performance culture and to be simpler and more transparent. Additionally, our GEB performance review process includes more tangible measurement on quantitative outcomes and a greater focus on strategy, digitalization and sustainability matters.

Find out more: ubs.com/global/en/our-firm/our-purpose

Financial performance

In 2021, the ongoing momentum in flows and volume growth together with favorable market conditions and investor sentiment led to growth across the firm. Our financial results outperformed our financial targets and we saw the highest profit before tax since 2006. This growth outpaces our performance award pool development. We also maintained our high level of return on CET1 capital.



2021 performance award pool

The performance award pool continues to reflect our strict pay-for-performance philosophy, our disciplined approach in managing compensation over business cycles and alignment to shareholder interests.

The 2021 performance award pool was USD 3.7 billion, an increase of 10% compared with 2020. It factors in the strong financial performance, as well as the financial and reputational impact resulting from the loss related to the default of a US-based client of our prime brokerage business. The seriousness of this event led to a significant downward revision of the Group performance award pool. As a reminder regarding the French cross-border matter, in 2019 we reflected this matter in our compensation decisions, including linking a meaningful portion of GEB compensation (as well as the Chairman's compensation) to the final outcome of this matter which is still not resolved.

Furthermore, our performance award pool decision also reflected our achievements relative to non-financial objectives, such as our good progress toward delivering on our sustainability strategy, as well as the positive total shareholder return (TSR) of UBS shares. It also reflected other factors, such as the growing competition to attract and retain a talented and diverse workforce that continues to deliver on our purpose and strategy.

For 2021, the GEB performance award pool was CHF 79.8 million, a reduction of 1% on a per capita basis and a reduction of 6% overall. This decrease in an otherwise exceptionally good financial year contrasts with the Group pool increase of 10%. The decision for the GEB pool considers the excellent financial result offset by a proportionally larger downward adjustment than the Group pool to reflect the accountability of the GEB for the loss resulting from the default of a US-based client of our prime brokerage business.

Commitment to return capital to shareholders

We remain committed to returning excess capital to our shareholders. We repurchased USD 2.6 billion of shares in 2021 and we intend to repurchase up to USD 5 billion during 2022. For 2021, the BoD intends to propose a dividend of USD 0.50 per share for approval at the Annual General Meeting of shareholders in 2022.

- Refer to the "2021 key compensation themes" section of this report for more information about the compensation impact resulting from the significant loss event, the French cross-border matter, environmental, social and governance (ESG) achievements, and other key compensation themes
- Refer to the "Group compensation" section of this report for more information

2022 Annual General Meeting

At the 2022 AGM on 6 April, we will seek your support on the following compensation-related items:

- the maximum aggregate amount of compensation for the BoD for the period from the 2022 AGM to the 2023 AGM;
- the maximum aggregate amount of fixed compensation for the GEB for 2023;
- the aggregate amount of variable compensation for the GEB for 2021; and
- shareholder endorsement in an advisory vote for this Compensation Report.

On behalf of the Compensation Committee and the BoD, I thank you again for your feedback and we respectfully ask for your continued support at the upcoming AGM.

Julie G. Richardson
Chairperson of the Compensation Committee of the
Board of Directors

2021 key compensation themes

The feedback we seek from our shareholders on compensation-related topics is very important to us, as we are committed to maintaining a strong link between the interests of our employees and those of our shareholders. We continued engaging with shareholders during 2021 and received overall positive feedback about our compensation framework.

The text below summarizes key compensation themes for 2021 and provides answers to the questions we most frequently receive from shareholders.

Summary of 2021 key compensation themes / responses to frequently asked questions

How was the loss resulting from the default of a US-based client of our prime brokerage business reflected in the compensation process?

Despite our excellent financial performance in 2021, our reputation and financial results were negatively impacted by a significant USD 861 million pre-tax loss that we incurred in the first half of 2021 related to the default of a US-based client of our prime brokerage business.

We conducted a thorough review of the event and its root causes, and took decisive actions reflecting the significance of the event and its impact on our shareholders and reputation. The outcomes of the review and the actions taken by management were reviewed by the Joint Risk and Compensation Committees, as well as other internal governance bodies, as appropriate.

The 2021 Group performance award pool was reduced significantly as a consequence of this event. Our funding approach for the performance award pool resulted in a direct and substantial reduction, which was supplemented by an additional and significant negative adjustment to the pool. Overall, compensation was reduced by an amount equivalent to over half of the post-tax loss. This reduction had a direct impact on compensation for business and control functions, as well as for the Group Executive Board (the GEB).

The GEB performance award pool had a proportionally larger downward adjustment than the Group pool, to reflect the accountability of the GEB for the event. The GEB per-capita performance pool decreased in an otherwise exceptionally good financial year.

On an individual level, we conducted a detailed accountability review of employees involved in the event. The fact-finding for the review was supported by external legal counsel, as well as our internal investigation functions. The accountability review covered 30 employees, including relevant individuals in the GEB. The outcomes of the review impacted performance reviews and compensation decisions substantially, where appropriate.

How do the refreshed financial targets announced in February 2022 impact compensation?

The compensation decisions for 2021 reflect the achievements relative to the 2021 objectives that were set in early 2021 and consider the previous externally communicated targets. Similarly, we have set objectives for 2022 that consider the refreshed targets as communicated in February 2022.

In addition, for our Long-Term Incentive Plan (LTIP) awards for 2021 performance, we have reviewed the three-year average return on common equity tier 1 (RoCET1) performance metric to reflect our strategic return ambitions, our revised financial targets and cost of capital.

Specifically, for our awards granted in early 2022 for 2021 performance, the required performance threshold for the minimum payout has been raised to 8%, from 6% in prior-year awards, to reflect our new financial targets. The required RoCET1 performance for a maximum payout is set at 18%, which represents the upper end of our target range. The raised threshold also increases the mid-point of the payout thresholds to better reflect our cost of capital. The linear payout design between threshold and maximum level supports our growth ambitions and our focus on delivering sustainable performance without encouraging excessive risk-taking.

How does UBS support diversity and pay fairness?

Ensuring fair treatment and strengthening our commitment to diversity, equity and inclusion (DE&I) are vital to our sustainable business success. We find diverse teams better understand and relate to the needs of our equally diverse clients. Through the diversity of our employees' backgrounds and experiences, we drive innovation and better decision making.

Gender diversity is a key priority for the firm. We are particularly focused on increasing the representation of women at senior management levels. We take a multi-pronged approach in this respect, analyzing and adapting various factors that support the hiring, development and retention of women at all levels.

Increasing the ethnic minority diversity of our workforce, and a related commitment to support underrepresented talent and communities, is also a top priority across all business divisions and regions. We focus on four areas: accountability and transparency; investing in our talent; improving our culture; and leveraging our business strengths in underrepresented communities.

Compensating employees fairly and consistently is key to ensuring equal opportunities. We pay for performance, and we take pay equity seriously. A strong commitment to both is embedded in our compensation policies, and we regularly conduct both internal reviews and independent external audits as quality checks. Additionally, these reviews also allow us to maintain our certification status from the EQUAL-SALARY Foundation for our equal pay practices in Switzerland, the US, the UK, Hong Kong SAR and Singapore.

How is litigation considered in the compensation process?

Litigation and regulatory matters, and their resolution and remediation, are taken into consideration throughout the compensation decision-making process. The Compensation Committee distinguishes between current matters, where the underlying issues are within the responsibility of management, and legacy matters, where management is accountable for resolving them but not responsible for the underlying issue.

Current matters have a direct impact on the performance award pool, individual performance assessments and resulting compensation decisions, as well as the payout of deferred awards.

For legacy matters, the Compensation Committee seeks to incentivize management to resolve these matters in the best interest of shareholders and we hold management accountable for the effective and efficient resolution of these matters. Therefore, the performance and compensation assessment reflects management's responsibility for achieving a resolution without creating an incentive to settle inappropriately or take excessive risks on such matters. In addition, the use of RoCET1, which includes both current and legacy matters, in our performance assessment for GEB performance, as well as the LTIP design, supports the focus on ensuring the cost of litigation matters has in our compensation plans a direct impact on the compensation awarded to and realized by our most senior leaders, including the GEB.

What progress has been made on resolving the French cross-border matter and how is this reflected in GEB compensation?

In December 2021, UBS filed an appeal with the French Supreme Court regarding the decision of the Court of Appeal relating to the French cross-border matter. This matter remains ongoing and was considered in the decision-making process for our 2021 performance award pool.

The use of the RoCET1 metric aims to ensure the cost of litigation matters, including the French cross-border matter, has an ongoing and direct impact on the compensation awarded and realized by our most senior leaders, including the GEB. Additionally, when determining the 2019 performance award pool, the impact of the French cross-border matter was considered in our decision making.

Furthermore, as outlined in our 2019 Compensation Report, up to CHF 7.9 million, or 30%, of the 2019 LTIP awards at grant for GEB members active in March 2017, as well as the Chairman of the BoD's unvested share award, continues to be at risk and directly linked to the final resolution of the French cross-border matter. In addition, a malus clause allows the Compensation Committee to assess any new information that becomes available in the future and to retrospectively reduce the 2019 LTIP award by up to the full amount if such new information would have impacted our compensation decision in 2019. This matter continues to be ongoing and, once resolved, the final outcome will be reflected in the final amounts delivered to relevant current and former employees.

Impact of litigation matters on the LTIP

Long-Term Incentive Plan (LTIP)	LTIP design (all years)	Performance metric (RoCET1 directly impacted by litigation costs)
	Added measure for 2019 LTIP award (GEB members active in March 2017)	Fact-based adjustment (up to CHF 7.3 million of the 2019 LTIP at grant is directly linked to the final resolution of the French cross-border matter)
		Malus adjustment (2019 LTIP award may be reduced based on new information that would have impacted the compensation for 2019) +

(As disclosed in the Compensation Report 2019.)

Advisory vote

Corporate governance and compensation | Compensation

How is ESG considered in the compensation process?

ESG objectives are considered in the compensation determination process in objective setting, performance award pool funding, performance evaluation and compensation decisions.

ESG-related objectives have been embedded in our Pillars and Principles since they were established in 2011. In 2021, we revised the Group CEO and GEB scorecards and further enhanced the link between ESG and compensation by introducing explicit sustainability objectives under "Strategic & Growth" in the non-financial goal category. These sustainability objectives are linked to our priorities, and their progress is measured via robust quantitative metrics and qualitative criteria. Sustainability objectives are individually assessed for each GEB member, and consequently directly impact their performance assessments and compensation decisions.

In addition, in the performance award pool funding across the Group, ESG is also reflected through an assessment of progress made toward targets linked to our focus areas of Planet, People (including progress made toward our diversity ambitions) and Partnerships, alongside other key dimensions.

Therefore ESG is taken into consideration when the Compensation Committee assesses not only what results were achieved but also how they were achieved.

For 2021, we established robust and concrete targets, and made good progress toward achieving them. We continue to increase our focus on this topic.

➤ Refer to "Environmental, Social and Governance considerations" in the "Compensation philosophy and governance" section of this report for more information

How does UBS promote and support the health and well-being of employees?

Supporting employee health and well-being remained a priority in 2021. We are committed to helping employees thrive in their current roles and deliver sustainable performance over time. Regular "pulse" surveys gauged employees' views on remote work, stress, communication and other aspects. Resources to support holistic well-being featured a bespoke eLearning curriculum, physical and mental health initiatives, volunteering opportunities, increased certain local benefits offerings, and financial education events.

➤ Refer to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information

How does UBS respond to the increasing competition for talent?

We continue to see increasing competition for talent. These pressures come from our direct competitors but also other organizations including technology, consulting and new entrants or disruptors, such as fintech firms. As a recognized employer of choice, we continue to broaden and deepen our talent pools through ongoing talent development and continued investment in our employees. We take careful consideration to reflect pay for performance and competitive pay in our decision making. Furthermore, as our compensation approach includes substantial deferral, we balance incentivizing performance with retention in order to promote a sustainable workforce.

Say-on-pay

Say-on-pay votes at the AGM

In line with the Swiss Ordinance against Excessive Compensation in Listed Stock Corporations, we seek binding shareholder approval for the aggregate compensation awarded to the GEB and the BoD. Prospective approval of the fixed compensation of the BoD and GEB provides the firm and its governing bodies with the certainty needed to operate effectively. Retrospective approval of the GEB's variable compensation aligns their compensation with performance and contribution.

These binding votes on compensation and the advisory vote on our compensation report reflect our commitment to shareholders having their say on pay.

› Refer to "Provisions of the Articles of Association related to compensation" in the "Supplemental information" section of this report for more information

Audited |

Approved fixed compensation

At the 2020 AGM, shareholders approved a maximum aggregate fixed compensation amount of CHF 33.0 million for GEB members for the 2021 performance year. This budget reflects base salaries, role-based allowances in response to EU Capital Requirements Directive IV, and estimated standard contributions to retirement benefit plans, as well as other benefits.

Our expenses related to fixed compensation for our continuing GEB members were within the budget; however, the amount of fixed compensation related to the hiring of Barbara Levi as new Group General Counsel resulted in exceeding this budget. Therefore, as authorized by article 46 para. 5 of our Articles of Association, an amount of CHF 2.2 million was used to pay the portion of her fixed compensation (including replacement awards) that exceeded the approved amount. ▲

› Refer to "2021 total compensation for the GEB members" in the "Compensation for GEB members" section of this report

Say on pay – compensation-related votes at the 2021 AGM

2021 AGM say-on-pay voting schemes	2021 AGM actual shareholder votes	Vote "for"
Binding vote on GEB variable compensation	Shareholders approved CHF 85,000,000 for the 2020 financial year ^{1,2,3}	84.8%
Binding vote on GEB fixed compensation	Shareholders approved CHF 33,000,000 for the 2022 financial year ^{1,2,3}	91.8%
Binding vote on BoD compensation	Shareholders approved CHF 13,000,000 for the period from the 2021 AGM to the 2022 AGM ^{1,2,4}	91.1%
Advisory vote on the Compensation Report	Shareholders approved the UBS Group AG Compensation Report 2020 in an advisory vote	85.7%

¹ Local currencies are converted into Swiss francs at the exchange rates stated in "Note 33 Currency translation rates" in the "Consolidated financial statements" section of our Annual Report 2021. ² Excludes the portion related to the legally required employer's social security contributions. ³ As stated in "Group Executive Board" in the "Corporate governance" section of our Annual Report 2021, twelve GEB members were in office on 31 December 2021 and thirteen GEB members on 31 December 2020. ⁴ Twelve BoD members were in office on 31 December 2021.

Advisory vote

Corporate governance and compensation | Compensation

Compensation-related proposals for 2022

At the 2022 AGM, we will ask our shareholders to vote on the variable compensation for the GEB for 2021, the fixed compensation for the GEB for 2023 and the compensation for the BoD from the 2022 AGM to the 2023 AGM.

In addition, we will also ask shareholders for an advisory vote on our Compensation Report, which describes our compensation policy, including framework and governance.

The table below outlines our compensation proposals, including supporting rationales, that we plan to submit to the 2022 AGM for binding votes (in line with the Swiss Ordinance against Excessive Compensation in Listed Stock Corporations and our Articles of Association (AoA)).

Compensation-related proposals for binding votes at the 2022 AGM

Item	Proposal	Rationale
GEB variable compensation	The Board of Directors proposes an aggregate amount of variable compensation of CHF 79,750,000 for the members of the GEB for the 2021 financial year.	The proposed amount reflects a reduction of 1% on a per capita basis and a reduction of 6% overall compared with the previous year. This decrease in an otherwise exceptionally good financial year contrasts with the Group pool increase of 10%. The decision for the GEB pool considers the excellent financial result offset by a proportionally larger downward adjustment than the Group pool to reflect the accountability of the GEB for the loss resulting from the default of a US-based client of our prime brokerage business.
GEB fixed compensation	The Board of Directors proposes a maximum aggregate amount of fixed compensation of CHF 33,000,000 for the members of the GEB for the 2023 financial year.	The proposed amount is unchanged from the previous year, reflecting consistency in planning over time and unchanged base salaries for the Group CEO and other GEB members. In addition to the base salaries, it also includes role-based allowances in response to EU Capital Requirements Directive IV, estimated standard contributions to retirement benefit plans, and other benefits. The proposed amount provides flexibility in light of potential changes of GEB composition or roles, competitive considerations where potential additional role-based allowances may be required, and other factors (e.g., changes in FX rates or benefits).
BoD compensation	The Board of Directors proposes a maximum aggregate amount of compensation of CHF 13,000,000 for the members of the Board of Directors for the period from the 2022 AGM to the 2023 AGM.	The proposed amount is unchanged compared with the previous period and includes the total compensation of the nominated Chairman and Vice Chairman. For the new Chairman we expect his total compensation would be approximately CHF 0.4 million lower compared with the current Chairman (a reduction of approximately 8%). The fees for BoD members other than the nominated Chairman and Vice Chairman are unchanged.

Compensation philosophy and governance

Our compensation philosophy

Total Reward Principles

Our Total Reward Principles provide a strong link to our strategic imperatives and encourage employees to live our strong and inclusive culture that is grounded in our three keys to success: our Pillars, Principles and Behaviors.

These guiding principles underpin our approach to compensation and define our compensation framework. In 2021, following the launch of our purpose, we reviewed our Total Reward Principles and compensation framework to confirm they are fully aligned with our purpose and support our strategic imperatives.

Total Reward Principles

Our Total Reward Principles apply to all employees globally, but vary in certain locations according to local legal requirements and regulations and practices. The table below provides a summary of our Total Reward Principles.

Support our purpose and strategy	Our compensation approach supports the firm's purpose and strategy, fosters engagement among employees and aligns their long-term interests with those of clients and stakeholders.
Attract, retain and connect a diverse, talented workforce	We embrace a culture of diversity, equity, and inclusiveness. Pay at UBS is fair, reflects equal treatment and is competitive. In this way, our investment in a connected workforce supports the sustainability of the organization.
Apply a pay-for-performance approach to support development and our ways of working	The setting of clear objectives and a thorough evaluation of what was achieved and how it was achieved, combined with effective communication, promote clarity, accountability and establish a strong link between pay and performance. This approach emphasizes our Behaviors, which are accountability with integrity, collaboration and innovation.
Reinforce sustainable growth and support long-term value creation	Compensation is appropriately balanced between fixed and variable elements and delivered over an appropriate period to support our growth ambitions and sustainable performance.
Support risk awareness and appropriate risk-taking	Our compensation structure encourages employees to have a focus on risk management and behave consistently with the firm's risk framework and appetite, thereby anticipating and managing risks effectively to protect our capital and reputation.

Our Total Reward approach

At UBS, we apply a holistic Total Reward approach, generally consisting of fixed compensation (base salary and role-based allowances, if applicable), performance awards, pension contributions and benefits. Our Total Reward approach is structured to support sustainable results and growth ambitions.

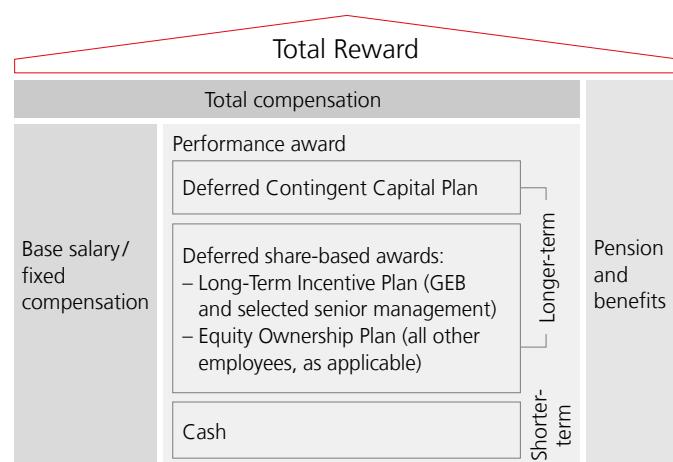
For employees whose total compensation exceeds certain levels, performance awards are delivered in a combination of cash, deferred contingent capital awards and deferred share-based awards.

A substantial portion of performance awards is deferred and vests over a five-year period (or longer for certain regulated employees). This deferral approach supports alignment of employee and investor interests, our capital base and the creation of sustainable shareholder value.

- › Refer to "Compensation elements for all employees" in the "Group compensation" section of this report for more information

This ensures that the interests of our employees are aligned with those of our clients and other stakeholders.

Therefore, our compensation approach supports our capital strength and risk management, and provides for simplification and efficiency. It encourages employees to focus on client centricity, connectivity and sustainable impact in everything we do. Moreover, we reward behaviors that help build and protect the firm's reputation, specifically accountability with integrity, collaboration and innovation. Compensation for each employee is based on individual, team, business division and Group performance, within the context of the markets in which we operate.



Note: illustrative

Compensation governance

Board of Directors and Compensation Committee

The BoD is ultimately responsible for approving the compensation strategy and principles proposed by the Compensation Committee, which determines compensation-related matters in line with the principles set forth in the AoA.

As determined in the AoA and the firm's Organization Regulations, the Compensation Committee supports the BoD with its duties to set guidelines on compensation and benefits, to oversee implementation thereof, to approve certain compensation and to scrutinize executive compensation. The Compensation Committee consists of independent BoD members, who are elected annually by shareholders at the AGM, and is responsible for governance and oversight of our compensation process and practices. This includes the alignment between pay and performance, and ensuring that the compensation framework supports appropriate risk awareness and management, as well as appropriate risk-taking. In 2021, to additionally support the connection between the Compensation Committee and the Risk Committee, the Compensation Committee Chairperson was also a member of the Risk Committee.

Annually, and on behalf of the BoD, the Compensation Committee:

- reviews our Total Reward Principles;
- approves key features of the compensation framework and plans for the non-independent Board members and GEB members;
- reviews performance award funding throughout the year and proposes, upon proposal of the Group CEO, the final annual Group performance award pool for BoD approval;
- upon proposal of the Group CEO, reviews the performance framework of the other GEB members;
- upon proposal of the Group CEO, proposes the performance assessments and the individual total compensation for the other GEB members for approval by the BoD;
- upon proposal of the Chairman, proposes financial and non-financial performance targets and objectives for the Group CEO and the Group CEO's performance assessment for approval by the Board;
- approves the total compensation for the Chairman and the non-independent Board members;
- proposes, upon proposal of the Chairman, the total compensation for the Group CEO for approval by the Board;
- proposes to the BoD the maximum aggregate amounts of BoD compensation and GEB fixed compensation and the aggregate amount of variable compensation for the GEB for approval by the general meeting of the shareholders;
- upon proposal of the Chairman, proposes the remuneration / fee framework for independent Board members for approval by the Board;

- upon proposal of the Chairman and Group CEO, approves the remuneration / fee frameworks for external supervisory board members of Significant Group Entities and be informed of remuneration / fee frameworks for external supervisory board members of Significant Regional Entities; and
- proposes to the BoD for approval the annual compensation report and approves other material public disclosures on UBS compensation matters.

The Compensation Committee is required to meet at least four times each year. All meetings in 2021 were held in the presence of the Chairman and the Group CEO and most were attended by external advisors. Individuals, including the Chairman and the Group CEO, are not permitted to attend a meeting or participate in a discussion on their own performance and compensation.

After the meetings, the Chairperson of the Compensation Committee reports to the BoD on the Compensation Committee's activities and discussions and, if necessary, submits proposals for approval by the full BoD. Compensation Committee meeting minutes are also sent to all members of the BoD.

On 31 December 2021, the members of the Compensation Committee were Julie G. Richardson (Chairperson), Reto Francioni, Dieter Wemmer and Jeanette Wong.

› Refer to "Board of Directors" in the "Corporate governance" section of our Annual Report 2021 for more information

External advisors

The Compensation Committee may retain external advisors to support it in fulfilling its duties. In 2021, HCM International Ltd. (HCM) provided independent advice on compensation matters. HCM holds no other mandates with UBS. Additionally, Willis Towers Watson provided the Compensation Committee with data on market trends and pay levels. Various subsidiaries of Willis Towers Watson provide similar information to Human Resources in relation to compensation for employees. Willis Towers Watson holds no other compensation-related mandates with UBS.

The Risk Committee's role in compensation

The Risk Committee, a committee of the BoD, works closely with the Compensation Committee to ensure that our compensation framework appropriately reflects risk awareness and management, and ensures appropriate risk-taking. It supervises and sets appropriate risk management and risk control principles and is regularly briefed on how risk is factored into the compensation process. It also monitors the involvement of Group Risk Control and Compliance and Operational Risk in compensation and reviews risk-related aspects of the compensation process.

› Refer to ubs.com/governance for more information

Compensation Committee 2021 / 2022 key activities and timeline

	May	June	July	Sept	Oct	Nov ¹	Dec ¹	Jan	Feb
Strategy, policy and governance									
Total Reward Principles									
Sustainability / ESG in the compensation process			●	●				●	
Compensation disclosure and stakeholder communication matters			●	●				●	●
AGM reward-related items	●							●	
Compensation Committee governance									●
Annual compensation review									
Accruals and full-year forecast of the performance award pool funding	●	●	●		●	●	●	●	
Performance targets and performance assessment of the Group CEO and GEB members							●	●	●
Group CEO and GEB members' salaries and individual performance awards						●	●	●	
Update on market practice, trends and peer group matters		●	●						
Pay for performance, including governance on certain higher-paid employees, and non-standard compensation arrangements	●	●	●	●	●			●	●
Board of Directors remuneration						●		●	
Compensation framework									
Compensation framework and deferred compensation matters									
Risk and regulatory									
Risk management in the compensation approach and joint meeting with BoD Risk Committee			●	●	●	●	●	●	
Regulatory activities impacting employees and engagement with regulators		●	●	●	●	●	●	●	

¹ The Compensation Committee held two meetings in November 2021 and three meetings in December 2021.

Compensation governance

The table below provides an overview of compensation governance by specific role.

Recipients	Compensation recommendations proposed by	Approved by
Chairman of the BoD	Chairperson of the Compensation Committee	Compensation Committee ¹
Independent BoD members (remuneration / fee framework)	Compensation Committee and Chairman of the BoD	BoD ¹
Group CEO	Compensation Committee and Chairman of the BoD	BoD ¹
Other GEB members	Compensation Committee and Group CEO	BoD ¹
Key Risk Takers (KRTs) / senior employees	Respective GEB member and functional management team	Individual compensation for KRTs and senior employees: Group CEO

¹ Aggregate variable compensation and maximum aggregate amount of fixed compensation for the GEB, as well as aggregate remuneration for the BoD, are subject to shareholder approval.

Environmental, Social and Governance considerations

ESG in the compensation determination process

ESG objectives are considered in the compensation determination process in objective setting, performance award pool funding, performance evaluation and compensation decisions.

ESG-related objectives have been embedded in our Pillars and Principles since they were established in 2011. In 2021, we revised the Group CEO and GEB scorecards and further enhanced the link between ESG and compensation by introducing explicit sustainability objectives under "Strategic & Growth" in the non-financial goal category. These sustainability objectives are linked to our priorities, and their progress is measured via robust quantitative metrics and qualitative criteria. The table below provides an overview of our metrics and progress achieved in 2021. Sustainability objectives are individually assessed for each GEB member, and consequently directly impact their performance assessments and compensation decisions.

In addition, in the performance award pool funding across the Group, ESG is also reflected through an assessment of progress made against targets linked to our focus areas of Planet, People (including progress made against our diversity ambitions) and Partnerships, alongside other key dimensions. Therefore ESG is taken into consideration when the Compensation Committee assesses not only what results were achieved but also how they were achieved.

For 2021, we established robust and concrete targets, and made good progress toward achieving them. We continue to increase our focus on this topic.

- › Refer to "GEB performance assessments" in the "Compensation for GEB members" section of this report for more information about the GEB performance measurement process
- › Refer to "Our focus on sustainability and climate," "Employees" and "Society" in the "How we create value for our stakeholders" section of our Annual Report 2021 for more information
- › Refer to ubs.com/gri for more information about ESG-related topics

Fair pay and pay for performance

Compensating employees fairly and consistently is key to ensuring equal opportunities. We pay for performance, and we take pay equity seriously. A strong commitment to both is embedded in our compensation policies, and we conduct both internal reviews and independent external audits as quality checks. If we uncover gaps that cannot be explained by business factors or appropriate personal factors – such as experience, role, responsibility, performance or location – we explore the root causes of those gaps and address them.

Additionally, our regular monitoring and review processes also allow us to maintain our certification status with the EQUAL-SALARY Foundation for our equal pay practices in Switzerland, the US, the UK, Hong Kong SAR and Singapore. The firm also successfully completed an equal pay analysis in Switzerland in 2020, as required by the Swiss Federal Act on Gender Equality. The results of the analysis confirmed that we are fully compliant with Swiss equal pay standards. These holistic certifications are a testament to our well-established equal opportunity environment and the strength of our human resources practices, including performance and reward. In 2021, we continued to monitor pay fairness and addressed any unexplained gaps to ensure that all employees are paid fairly.

Our targets and progress

Our priorities	Our targets	Our progress in 2021
Planet, people, partnerships	USD 400 billion invested assets in sustainable investments by 2025.	Increased invested assets in sustainable investments to USD 251 billion (compared with USD 141 billion in 2020).
Planet 	<p>Set decarbonization targets for 2030 for financing of the fossil fuels, power generation and real estate sectors (from 2020 levels):</p> <ul style="list-style-type: none"> – reduce absolute financed emissions associated with UBS loans to fossil fuel companies by 71%; – reduce emissions intensity associated with UBS loans to power generation companies by 49%; – reduce emissions intensity of UBS's commercial real estate lending portfolio by 44%; and – reduce emissions intensity of UBS's residential real estate lending portfolio by 42%. <p>Align USD 235 billion of invested assets to net zero by 2030 (Asset Management).</p>	Estimated baselines and development of net-zero-aligned pathways for the fossil fuel, power generation and real estate (commercial and residential) sectors.
	Achieve net-zero emissions across discretionary client portfolios by 2050.	Established Asset Management baseline covering the weighted average carbon intensity of the respective benchmark for each strategy and fund included in our target.
	Achieve net-zero energy emissions resulting from our own operations (scope 1 and 2) by 2025; cut energy consumption by 15% by 2025 (compared with 2020).	Expanded discretionary offering with climate transition-focused solutions and built more detailed carbon footprint data into our research and reporting toolkits.
	Offset historical emissions back to the year 2000 by sourcing carbon offsets (by end 2021) and by offsetting credit delivery and full retirement in registry (by end 2025).	Reduced net greenhouse gas footprint for scope 1 and 2 emissions by 75% and energy consumption by 5% (compared with 2020); continued implementation of the replacement of fossil fuel heating systems and investing in credible carbon removal projects; maintained 100% renewable electricity coverage.
	Engage with key vendors on targeting net zero by 2035.	Completed the sourcing process for a portfolio of transparent carbon offsets from the voluntary carbon market across a range of project types and geographies.
People 	30% global female representation at Director level and above by 2025.	Increased to 26.7% (2020: 26.0%) female representation at Director level and above.
	26% US ethnic minority representation at Director level and above by 2025.	Increased to 20.1% (2020: 19.5%) ethnic minority representation at Director level and above in the US.
	26% UK ethnic minority representation at Director level and above by 2025.	Increased to 21.3% (2020: 20.7%) ethnic minority representation at Director level and above in the UK.
	Raise USD 1 billion in donations to our client philanthropy foundations and funds and reach 25 million beneficiaries by 2025 (cumulative for years 2021-2025).	Achieved UBS Optimus Foundation donations volume of USD 161 million (including UBS matching contributions) and reached 4.6 million beneficiaries.
	Support one million beneficiaries through our community impact activities by 2025 (cumulative for years 2020-2024).	Reached 1.199 million beneficiaries through strategic community impact activities cumulatively during 2020 and 2021, surpassing our 2025 target in two years.
Partnerships 	Establish UBS as a leading facilitator of discussion, debate and idea generation.	Launched the UBS Sustainability and Impact Institute, with the objective of delivering original, best-in-class sustainability and impact thought leadership.
	Drive standards, research and development, and product development through partnerships across the financial ecosystem.	Continued implementation of the Principles for Responsible Banking by expanding the scope of our impact analyses and improving upon our existing methodologies in partnership with the UN Environment Program and peers.

› Refer to the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for more information

Our commitment to diversity, equity and inclusion

Ensuring fair treatment and strengthening our commitment to DE&I are vital to our sustainable business success. We find diverse teams better understand and relate to the needs of our equally diverse clients. Through the diversity of our employees' backgrounds and experiences, we drive innovation and better decision making. Our aim, therefore, is to shape a diverse and inclusive organization that is innovative, provides outstanding service to our clients and offers equitable opportunities so that every employee can thrive.

UBS is a strong supporter of the UN Standards of Conduct for Business anti-discrimination guidelines. Additionally, we are signatories to the UN-backed Women's Empowerment Principles, the UK's Women in Finance Charter and Race at Work Charter, and the Corporate Call to Action in the US. Philosophically, we take a broad approach to DE&I, focusing on a range of aspects, including inclusive leadership, age, gender, race and ethnicity, LGBTQ+, disability, and veterans. Building inclusive leadership skills, increasing gender and ethnic diversity, and equitable policies and practices were our leading priorities in 2021.

Gender diversity is a key priority for the firm. We are particularly focused on increasing the representation of women at senior management levels. We take a multi-pronged approach in this respect, analyzing and adapting various factors that support the hiring, development and retention of women at all levels. For example, our interviews for open roles are expected to include qualified diverse candidates, and our interview questions seek to gauge inclusive leadership competencies for executive roles.

To ensure we are making progress, we hold ourselves and our leaders accountable. For example, in early 2020 we publicly stated our aspiration to have 30% of all Director and above roles held by women by 2025. At the end of 2021, that figure stood at 26.7%, up from 26.0% in 2020. As of 31 December 2021, 25% of GEB members were female and we expect to increase this ratio to 33% in early 2022 after the designated Group Chief Financial Officer joins the firm. In addition, 27% of senior managers who reported directly to the Group Executive Board (the GEB) in 2021 were female. These aspirations are considered in the determination of the annual performance award pool and are included in the explicit sustainability objectives under "Strategic & Growth" for the GEB, as outlined in the table on the previous page.

Increasing the ethnic minority diversity of our workforce, and a related commitment to support underrepresented talent and communities, is also a top priority across all business divisions and regions. We focus on four areas: accountability and transparency; investing in our talent; improving our culture; and leveraging our business strengths in underrepresented communities.

We take a country-by-country approach, in close collaboration with relevant business and jurisdictional entities. This is because legislation, legal requirements and progress toward racial and ethnic equality vary significantly across the locations in which we do business. In the short term, the largest share of our efforts is focused on Switzerland, the US and the UK. In Switzerland, we began collecting ethnicity data on a voluntary basis in 2021, aimed at understanding the current representation within our local workforce. Our 2025 aspiration is to achieve a 26% representation of ethnic minorities at Director level and above in the UK and the US. As of the end of 2021, our representation was 20.1% in the US and 21.3% in the UK.

Our employee networks are strong partners in our ethnic diversity strategy. Throughout 2021, our ethnicity-focused MOSAIC networks globally facilitated numerous events for staff in every region to increase awareness and personal accountability along with specialized educational sessions for network members. In addition, a community of more than 480 Diversity and Inclusion Ambassadors acts as a resource for employee advice and coaching on conversations about various diversity and inclusion-related topics.

We are committed to ensuring a workplace where employees are fairly treated, with equitable employment and advancement opportunities for all. We do not tolerate harassment of any kind, including sexual harassment, and we take measures to prevent all forms of harassment, bullying, victimization and retaliation. Our policies, procedures, employee and line manager education, and awareness materials all encourage employees to raise concerns, which they may do openly or anonymously. An internal anti-harassment officer appointed by the Group Head Human Resources provides an independent view of the firm's various processes and procedures to prevent harassment and sexual misconduct.

- › Refer to ubs.com/diversity for additional information about our priorities, commitments and progress, and the Sustainability Report 2021, available from 11 March 2022 under "Annual reporting" at ubs.com/investors, for our management practices and detailed employee data, including gender- and region-specific data
- › Refer to "Employees" in the "How we create value for our stakeholders" section of our Annual Report 2021 for more information.

Performance award pool funding

Our compensation philosophy focuses on balancing performance with appropriate risk-taking, retaining talented employees and shareholder returns. Our overall performance award pool funding percentage reduces as financial performance increases. In years of strong financial performance, this prevents excessive compensation and results in an increased proportion of profit before performance awards being available for distribution to shareholders or growing the Group's capital. In years where performance declines, the performance award pool will generally decrease; however, the funding percentage may increase.

Our performance award pool funding framework is based on Group and business division performance, including achievements against defined performance measures. In assessing performance, we also consider industry peers, market competitiveness of our results and pay position, as well as progress against our strategic objectives, including returns, risk-weighted assets and cost efficiency. The Risk and Compliance functions support our holistic reflection and consideration of the financial and non-financial impact (including reputation) of risk matters. We further consider the firm's risk profile and culture, the extent to which operational risks and audit issues have been identified and resolved, and the success of risk reduction initiatives including significant events.

The funding for Group Functions is linked to overall Group performance and reflects headcount, workforce location and demographics. For each functional area quantitative and

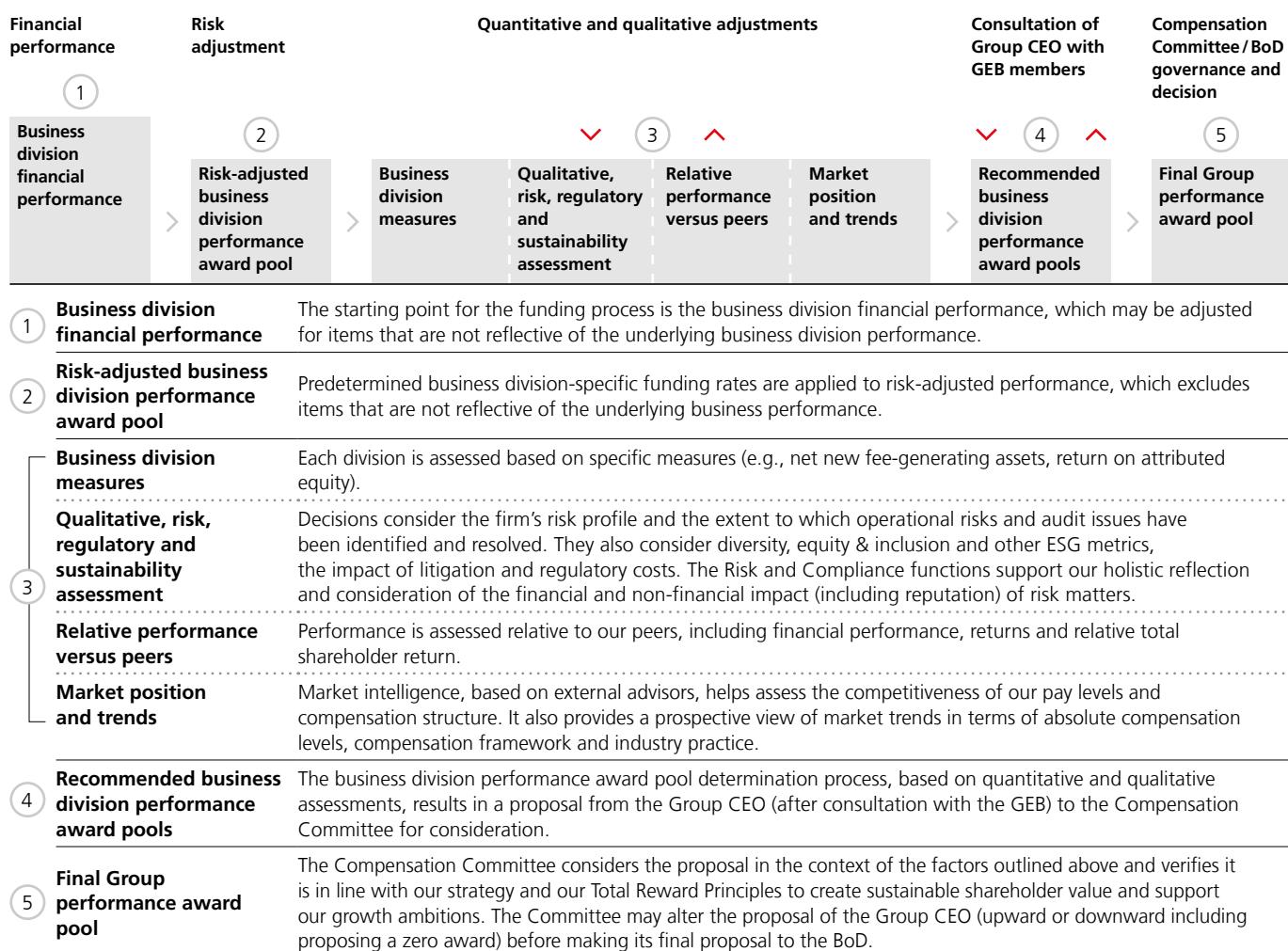
qualitative assessments evaluate service quality, risk management and financial achievements. Our decisions also balance consideration of financial performance with a range of factors, including DE&I and other ESG metrics, the impact of litigation, regulatory costs, the effect of changes in financial accounting standards, capital returns, and relative total shareholder return.

Before making its final proposal to the BoD, the Compensation Committee considers the CEO's proposals and can apply a positive or negative adjustment to the performance award pool. For example, despite our excellent financial results in 2021, our reputation and financial results were negatively impacted by a loss related to the default of a US-based client of our prime brokerage business. As a consequence, the 2021 Group performance award pool was reduced significantly. Our funding approach for the performance award pool resulted in a direct and substantial reduction, which was supplemented by a significant negative adjustment to the pool.

Taking into consideration the above proposals and factors, over the past nine years the Compensation Committee has approved adjustments to the performance award pool, resulting in downward adjustments in all but one year.

- › Refer to "2021 Group performance outcomes" in the "Group compensation" section of this report
- › Refer to the "Group performance" section of our Annual Report 2021 for more information about our results

Performance award pool funding process – illustrative overview



Compensation for GEB members

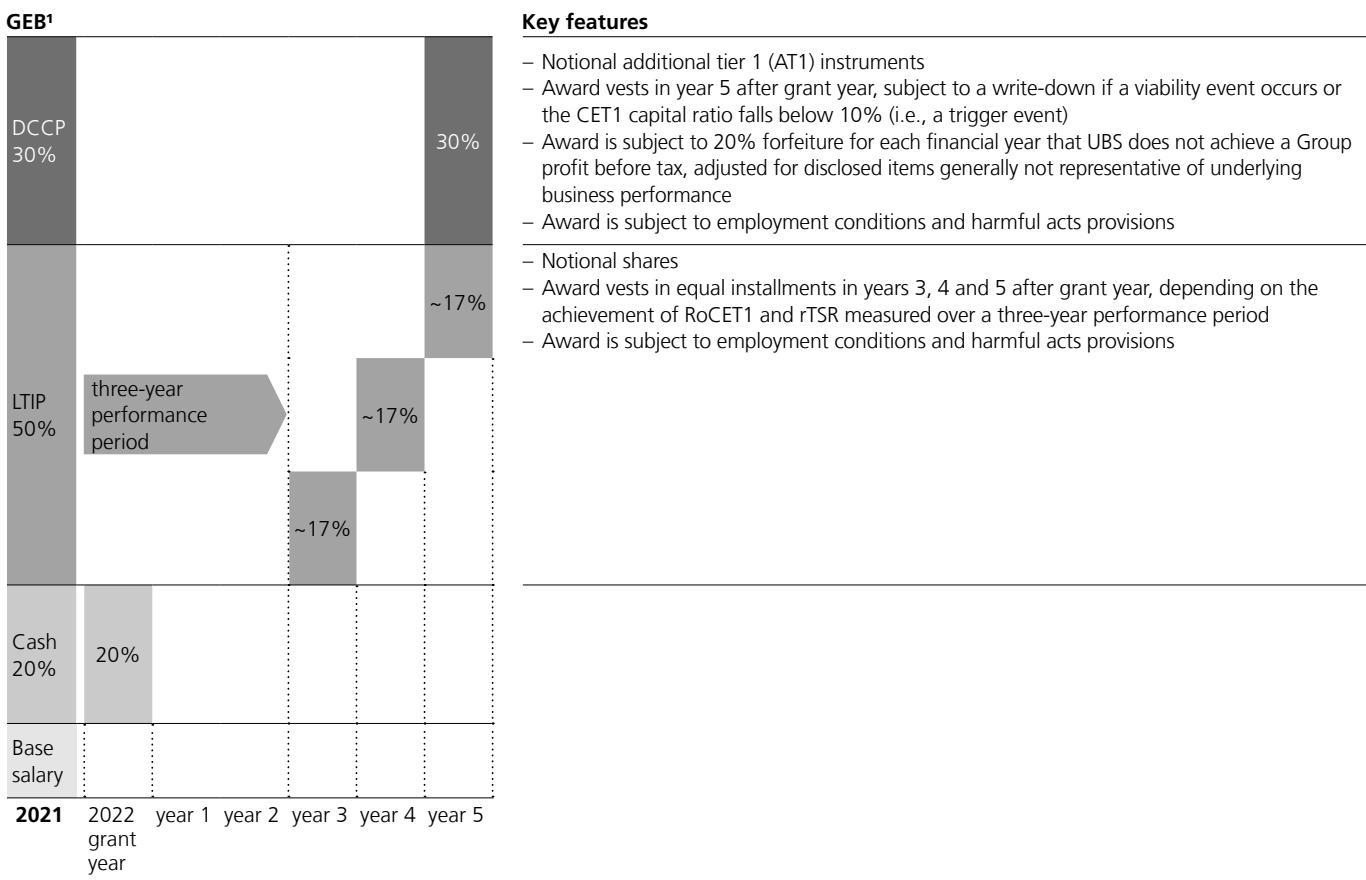
GEB compensation framework

In 2021, we made no changes to our GEB compensation framework. The chart below illustrates the compensation elements, pay mix and key features for GEB members. Of the annual performance award, 20% is paid in the form of cash and 80% is deferred over a period of five years¹, with 50% of the

annual performance awards granted under the Long-Term Incentive Plan (the LTIP) and 30% under the Deferred Contingent Capital Plan (the DCCP).

› Refer to "Our deferred compensation plans" in the "Group compensation" section of this report for more information

2021 compensation framework for GEB members (illustrative example)



¹ Performance awards to GEB members who are SMF/MRT are subject to additional deferral and vesting requirements.

› Refer to the "Group Compensation" section of this report for more information

› Refer to "Regulated staff" in the "Supplemental information" section of this report for more information

Pay-for-performance safeguards for GEB members

Performance award caps	<ul style="list-style-type: none"> – Cap on the total GEB performance award pool (2.5% of profit before tax)¹ – Caps on individual performance awards (for the Group CEO capped at five times the fixed compensation and at seven times for the other GEB members) – Cap of 20% of performance award in cash
Delivery and deferral	<ul style="list-style-type: none"> – 80% of performance awards are at risk of forfeiture – Long-term deferral over five years (or longer for certain regulated GEB members) – Alignment with shareholders (through the LTIP) and bondholders (through the DCCP) – Final payout of equity-based LTIP award (50% of performance award) subject to absolute and relative performance conditions (three-year performance period)
Contract terms	<ul style="list-style-type: none"> – No severance terms – Six-month notice period
Other safeguards	<ul style="list-style-type: none"> – Share ownership requirements – No hedging allowed

¹ The Compensation Committee may consider adjustments to profit for items that are not reflective of underlying performance.

GEB share ownership requirements

To align the interests of GEB members with those of our shareholders and to demonstrate personal commitment to the firm, we require the Group CEO and the other GEB members to hold a substantial number of UBS shares. GEB members must reach their minimum shareholding requirements within five years from their appointment and retain it throughout their tenure. The total number of UBS shares held by a GEB member consists of any vested or unvested shares and any privately held shares. GEB

Share ownership requirements

Group CEO	min. 1,000,000 shares	Must be built up within five years from their appointment and retained throughout their tenure.
Other GEB members	min. 500,000 shares	

GEB base salary and role-based allowance

Each GEB member receives a fixed base salary, which is reviewed annually by the Compensation Committee. The 2021 annual base salary for the Group CEO role was CHF 2.5 million and has remained unchanged since 2011. The other GEB members each received a base salary of CHF 1.5 million (or local currency equivalent), also unchanged since 2011.

Over the course of 2021, two GEB members held a UK Senior Management Function (SMF) role for one of our UK entities. In addition to base salary, role-based allowances were part of their fixed compensation.

At the AGM, shareholders are asked to approve the maximum aggregate amount of fixed compensation for GEB members for the following financial year.

- › Refer to the "Supplemental information" section of this report for more information about MRTs and SMFs
- › Refer to the "Say-on-pay" section of this report for more information about the AGM vote on fixed compensation for the GEB

Caps on the GEB performance award pool

The size of the GEB performance award pool may not exceed 2.5% of the Group profit before tax. This limits the overall GEB compensation based on the firm's profitability.

For 2021, the Group's profit before tax was USD 9.5 billion and the total GEB performance award pool was CHF 79.8 million. The GEB performance award pool as a percentage of Group profit before tax was 0.9%, well below the 2.5% cap.

In line with the individual compensation caps on the proportion of fixed pay to variable pay for all GEB members (introduced in 2013), the Group CEO's granted performance award is capped at five times his fixed compensation. Granted performance awards of other GEB members are capped at seven times their fixed compensation (or two times for GEB members who are also Material Risk Takers (MRTs)). For 2021, performance awards granted to GEB members and the Group CEO were, on average, 3.2 times their fixed compensation (excluding one-time replacement awards, benefits and contributions to retirement plans).

- › Refer to "Performance award pool funding" in the "Compensation philosophy and governance" section of this report for more information

members may not sell any UBS shares before they reach the minimum ownership thresholds mentioned below. At the end of 2021, all GEB members met their share ownership requirements, except for those appointed within the last four years, who still have time to build up and meet the required share ownership.

As of 31 December 2021, our GEB members held shares with an aggregate value of approximately USD 191 million, demonstrating their commitment to our strategy and alignment with shareholders.

GEB employment contracts and severance terms

GEB members' employment contracts do not include severance terms or supplementary pension plan contributions and are subject to a notice period of at least six months. A GEB member leaving UBS before the end of a performance year may be considered for a performance award. Such awards are subject to approval by the BoD, and ultimately by the shareholders at the AGM.

Benchmarking for GEB members

When recommending performance awards for the Group CEO and the other GEB members, the Compensation Committee reviews the respective total compensation for each role against a financial industry peer group. The peer group is selected based on comparability of their size, business mix, geographic presence and the extent to which they compete with us for talent. The Compensation Committee considers our peers' strategies, practices and pay levels, as well as their regulatory environment; it also periodically reviews other firms' pay levels or practices, including both financial and non-financial sector peers as applicable. The total compensation for a GEB member's specific role considers the compensation paid by our peers for a comparable role and performance within the context of our organizational profile. The Compensation Committee periodically reviews and approves the peer group composition.

The table below presents the composition of our peer group as approved by the Compensation Committee for the 2021 performance year.

Bank of America	Goldman Sachs
Barclays	HSBC
BlackRock	JPMorgan Chase
BNP Paribas	Julius Baer
Citigroup	Morgan Stanley
Credit Suisse	Standard Chartered
Deutsche Bank	State Street

GEB performance assessments

For 2021, we have further enhanced the performance assessment for GEB members to ensure it is fully aligned with the firm's new purpose and strategic objectives. We assess GEB members against a set of Group financial targets, non-financial objectives and Behaviors. Under the non-financial objectives we introduced the new categories of Core Job, which covers job-specific, risk and people objectives, as well as Strategic & Growth, which covers strategy, digital and ESG objectives. The restructured approach fosters an even greater focus on GEB priorities and the success of the Group overall among all GEB members, and strengthens the understanding and importance of interdependence within and

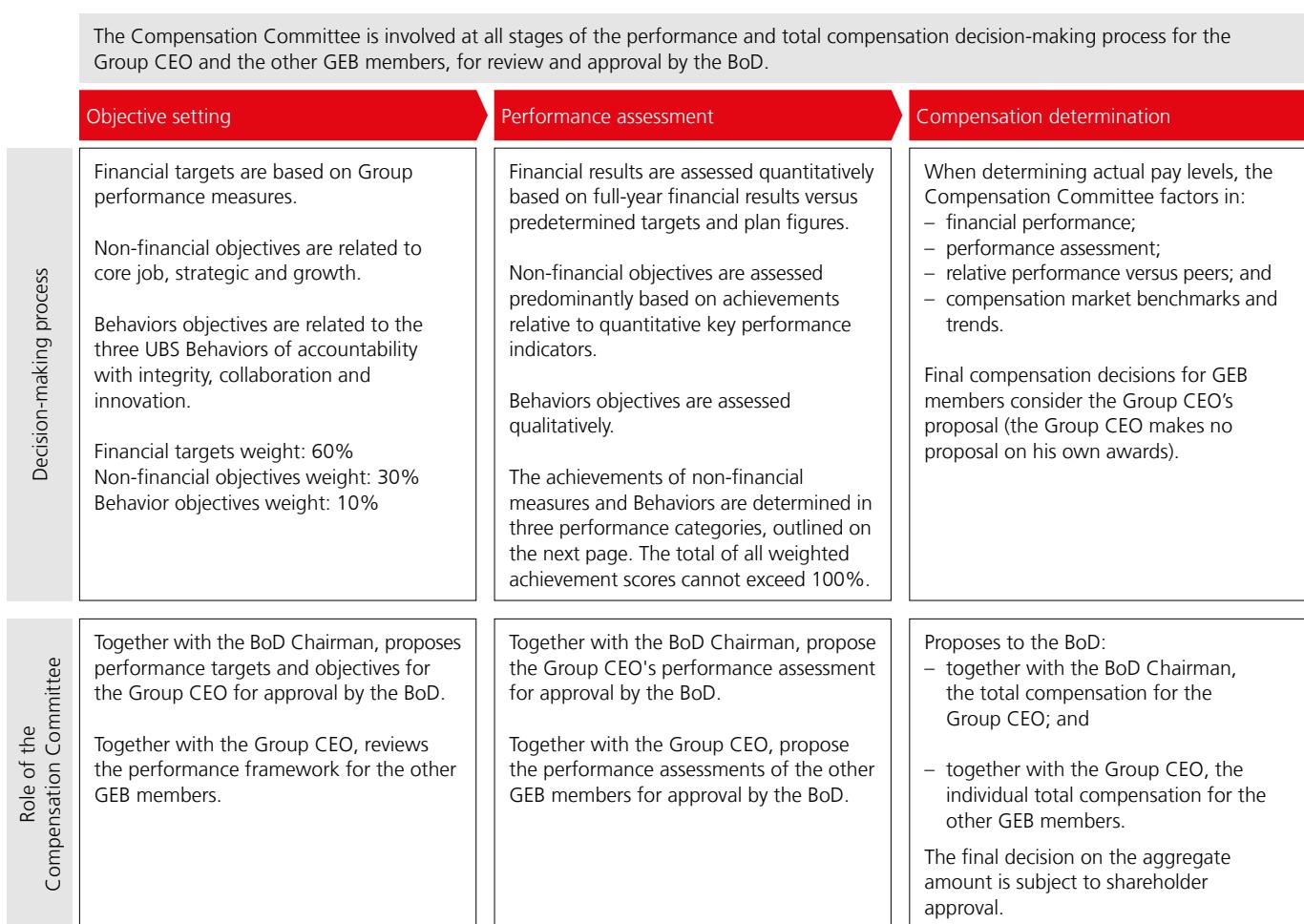
across the GEB. At the same time, it creates stronger individual accountability, and further increases the focus on core activities.

The Compensation Committee exercises its judgment with respect to the performance achieved relative to the prior year, the strategic plan and competitors, and considers the Group CEO's proposals. The Compensation Committee's proposals are subject to approval by the BoD.

The Compensation Committee, and then the full BoD, follows a similar process for the Group CEO, except that the proposal comes from the Chairman of the BoD.

Overview of the GEB compensation determination process

The compensation for the Group CEO and the other GEB members is governed by a rigorous process under Compensation Committee and BoD oversight. The chart below shows how compensation for all GEB members is determined.



Advisory vote

Corporate governance and compensation | Compensation

Overview of performance assessment measures

We apply a range of quantitative measures to assess GEB member performance against financial and non-financial objectives while Behaviors are assessed qualitatively. The table below provides a summary of the main metrics and measures used for 2021.

Financial measures (60%)			<ul style="list-style-type: none"> – Reported Group profit before tax – Reported Group cost / income ratio – Reported Return on CET1 capital
Non-financial measures (30%)	Core Job	Job-specific	<ul style="list-style-type: none"> – Business-specific criteria such as net new investable asset targets and client engagement-level objectives – Operating income growth targets for specific client segments and total cost goals – Post-stress CET1 objectives and Capital ratio guidance – Execution progress on key client and internal initiatives; e.g., cross-divisional collaboration initiatives, efficiency and cost saving initiatives
		Risk	<ul style="list-style-type: none"> – Operating within risk appetite constraints – Progress to deliver on risk reduction initiatives
		People	<ul style="list-style-type: none"> – Employee listening / sentiment results and feedback – Progress to meet 2025 ambitions for female representation and for ethnic minority representation in the US and UK at Director and above levels (as per ESG disclosure) – People development, mobility, turnover and succession plan metrics
	Strategic & Growth	Strategy	<ul style="list-style-type: none"> – Progress on group-wide transformation initiatives – Delivery on division / function-specific strategic programs and initiatives
		Digital	<ul style="list-style-type: none"> – Progress on digital transformation initiatives – Delivery of digital offering and user experience for clients
		ESG	<ul style="list-style-type: none"> – Refer to the “Our targets and progress” table in the “Environmental, Social and Governance considerations” section of this report
Behaviors (10%)	Accountability with integrity		<ul style="list-style-type: none"> – Responsible for what they say and do – Takes ownership and makes things happen – Steps up and acts when something is not right
	Collaboration		<ul style="list-style-type: none"> – Trusts others and helps them to be successful – Delivers One UBS, together with their colleagues – Fosters a diverse, inclusive and equitable work environment
	Innovation		<ul style="list-style-type: none"> – Challenges perspectives and looks at every opportunity to improve – Actively seeks and provides feedback – Learns from every success and failure

Performance assessment categories

The table below presents the three performance categories for the assessment of the performance against non-financial objectives related to Core Job, Strategic & Growth and Behaviors. The achievement score represents the maximum percentage, and the Compensation Committee may apply downward adjustments.

Non-financial measures		
Needs focus	Good contribution	Excellent contribution
Achievement score: up to 33%	Achievement score: up to 66%	Achievement score: up to 100%
Behaviors		
Needs focus	Expected behavior	Exemplary behavior
Achievement score: up to 33%	Achievement score: up to 66%	Achievement score: up to 100%

2021 performance for the Group CEO

The performance award for the Group CEO is based on the achievement of financial performance targets and non-financial objectives related to his Core Job, Strategic & Growth initiatives and Behaviors, as described earlier in this section.

These objectives were set to reflect the strategic priorities determined by the Chairman and the BoD.

➤ Refer to “GEB compensation framework” in this section of this report for more information

Performance assessment for the Group CEO

The BoD recognized that Ralph Hamers successfully focused on building on UBS’s strong business momentum, which resulted in very strong financial results for 2021. He led the Group toward stronger client centricity and improved the delivery of the bank’s ecosystem to clients. He also delivered a successful strategic refresh in 2021 and re-positioned the bank’s sustainability efforts.

Mr. Hamers successfully led the development of the purpose statement, established the client promise, and strategic imperatives, including development of concrete transformation initiatives to position the firm for future growth. He was the most important ambassador for the firm’s refreshed culture and behavior program.

Furthermore, Ralph Hamers continuously displayed high risk awareness and set a strong and consistent tone from the top to promote an effective risk culture. He also demonstrated strong leadership and accountability in dealing with the loss event resulting from the default of a US-based client of our prime brokerage business.

Additionally, the BoD recognized that Mr. Hamers personally championed the drive towards becoming more digital across the organization, along with his continuous push for technology as a differentiator for both clients and employees.

The BoD acknowledged that Mr. Hamers also championed key changes across the organization to further promote agile ways of working, simplification and empowerment. He continued to increase the Group’s focus on delivering against diversity and ethnicity ambitions.

Mr. Hamers demonstrated strong leadership on ESG topics, including establishing a group-wide sustainability and impact organization. He drove the definition of a net-zero framework and focused the organization on delivering against select UN Sustainable Development goals, as well as establishing ambitions and making progress on key focus areas, including Planet, People and Partnerships.

The table below illustrates the assessment criteria used to evaluate the achievements of Mr. Hamers in 2021.

Financial performance

Weight	Performance measures	2021 targets	2021 results	Achievement ²	Weighted assessment	2021 commentary
20%	Reported Group Profit before Tax	USD 6.9bn	USD 9.5bn	100% ²	20%	– Profit before tax increased 16% to USD 9.5 billion, reflecting strong business momentum with income up in all regions and good cost control. This result significantly exceeds the 2021 performance target and also represents the highest result since 2006.
20%	Reported Cost / Income Ratio	75% ¹	73.6%	100% ^{2,3}	20%	– The cost / income ratio was 73.6%, better than the 2021 performance target , despite the increase in litigation provisions of USD 740 million taken for the French cross-border matter.
20%	Reported Return on CET1 Capital	16% ¹	17.5%	100% ²	20%	– The return on CET1 capital (RoCET1) was 17.5%, compared with 17.4% in 2020, exceeding the 2021 performance target.

¹ The return on CET1 capital and cost / income ratio performance targets are set based on the previously communicated targets and reflect a stretch-target level relative to the Group return on CET1 capital target range of 12–15% and the cost / income ratio target range of 75–78% in the spirit of setting ambitious goals to reach a 100% performance achievement. ² Achievement score capped at 100%. ³ For the assessment of the cost / income ratio, each 1% difference between actual and target affects the score by 10%.

Advisory vote

Corporate governance and compensation | Compensation

Performance assessment for the Group CEO (continued)

Non-financial performance and Behaviors

Weight	Performance measures	Achieve-ment	Weighted assess-ment	2021 commentary
30%	Core Job (Job specific, Risk, People)	Good contribution (66%)	20%	<ul style="list-style-type: none"> – The evaluation of each non-financial objective considers quantitative metrics that are assessed against internal targets / plan: <p>Core Job</p> <ul style="list-style-type: none"> – Progressed on execution of digital transformation initiatives – Delivered improved digital offering and user experience for clients – Operated within risk appetite constraints – Progressed on risk reduction initiatives and strengthened the control framework – Improved employee listening / sentiment results across key categories – Increased the ratio of female leaders, stayed on track to meet the 2025 target – Stayed on track toward the 2025 ambition for ratios of US and UK employees from ethnic minorities – Improved statistics on employee mobility and turnover <p>Strategic & Growth</p> <ul style="list-style-type: none"> – Developed and launched UBS's purpose – Delivered the refreshed strategy – Launched new client promise and strategic imperatives – Refreshed the Sustainability strategy – Progressed on the execution of key growth initiatives – Refreshed culture and behavior program – See ESG metrics and progress in separate table in this report
10%	Behaviors (Accountability with integrity, Collaboration, Innovation)	Expected behavior (66%)	7%	<p>The assessment of the Behavior objectives is qualitative and has resulted in the following summary assessment:</p> <ul style="list-style-type: none"> – Mr. Hamers acted as a role model in accepting ownership and accountability. He further strengthened collaboration across the Group and at the same time pushed individual accountability and empowerment across the organization – He drove innovation in UBS and built the foundation for a successful digitalization through new ways of working. He continuously promoted simplification, more radical challenge and innovative thinking and action
Total weighted assessment (maximum 100%)			87%	

In addition to the overall 2021 performance of the Group and Mr. Hamers' achievements outlined in the performance evaluation table above, the BoD also considered other factors, such as the impact of the significant risk event related to a loss from a US-based client of our prime brokerage business.

The BoD approved the proposal by the Compensation Committee to grant Mr. Hamers a performance award of CHF 8.5 million, resulting in a total compensation for 2021 of CHF 11.0

million (excluding benefits and contributions to his retirement benefit plan).

Aligned with the GEB compensation framework, the Group CEO's performance award will be delivered 20% (CHF 1.7 million) in cash and the remaining 80% (CHF 6.8 million) subject to deferral and forfeiture provisions, as well as meeting performance conditions over the next five years.

2021 total compensation for the GEB members

The aggregate performance award pool for the GEB for 2021 was CHF 79.8 million (USD 87.1 million); on a per capita basis this reflects a decrease of 1% compared with 2020. This contrasts with the change in the overall performance award pool of the firm, which increased 10% compared with 2020. The GEB performance award pool had a proportionally larger downward adjustment than the Group pool, to reflect the accountability of the GEB for the significant risk event in the first half of 2021. The Group's profit before tax was USD 9.5 billion, up 16% compared with 2020.

The Compensation Committee has confirmed that performance conditions for all GEB members' awards due to vest in March 2022 have been satisfied and the awards will therefore vest in full.

Audited¹

Total compensation for GEB members

CHF, except where indicated

For the year	Contribution to retirement benefit plans			Total fixed compensation	Performance award under LTIP ⁴	Performance award under DCCP ⁵	Total variable compensation	Total fixed and variable compensation ⁶	USD (for reference) ⁷			
	Base salary	Benefits ²	Cash ³						Total fixed compensation	Total variable compensation	Total fixed and variable compensation ⁶	
Highest Paid Executive (for 2021 Ralph A.J.G. Hamers and for 2020 Sergio P. Ermotti)												
2021	2,500,000	246,415	251,856	2,998,271	1,700,000	4,250,000	2,550,000	8,500,000	11,498,271	3,275,763	9,286,681	12,562,444
2020 ⁷	2,500,000	244,353	78,891	2,823,244	2,100,000	5,250,000	3,150,000	10,500,000	13,323,244			

Group CEO Ralph A.J.G. Hamers (reflects compensation since joining UBS per 1 September 2020)

2020	833,333	62,124	314,260	1,209,717	600,000	1,500,000	900,000	3,000,000	4,209,717			
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Aggregate of all GEB members^{8,9,10,11,12}

2021	24,853,521	2,064,009	1,179,512	28,097,041	15,950,000	39,875,000	23,925,000	79,750,000	107,847,041	30,697,441	87,130,916	117,828,357
2020	27,469,369	2,249,276	1,145,489	30,864,135	16,625,062	42,874,938	25,500,000	85,000,000	115,864,135			

¹ Swiss franc amounts have been translated into US dollars for reference at the 2021 performance award currency exchange rate of CHF / USD 1.092551. ² All benefits are valued at market price. ³ For GEB members who are also MRTs or SMFs, the cash portion includes blocked shares. ⁴ LTIP awards for performance year 2021 were awarded at a value of 67.7% of maximum which reflects our best estimate of the fair value of the award. The maximum number of shares is determined by dividing the awarded amount by the estimated fair value of the award at grant, divided by CHF 19.194 or USD 20.700, the average closing price of UBS shares over the last ten trading days leading up to and including the grant date. ⁵ The amounts reflect the amount of the notional additional tier 1 (AT1) capital instrument excluding future notional interest. ⁶ Excludes the portion related to the legally required employer's social security contributions for 2021 and 2020, which are estimated at grant at CHF 4,997,243 and CHF 5,497,811, respectively, of which CHF 763,059 and CHF 880,496, respectively, are for the highest-paid GEB member. The legally required employees' social security contributions are included in the amounts shown in the table above, as appropriate. ⁷ Reflects compensation for 12 months until the end of his GEB employment on 31 December 2020. ⁸ As stated in "Group Executive Board" in the "Corporate governance" section of our Annual Report 2021, twelve GEB members were in office on 31 December 2021 and thirteen GEB members on 31 December 2020. ⁹ Includes compensation paid under employment contracts during notice periods for GEB members who stepped down during the respective years. ¹⁰ Includes compensation for newly appointed GEB members for their time in office as GEB members during the respective years. ¹¹ For 2021, Barbara Levi received a one-time replacement award of CHF 7,081,474. This replacement award is not included in the above table; including this, the 2021 total aggregate compensation of all GEB members is CHF 114,928,515. For 2020, Ralph A.J.G. Hamers received a one-time replacement award of CHF 163,399. This replacement award is not included in the above table; including this, the 2020 total aggregate compensation of all GEB members is CHF 116,027,534. ¹² Base salary may include role-based allowances in line with market practice in response to regulatory requirements.

Total realized compensation for the Group CEO

The realized compensation reflects the total amount paid out in the year. It includes the base salary, cash performance award payments, and all deferred performance awards vested in the year. As such, realized pay is the natural culmination of awards granted and approved by shareholders in previous years.

To illustrate the effect of our long-term deferral approach, which has been in place since 2012, we disclose the annual realized compensation of Mr. Hamers, including a comparison with his total awarded compensation.

Total realized compensation vs awarded compensation for Ralph A.J.G Hamers¹

CHF For the year					Realized	Awarded	
	Base salary	Cash award ²	Deferred cash award ²	Performance award under equity plans ²	Performance award under DCCP ²	Total realized fixed and variable compensation	Total awarded fixed and variable compensation ^{3,4}
2021	2,500,000	600,000	0	0	0	3,100,000	11,000,000
2020 ¹	833,333	0	0	0	0	833,333	3,833,333

¹ Includes compensation for 4 months as Ralph A.J.G. Hamers joined UBS on 1 September 2020. ² Excludes dividend / interest payments. ³ Excludes contributions to retirement benefit plans and benefits. Includes social security contributions paid by Ralph A.J.G. Hamers but excludes the portion related to the legally required social security contributions paid by UBS. ⁴ Excludes the one-time replacement award.

Group compensation

Compensation elements for all employees

All elements of pay are considered when making our compensation decisions. We regularly review our principles and compensation framework in order to remain competitive and aligned with stakeholders. In 2021, we made no material changes to our overall framework. We will continue to review our approach to salaries and performance awards, considering market developments, our performance and our commitment to deliver sustainable returns to shareholders.

Base salary and role-based allowance

Employees' fixed compensation (e.g., base salary) reflects their level of skill, role and experience, as well as local market practice. Base salaries are usually paid monthly or fortnightly, in line with local market practice. We offer competitive base salaries that reflect location, function and role. Salary increases generally consider promotions, skill set, performance and overall responsibility.

In addition to base salary, and as part of fixed compensation, some employees may receive a role-based allowance. This allowance is a shift in the compensation mix between fixed and variable compensation, not an increase in total compensation. It reflects the market value of a specific role and is fixed, non-forfeitable compensation. Unlike salary, a role-based allowance is paid only if the employee is in a specific role. Similar to previous years, 2021 role-based allowances consisted of a cash portion and, where applicable, a blocked UBS share award.

Pensions and benefits

We offer certain benefits for all employees, such as health insurance and retirement benefits. These vary depending on the employee's location and are reviewed periodically for competitiveness. Pension contributions and pension plans also vary in accordance with local requirements and market practice. However, pension plan rules in any one location are generally the same for all employees, including management.

GEB members' pension contributions and benefits are in line with local practices for other employees. There are no enhanced or supplementary pension contributions for the GEB.

Performance award

Most of our employees are eligible for an annual performance award. The level of this award, where applicable, generally depends on the firm's overall performance, the employee's business division, team and individual performance, and behavior, reflecting their overall contribution to the firm's results. These awards are in line with applicable local employment conditions and at the discretion of the firm.

In addition to the firm's Pillars and Principles, Behaviors related to accountability with integrity, collaboration and innovation are part of the performance management approach. Therefore, when assessing performance, we consider not only what was achieved but also how it was achieved.

Our deferred compensation plans

To reinforce our emphasis on sustainable performance and risk management, and our focus on achieving growth ambitions, we deliver part of our employees' annual variable compensation through deferred compensation plans. We believe that our approach, with a single incentive decision and a mandatory deferral, is transparent and well suited to implementing our compensation philosophy and delivering sustainable performance. This aligns the interests of our employees and shareholders and appropriately links compensation to longer-term sustainable performance.

Our mandatory deferral approach applies to all employees with regulatory-driven deferral requirements or total compensation greater than USD / CHF 300,000. Certain regulated employees, such as Senior Management Functions (SMFs) and Material Risk Takers (MRTs), are subject to additional requirements (e.g., an additional non-financial conduct-related performance metric under the LTIP, more stringent deferral requirements, additional blocking periods). In addition, SMFs and MRTs receive 50% of their cash portion in the form of immediately vested shares, which are blocked for 12 months after grant.

The deferred amount increases at higher marginal rates in line with the value of the performance award. The effective deferral rate therefore depends on the amount of the performance award and the amount of total compensation.

We believe our deferral regime has one of the longest vesting periods in the industry. The weighted average deferral period (for non-regulated employees) is 4.4 years for GEB members and ranges from 3.5 to 4 years for employees below GEB level. Additionally, from time to time, we may utilize alternative deferred compensation arrangements to remain competitive in specific business areas.

To further promote sustainable performance, all of our deferred compensation plans include employment conditions and malus conditions. These enable the firm to reduce or fully forfeit unvested deferred awards under certain circumstances, pursuant to performance and harmful acts provisions. In addition, forfeiture is triggered in cases where employment has been terminated for cause.

Our share delivery obligations related to notional share awards are satisfied by delivering treasury shares, which are purchased in the market, to employees at vesting.

- › Refer to "Note 28 Employee benefits: variable compensation" in the "Consolidated financial statements" section of our Annual Report 2021 for more information
- › Refer to the "Supplemental information" section of this report for more information about MRTs and SMFs

Variable compensation elements by employee category

Employee category	Deferred compensation elements			
	Cash	LTIP	EOP	DCCP
GEB and selected senior management	✓	✓		✓
Asset Management senior management	✓	✓	✓ ¹	✓
Employees subject to mandatory deferral framework	✓		✓ ¹	✓

¹ AM employees and selected AM senior staff in investment areas receive AM EOP (notional funds) instead of EOP (notional shares) in order to align their compensation more closely with industry standards. AM employees in non-investment areas receive both EOP and AM EOP in their plan mix.

Long-Term Incentive Plan

The LTIP is a mandatory deferral plan for senior leaders of the Group (i.e., GEB members and selected senior management). For the 2021 performance year, we granted LTIP awards to 117 employees at a fair value of 67.7% of maximum. The value was calculated by an independent third party using a well-established valuation methodology.

The performance metrics of the share-based LTIP awards are average return on CET1 capital (RoCET1) and relative total shareholder return (rTSR) over a three-year performance period starting on 1 January in the year of grant. Performance outcomes and actual payout levels will be disclosed at the end of the performance period.

The three-year average RoCET1 performance metric reflects our strategic return ambitions and considers our revised financial targets, as well as our cost of capital as outlined below:

- the required RoCET1 performance for a maximum payout is set at 18%, which represents the upper end of our target range;
- the required performance threshold for the minimum payout has been raised to 8% from 6% in prior-year awards to reflect our new financial targets communicated in February 2022, increasing the mid-point of the payout thresholds to better reflect our cost of capital; and
- the linear payout design between threshold and maximum level supports our growth ambitions and our focus on delivering sustainable performance without encouraging excessive risk-taking.

The rTSR performance metric over the three-year period further aligns the interests of employees with those of shareholders:

- the metric compares the total shareholder return (the TSR) of UBS with the TSR of an index consisting of listed Global Systemically Important Banks (G-SIBs) as determined by the Financial Stability Board (excluding UBS Group);
- the G-SIBs are independently defined and reflect companies with a comparable risk profile and impact on the global economy;

LTIP payout illustration

- The final number of notional shares vesting will vary based on the achievement versus the performance metrics.
- Linear payout between threshold and maximum performance.
- Vesting levels are a percentage of the maximum opportunity of the LTIP and cannot exceed 100%.
- Full forfeiture for performance below the predefined threshold levels.
- SMFs and UK MRTs are subject to an additional non-financial metric based on a conduct assessment with a potential downward adjustment of up to 100% of the entire award.

- the index, which includes publicly traded G-SIBs, is equal weighted, calculated in Swiss francs and maintained by an independent index provider, so as to ensure independence of the TSR calculation; and
- the payout interval of ±25 percentage points versus the index performance demonstrates our ambition of delivering attractive relative returns to shareholders. The linear payout and the threshold level set below index performance further support sustainability of results and prudent risk-taking.

Global Systemically Important Banks (G-SIBs) that are listed companies¹

Agricultural Bank of China	Goldman Sachs	Santander
Bank of America	Groupe Crédit Agricole	Société Générale
Bank of China	HSBC	Standard Chartered
Bank of New York Mellon	ING Bank	State Street
Barclays	ICBC	Sumitomo Mitsui FG
BNP Paribas	JPMorgan Chase	Toronto-Dominion
China Construction Bank	Mitsubishi UFJ FG	UniCredit
Citigroup	Mizuho FG	Wells Fargo
Credit Suisse	Morgan Stanley	
Deutsche Bank	Royal Bank of Canada	

¹ As of November 2021. Excludes UBS Group.

Dividend equivalents (granted where applicable regulation permits) are subject to the same terms as the underlying LTIP award.

LTIP awards reflect the long-term focus of our compensation framework. The final number of shares as determined at the end of the three-year performance period will vest in three equal installments in each of the three years following the performance period for GEB members, and cliff vest in the first year following the performance period for selected senior management (longer deferral periods may apply for regulated employees).

Performance metric: average RoCET1 (50% of award)		
Below threshold (<8%)	Threshold (8%) up to maximum (<18%)	Maximum and above (≥18%)
Full forfeiture (payout 0%)	Partial vest (payout between 33% and <100%)	Full vest (payout 100%)

Performance metric: rTSR vs G-SIBs index (50% of award)		
Below threshold (<-25 pps)	Threshold (-25 pps) up to maximum (+25 pps)	Maximum and above (≥+25 pps)
Full forfeiture (payout 0%)	Partial vest (payout between 33% and <100%)	Full vest (payout 100%)

Equity Ownership Plan

The EOP is the deferred compensation plan for employees who are subject to deferral requirements but do not receive LTIP awards. For the 2021 performance year, we granted EOP awards to 4,228 employees.

Delivering sustainable performance is a key objective for UBS, and we therefore link EOP award vesting with minimum performance thresholds over a multi-year time horizon. Our EOP creates a direct link with shareholder returns as a notional equity award and have no upward leverage. This approach promotes growth and sustainable performance.

EOP awards generally vest over three years. For certain employee populations, EOP awards can be adjusted downwards, including to zero, based on the average RoCET1 over the applicable performance period. The Compensation Committee sets the minimum future performance threshold and may adjust the award if the performance metric does not reflect a fair measure of performance.

Asset Management employees receive some or all of their EOP in the form of notional funds to align their compensation more closely with industry standards. This plan is generally delivered in cash and vests over five years.

- » Refer to “**Vesting of outstanding awards granted in prior years subject to performance conditions**” in the “**Supplemental information**” section of this report for more information

Deferred Contingent Capital Plan

The DCCP is a key component of our compensation framework and supports alignment of the interests of our senior employees with those of our stakeholders.

All employees subject to deferral requirements receive DCCP awards. For the 2021 performance year, we granted DCCP awards to 4,303 employees.

DCCP replicates many of the features of the loss-absorbing bonds that we issue to investors and may be paid at vesting in cash or, at the discretion of the firm, a perpetual, marketable additional tier 1 (AT1) capital instrument. Employees can elect to have their DCCP awards denominated in Swiss francs or US dollars.

DCCP awards vest in full after five years (longer deferral periods may apply for regulated employees). DCCP awards bear notional interest paid annually (except as limited by regulation for MRTs), subject to review and confirmation by the Compensation Committee. The notional interest rate for grants in 2022 was 3.7% for awards denominated in Swiss francs and 5.7% for awards denominated in US dollars. These interest rates are based on the current market rates for similar AT1 capital instruments issued by UBS Group.

Awards are forfeited if a viability event occurs, i.e., if FINMA notifies the firm that the DCCP awards must be written down to mitigate the risk of an insolvency, bankruptcy or failure of UBS or if the firm receives a commitment of extraordinary support from the public sector that is necessary to prevent such an event. DCCP awards are also written down for GEB members if the Group’s CET1 capital ratio falls below 10% and for all other employees if it falls below 7%.

In addition, GEB members forfeit 20% of DCCP awards for each loss-making year during the vesting period. This means 100% of the award is subject to risk of forfeiture. The forfeiture features of DCCP create a strong alignment with our debt holders and support the sustainability of the firm.

Over the last five years, USD 1.7 billion of DCCP awards have been issued, contributing to the Group’s total loss-absorbing capacity (TLAC). Therefore, DCCP awards not only support competitive pay but also provide a loss absorption buffer that protects the firm’s capital position. The following table illustrates the contribution of the DCCP to our AT1 capital and the effect on our TLAC ratio.

- » Refer to the “**Supplemental information**” section of this report for more information about performance award and personnel-related expenses
- » Refer to the “**Supplemental information**” section of this report for more information about longer vesting and clawback periods for MRTs and SMFs

Contribution of the Deferred Contingent Capital Plan to our loss-absorbing capacity¹

<i>USD million, except where indicated</i>	31.12.21	31.12.20
Deferred Contingent Capital Plan (DCCP), eligible as high-trigger loss-absorbing additional tier 1 capital	1,730	1,875
DCCP contribution to the total loss-absorbing capacity ratio (%)	0.6	0.6

¹ Refer to “Bondholder information” at ubs.com/investors for more information about the capital instruments of UBS Group AG and UBS AG both on a consolidated and a standalone basis.

Replacement awards and forfeitures

In line with industry practice, our compensation framework and plans include provisions generally requiring reduction / forfeiture of a terminated employee's unvested or deferred awards. In particular, these provisions apply if the terminated employee joins another financial services organization and / or violates restrictive covenants, such as solicitation of clients or employees.

Conversely, to support talent acquisition, and consistent with industry practice, we may offer replacement awards to attract senior candidates by offsetting deferred compensation being forfeited at their previous employer as a result of joining UBS. When making such awards, we aim to match the previous employer's terms and conditions for the awards to be forfeited upon joining UBS. The total 2021 forfeitures of USD 258 million of previously awarded deferred compensation offset the 2021 total sign-on payments, replacement payments and guarantees of USD 137 million.

Barbara Levi succeeded Markus Diethelm as Group General Counsel effective 1 November 2021. Consistent with the terms of the original awards and included in the above figures, she received replacement awards for compensation forfeited at her previous employer as a result of joining UBS. Ms. Levi's replacement payment had a total value of CHF 7,081,474 and consisted of an EOP share award representing 430,732 UBS shares (denominated in Swiss francs), a deferred cash award as well as replacement of cash items. The deferred portion of the award will vest in various installments between 2022 and 2027. These replacement awards are subject to UBS's harmful acts provisions.

Other variable compensation components

To support hiring and retention, particularly at senior levels, we may offer other compensation components, such as:

- retention payments to key employees to induce them to stay, particularly during critical periods for the firm, such as a sale or wind-down of a business;
- on a limited basis, guarantees may be required to attract individuals with certain skills and experience – these awards are fixed incentives subject to our standard deferral rules and limited to the first full year of employment;
- award grants to employees hired late in the year to replace performance awards that they would have earned at their previous employers, but have foregone by joining UBS – these awards are generally structured with the same level of deferral as for employees at a similar level at UBS; and
- in exceptional cases, candidates may be offered a sign-on award to increase the chances of them accepting our offer.

These other variable compensation components are subject to a comprehensive governance process, which may involve the Compensation Committee, depending on the amount or type of such payments.

Below-GEB level employees who are made redundant may receive severance payments. Our severance terms comply with the applicable local laws (legally obligated severance). In certain locations, we may provide severance packages that are negotiated with our local social partners and may go beyond the applicable minimum legal requirements (standard severance). Such payments are governed by location-specific severance policies. In addition, we may make severance payments that exceed legally obligated or standard severance payments where we believe these are aligned with market practice and appropriate under the circumstances (supplemental severance). GEB members do not receive severance payments.

Sign-on payments, replacement payments, guarantees and severance payments

USD million, except where indicated	Total 2021	of which: non-deferred cash	of which: deferred compensation awards	Total 2020	Number of beneficiaries	
					2021	2020
Total sign-on payments¹	26	18	8	20	226	99
of which: Key Risk Takers ²	9	4	5	2	6	3
Total replacement payments³	94	11	83	58	310	200
of which: Key Risk Takers ²	34	5	29	17	12	13
Total guarantees³	17	11	6	16	40	32
of which: Key Risk Takers ²	2	1	1	5	1	2
Total severance payments^{1,4}	160	200⁵	0	134	1,477	1,019
of which: Key Risk Takers ²	3	0	0	0	10	0

¹ GEB members are not eligible for sign-on or severance payments. ² Expenses for Key Risk Takers are full-year amounts for individuals in office on 31 December 2021. Key Risk Takers as defined by UBS, including all employees with a total compensation exceeding USD / CHF 2.5 million (Highly Paid Employees). ³ Includes replacement payments for one GEB member in 2021 and for another GEB member in 2020. No GEB member received a guarantee in 2021 or 2020. ⁴ Includes legally obligated and standard severance payments as well as payments in lieu of notice. ⁵ Represents expense recognized in 2021 associated with payments made in 2021 as well as provisions for expected payments in 2022.

Forfeitures¹

USD million, except where indicated	Total 2021	Total 2020
Total forfeitures	258	145
of which: former GEB members	23	0
of which: Key Risk Takers ²	8	6

¹ For notional share awards, forfeitures are calculated as units forfeited during the year, valued at the share price on 31 December 2021 (USD 17.87) for 2021. The 2020 data is valued using the share price on 31 December 2020 (USD 14.13). For LTIP the forfeited units reflect the fair value awarded at grant. For the notional funds awarded to Asset Management employees under the EOP, this represents the forfeiture credits recognized in 2021 and 2020. For the DCCP, the fair value at grant of the forfeited awards during the year is reflected. Numbers presented may differ from the effect on the income statement in accordance with IFRS.

² Key Risk Takers as defined by UBS, including all employees with a total compensation exceeding USD / CHF 2.5 million (Highly Paid Employees) and excluding former GEB members who forfeited awards in 2021 or 2020.

Advisory vote

Corporate governance and compensation | Compensation

Benchmarking for employees other than GEB members

We generally consider market practice in our pay decisions and framework. Our market review reflects several factors, including the comparability of the business division, location, scope and the diversity of our businesses. For certain businesses or roles, we may consider practices at other major international banks, other large Swiss private banks, private equity firms, hedge funds and non-financial firms. We also internally benchmark employee compensation for comparable roles within and across business divisions and locations.

Employee share ownership

According to available records on employee shareholdings, including unvested deferred compensation, as of 31 December 2021, employees held at least USD 4.5 billion of UBS shares (of which approximately USD 2.9 billion were unvested), representing approximately 7% of our total shares issued.

The Equity Plus Plan is our employee share purchase program. It allows employees at Executive Director level and below to voluntarily invest up to 30% of their base salary and / or regular commission payments to purchase UBS shares. In addition (where offered), eligible employees can invest up to 35% of their performance award under the program. Participation in the program is capped at USD / CHF 20,000 annually. Eligible

employees may purchase UBS shares at market price and receive one additional share for every three shares purchased through the program. Additional shares vest after a maximum of three years, provided the employee remains employed by UBS and has retained the purchased shares throughout the holding period.

› Refer to “**Note 28 Employee benefits: variable compensation**” in the “**Consolidated financial statements**” section of our **Annual Report 2021** for more information

Compensation for US financial advisors in Global Wealth Management

In line with market practice for US wealth management businesses, the compensation for US financial advisors in Global Wealth Management predominantly includes production payout and deferred compensation awards. Production payout, paid monthly, is primarily based on compensable revenue. Financial advisors may also qualify for deferred compensation awards, which generally vest over a six-year period. These awards are based on strategic performance measures, including production and length of service with UBS. Production payout rates and deferred compensation awards may be reduced for, among other things, errors, negligence or carelessness, or failure to comply with the firm’s rules, standards, practices and / or policies, and / or applicable laws and regulations.

2021 Group performance outcomes

Performance awards granted for the 2021 performance year

The "Variable compensation" table below shows the amount of variable compensation awarded to employees for the 2021 performance year, together with the number of beneficiaries for

each type of award granted. In the case of deferred awards, the final amount paid to an employee depends on performance conditions and consideration of relevant forfeiture provisions. The deferred share award amount is based on the market value of these awards on the date of grant.

Variable compensation¹

USD million, except where indicated	Expenses recognized in the IFRS income statement		Expenses deferred to future periods ⁴		Accounting adjustments ⁴		Total		Number of beneficiaries	
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
Non-deferred cash	2,383	2,167	0	0	0	0	2,383	2,167	57,783	58,843
Deferred compensation awards	405	341	797	756	65	51	1,267	1,148	4,202	3,937
of which: Equity Ownership Plan	183	137	393	306	46 ⁵	35 ⁵	623	478	3,807	3,566
of which: Deferred Contingent Capital Plan	140	112	299	280	0	0	438	392	4,170	3,910
of which: Long-Term Incentive Plan	54	42	50	50	18 ⁵	16 ⁵	122	109	117	115
of which: Asset Management EOP	29	49	56	120	0	0	84	169	374	335
Variable compensation – performance award pool	2,788	2,508	797	756	65	51	3,650	3,315	57,793	58,850
Variable compensation – other ²	191	126	215	181	(121) ⁶	(74) ⁶	285	233		
Total variable compensation excluding financial advisor variable compensation	2,979	2,634	1,012	938	(56)	(23)	3,935	3,548		
Financial advisor (FA) variable compensation ³	4,175	3,378	1,097	822	0	0	5,272	4,200	6,218	6,305
Total variable compensation including FA variable compensation	7,155	6,012	2,109	1,760	(56)	(23)	9,207	7,749		

¹ Expenses under "Variable compensation – other" and "Financial advisor variable compensation" are not part of UBS's performance award pool. ² Consists of replacement payments, forfeiture credits, severance payments, retention plan payments and interest expense related to the Deferred Contingent Capital Plan. ³ Financial advisor compensation consists of formulaic compensation based directly on compensable revenues generated by financial advisors and supplemental compensation calculated based on financial advisor productivity, firm tenure, new assets and other variables. It also includes expenses related to compensation commitments with financial advisors entered into at the time of recruitment that are subject to vesting requirements. ⁴ Estimates as of 31 December 2021 and 2020. Actual amounts to be expensed in future periods may vary, e.g., due to forfeiture of awards. ⁵ Represents estimated post-vesting transfer restriction and permanent forfeiture discounts. ⁶ Included in expenses deferred to future periods is an amount of USD 121 million (2020: USD 74 million) in interest expense related to the Deferred Contingent Capital Plan. As the amount recognized as performance award represents the present value of the award at the date it is granted to the employee, this amount is excluded.

2021 performance award pool and expenses

The performance award pool, which includes performance-based variable awards for 2021, was USD 3.7 billion, reflecting an increase of 10% compared with 2020. Performance award expenses for 2021 decreased 1% to USD 3.2 billion, reflecting increased performance award expenses accrued in the

performance year, offset by lower expenses related to prior performance years, as 2020 included additional expenses that resulted from modifying the terms of certain outstanding deferred compensation awards. The "Performance award pool and expenses" table below compares the performance award pool with performance award expenses.

Performance award pool and expenses

USD million, except where indicated	2021	2020	% change
Performance award pool ¹	3,650	3,315	10
of which: expenses deferred to future periods and accounting adjustments ^{2,3}	862	807	7
Performance award expenses accrued in the performance year	2,788	2,508	11
Performance award expenses related to prior performance years	402	701	(43)
Total performance award expenses recognized for the year⁴	3,190	3,209	(1)

¹ Excluding employer-paid taxes and social security. ² Estimate as of the end of the performance year. Actual amounts expensed in future periods may vary, e.g., due to forfeiture of awards. ³ Accounting adjustments represent estimated post-vesting transfer restriction and permanent forfeiture discounts. ⁴ Refer to "Note 28 Employee benefits: variable compensation" in the "Consolidated financial statements" section of our Annual Report 2021 for more information

Compensation for the Board of Directors

Chairman of the BoD

Under the leadership of the Chairman, Axel A. Weber, the BoD determines, among other things, the strategy for the Group, based on recommendations by the Group CEO, exercises ultimate supervision over management and appoints all GEB members.

The Chairman leads all general meetings and BoD meetings and works with the committee chairpersons to coordinate their work. Together with the Group CEO, the Chairman is responsible for effective communication with shareholders and stakeholders, including clients, government officials, regulators and public organizations. The Chairman works closely with the Group CEO and other GEB members, providing advice and support when appropriate, and continues to strengthen and promote our culture through the three keys to success: our Pillars, Principles and Behaviors.

The Chairman's total compensation for the period from AGM to AGM is contractually fixed without any variable component. For the current period from the 2021 AGM to the 2022 AGM, his total compensation was CHF 4.9 million, excluding benefits and pension fund contributions. The Chairman's total compensation

for the current period consisted of a cash payment of CHF 3.5 million and a share component of CHF 1.4 million consisting of 72,939 UBS shares at CHF 19.194 per share. The share component aligns the Chairman's pay with the Group's long-term performance.

Thus, Mr. Weber's total reward, including benefits and pension fund contributions, for his service as Chairman for the current period, was CHF 5,224,913.

The Chairman's employment agreement does not provide for severance terms or supplementary contributions to pension plans. The benefits for the Chairman are in line with local practices for UBS employees. The Chairperson of the Compensation Committee proposes and the Compensation Committee approves the Chairman's compensation annually for the upcoming AGM-to-AGM period, taking into consideration fee or compensation levels for comparable roles based on our core financial industry peers and other relevant leading Swiss companies included in the Swiss Market Index.

➤ Refer to "Board of Directors" in the "Corporate governance" section of our Annual Report 2021 for more information about the responsibilities of the Chairman

Audited I

Compensation details and additional information for non-independent BoD members

Name, function ¹	For the period AGM to AGM			Contributions to retirement plans and benefits ³	<i>USD</i> (for reference)
	2021/2022	Base salary	Annual share award ²		
Axel A. Weber, Chairman	3,500,000	1,400,000	324,913	5,224,913	5,708,482
	2020/2021	3,500,000	1,400,000	343,283	5,243,283

¹ Axel A. Weber was the only non-independent member in office on 31 December 2021 and 31 December 2020. ² These shares are blocked for four years. ³ Includes the estimated portion related to UBS's contribution to the statutory pension scheme and estimated benefits valued at market price, as applicable. For the period from the 2020 AGM to the 2021 AGM, the actual amount was CHF 336,050. ⁴ Excludes the portion related to the legally required social security contributions paid by UBS, which for the period from the 2021 AGM to the 2022 AGM is estimated at CHF 336,428 and for the period from the 2020 AGM to the 2021 AGM at CHF 332,243. The legally required social security contributions paid by the non-independent BoD members are included in the amounts shown in this table, as appropriate. ⁵ Swiss franc amounts have been translated into US dollars for reference at the 2021 performance award currency exchange rate of CHF / USD 1.092551.

Independent BoD members

As outlined in the table below, all BoD members, except the Chairman, are deemed independent and receive fixed fees for their services on the BoD and its committees. Independent BoD members do not receive performance awards, severance payments, benefits or pension contributions.

In the current period, the roles of Senior Independent Director and Vice Chairman are both held by one BoD member, but the additional fee is only paid once. Independent BoD members must use a minimum of 50% of their fees to purchase UBS shares, which are blocked for four years, and they may elect to use up to 100% of their fees to purchase blocked UBS shares. In all cases, the number of shares is calculated based on the average closing price of the 10 trading days leading up to and including the grant date.

At each AGM, shareholders are invited to approve the aggregate amount of BoD remuneration, including compensation for the Chairman, which applies until the next AGM. The tables below and on the following page provide details on the fee structure for the independent BoD members.

The fee structure for independent BoD members is reviewed annually based on the Chairman's proposal to the Compensation Committee, which in turn submits a proposal to the BoD for approval. In our regular review of the BoD fee structure, we concluded that our overall approach for independent BoD member compensation remains appropriate and thus unchanged.

Remuneration framework for independent BoD members

CHF	2021 AGM to 2022 AGM ¹	Pay mix		Delivery				
Fixed base fee	300,000	Blocked shares	Cash	grant year	year 1	year 2	year 3	year 4
Additional fees								
Senior Independent Director/Vice Chairman	150,000							At least 50%
Additional committee fees								
Audit Committee	300,000	Chair	Member					
Compensation Committee	200,000							
Governance and Nominating Committee			100,000					
Corporate Culture and Responsibility Committee			50,000					
Risk Committee	350,000	Chair	Member					

¹ At least 50% of the total amounts must be used to purchase UBS shares, which are blocked for four years. Independent BoD members can elect to use 100% of their remuneration to purchase blocked UBS shares.

Advisory vote

Corporate governance and compensation | Compensation

Audited |

Total payments to BoD members

CHF, except where indicated

		For the period AGM to AGM	USD (for reference)	
			Total ¹	Total ^{1,2}
Aggregate of all BoD members			2021/2022 12,124,913	13,247,082
			2020/2021 11,843,283	

1 Includes social security contributions paid by the BoD members but excludes the portion related to the legally required social security contributions paid by UBS, which for the period from the 2021 AGM to the 2022 AGM is estimated at grant at CHF 739,615 and for the period from the 2020 AGM to the 2021 AGM at CHF 719,763. **2** Swiss franc amounts have been translated into US dollars for reference at the 2021 performance award currency exchange rate of CHF / USD 1.092551

Audited |

Remuneration details and additional information for independent BoD members

CHF, except where indicated

Name, function ¹	Audit Committee	Compensation Committee	Corporate Culture and Responsibility Committee	Governance and Nominating Committee	Risk Committee	For the period AGM to AGM	Base fee	Committee fee(s)	Additional payments ²	Total ³	Share percentage ⁴	Number of shares ^{5,6}
Jeremy Anderson, Vice Chairman and Senior Independent Director	C			M		2021/2022	300,000	400,000	150,000	850,000	50	22,142
Claudia Böckstiegel, member				M		2020/2021	300,000	400,000	150,000	850,000	50	30,774
William C. Dudley, member		M	M	M		2021/2022	300,000	350,000	-	650,000	50	16,932
Patrick Firmenich, member	M	M				2021/2022	300,000	250,000	0	550,000	100	27,275
Reto Francioni, member		M		M		2021/2022	300,000	300,000	-	600,000	50	15,629
Fred Hu, member			M	M		2020/2021	300,000	300,000	-	600,000	50	21,723
Mark Hughes, member		M	C			2021/2022	300,000	400,000	-	700,000	50	18,234
Nathalie Rachou, member			M			2020/2021	300,000	200,000	-	500,000	50	13,024
Julie G. Richardson, member	C	M	M			2021/2022	300,000	500,000	-	800,000	50	20,839
Beatrice Weder di Mauro, former member	M	M				2020/2021	300,000	250,000	-	550,000	50	19,913
Dieter Wemmer, member	M	M	M			2021/2022	300,000	400,000	-	700,000	50	18,234
Jeanette Wong, member	M	M	M			2020/2021	300,000	350,000	-	650,000	100	24,988
Total 2021/2022										6,900,000		
Total 2021/2022 in USD (for reference) ⁷										7,538,600		
Total 2020/2021										6,600,000		

Legend: C = Chairperson of the respective Committee, M = Member of the respective Committee

1 Eleven independent BoD members were in office on 31 December 2021. At the 2021 AGM, Claudia Böckstiegel and Patrick Firmenich were newly elected and Beatrice Weder di Mauro did not stand for re-election. Ten independent BoD members were in office on 31 December 2020. **2** These payments are associated with the Vice Chairman and the Senior Independent Director function. **3** Excludes UBS's portion related to the legally required social security contributions, which for the period from the 2021 AGM to the 2022 AGM is estimated at grant at CHF 403,187 and which for the period from the 2020 AGM to the 2021 AGM was estimated at grant at CHF 387,520. The legally required social security contributions paid by the independent BoD members are included in the amounts shown in this table, as appropriate. **4** Fees are paid 50% in cash and 50% in blocked UBS shares. However, independent BoD members may elect to have 100% of their remuneration paid in blocked UBS shares. **5** For 2021, UBS shares were valued at CHF 19.194 (average closing price of UBS shares over the last 10 trading days leading up to and including the grant date). For 2020, UBS shares, valued at CHF 13.810 (average closing price of UBS shares over the last 10 trading days leading up to and including the grant date). These shares are blocked for four years. **6** Number of shares is reduced in case of the 100% election to deduct legally required contributions. All remuneration payments are, where applicable, subject to social security contributions and / or withholding tax. **7** Swiss franc amounts have been translated into US dollars for reference at the 2021 performance award currency exchange rate of CHF / USD 1.092551.

Supplemental information

Fixed and variable compensation for GEB members

Fixed and variable compensation for GEB members^{1,2,3}

CHF million, except where indicated	Total for 2021		Not deferred		Deferred ⁴		Total for 2020 Amount
	Amount	%	Amount	%	Amount	%	
Total compensation							
Amount ⁵	105	100	41	39	64	61	112
Number of beneficiaries	15						16
Fixed compensation^{5,6}	25	24	25	100	0	0	27
Cash-based	22	21	22		0		24
Equity-based	3	3	3		0		4
Variable compensation	80	76	16	20	64	80	85
Cash ⁷	16	15	16		0		17
Long-Term Incentive Plan (LTIP) ⁸	40	38	0		40		43
Deferred Contingent Capital Plan (DCCP) ⁸	24	23	0		24		26

¹ The figures include all GEB members in office during the respective years. ² Includes compensation paid under the employment contract during the notice period for GEB members who stepped down during the respective years. ³ Includes compensation for newly appointed GEB members for their time in office as a GEB member during the respective years. ⁴ Based on the specific plan vesting and reflecting the total award value at grant, which may differ from the expense recognized in the income statement in accordance with IFRS. ⁵ Excludes benefits and employer's contributions to retirement benefit plans. Includes social security contributions paid by GEB members but excludes the portion related to the legally required social security contributions paid by UBS. For 2021, Barbara Levi received a one-time replacement award of CHF 7 million. This replacement award is not included in the above table; including this, the 2021 total aggregate compensation of all GEB members is CHF 112 million. For 2020, Ralph A.J.G. Hamers received a one-time replacement award of CHF 0.2 million. This replacement award is not included in the above table; including this, the 2020 total aggregate compensation of all GEB members is CHF 113 million. ⁶ Includes base salary and role-based allowances, rounded to the nearest million. ⁷ Includes allocation of vested but blocked shares, in line with the remuneration section of the UK Prudential Regulation Authority Rulebook. ⁸ For the GEB members who are also MRTs (or SMFs), the awards do not include dividend and interest payments. Accordingly, the amounts reflect for the LTIP the fair value of the non-dividend-bearing awards and for the DCCP the fair value of the granted non-interest-bearing awards.

Regulated staff

Key Risk Takers

KRTs are defined as those employees who, by the nature of their roles, have been determined to materially set, commit or control significant amounts of the firm's resources and / or exert significant influence over its risk profile. This includes employees that work in front-office roles, logistics and control functions. Identifying KRTs globally is part of our risk control framework and an important element in ensuring we incentivize only appropriate risk-taking. For 2021, in addition to GEB members, 699 employees were classified as KRTs throughout UBS Group globally, including all employees with a total compensation exceeding USD / CHF 2.5 million (Highly Paid Employees), who may not have been identified as KRTs during the performance year.

In line with regulatory requirements, the performance of employees identified as KRTs during the performance year is evaluated by the control functions. In addition, KRTs' performance awards are subject to a mandatory deferral rate of at least 50%, regardless of whether the deferral threshold has been met (excluding KRTs with de minimis performance awards below a pre-determined threshold where standard deferral rates apply). A KRT's deferred compensation award will only vest if the Group performance conditions are met. Consistent with all other employees, the deferred portion of a KRT's compensation is also subject to forfeiture or reduction if the KRT commits harmful acts.

Fixed and variable compensation for Key Risk Takers¹

USD million, except where indicated	Total for 2021		Not deferred		Deferred ²		Total for 2020
	Amount	%	Amount	%	Amount	%	
Total compensation							
Amount	1,561	100	895	57	666	43	1,400
Number of beneficiaries	699						647
Fixed compensation^{3,4}	477	31	477	100	0	0	417
Cash-based	474	30	474				417
Equity-based	3	0	3				1
Variable compensation	1,084	69	418	39	666	61	983
Cash ⁵	418	27	418				365
Long-Term Incentive Plan (LTIP) / Equity Ownership							
Plan (EOP) ⁶	423	27			423		404
Deferred Contingent Capital Plan (DCCP) ⁶	243	16			243		213

¹ Includes employees with a total compensation exceeding USD / CHF 2.5 million (Highly Paid Employees), excluding GEB members who were in office during the performance year, except the new GEB member appointed during 2021, who included for compensation received in their role as a KRT prior to being appointed to the GEB. ² Based on the specific plan vesting and reflecting the total value at grant, which may differ from the expense recognized in the income statement in accordance with IFRS. ³ Excludes benefits and employer's contributions to retirement benefits plan. Includes social security contributions paid by KRTs but excludes the legally required social security contributions paid by UBS. ⁴ Includes base salary and role-based allowances. ⁵ Includes allocation of vested but blocked shares, in line with regulatory requirements where applicable. ⁶ KRTs who are also MRTs do not receive dividend and interest payments. Accordingly, the amounts for the EOP / LTIP reflect the fair value of the non-dividend-bearing awards and for the DCCP the fair value of the granted non-interest-bearing awards.

GEB and KRTs deferred compensation

The table below shows the current economic value of unvested outstanding deferred variable compensation awards subject to ex-post adjustments. For share-based plans, the economic value

is determined based on the closing share price on 31 December 2021. For notional funds, it is determined using the latest available market price for the underlying funds at year-end 2021, and for deferred cash plans, it is determined based on the outstanding amount of cash owed to award recipients.

GEB and KRTs deferred compensation^{1,2,3}

<i>USD million, except where indicated</i>	<i>Relating to awards for 2021⁴</i>	<i>Relating to awards for prior years⁵</i>	<i>Total</i>	<i>of which: exposed to ex-post explicit and/or implicit adjustments</i>	<i>Total deferred compensation year-end 2020</i>	<i>Total amount of deferred compensation paid out in 2021⁶</i>
GEB						
Deferred Contingent Capital Plan	26	72	98	100%	126	8
Equity Ownership Plan (including notional funds)		78	78	100%	102	19
Long-Term Incentive Plan	44	76	119	100%	85	
KRTs						
Deferred Contingent Capital Plan	244	940	1,183	100%	1,000	172
Equity Ownership Plan (including notional funds)	357	1,057	1,414	100%	1,059	344
Long-Term Incentive Plan	67	169	235	100%	109	
Total GEB and KRTs	736	2,391	3,127		2,480	544

¹ Based on the specific plan vesting and reflecting the economic value of the outstanding awards, which may differ from the expense recognized in the income statement in accordance with IFRS. Year-to-year reconciliations would also need to consider the impacts of additional items including off-cycle awards, FX movements, population changes, and dividend equivalent reinvestments. ² Refer to "Note 28 Employee benefits: variable compensation" in the "Consolidated financial statements" section of the Annual Report 2021 for more information. ³ GEB members and KRTs who are also MRTs do not receive dividend and interest payments. Accordingly, the amounts for the EOP / LTIP reflect the fair value of the non-dividend-bearing awards and for the DCCP the fair value of the granted non-interest-bearing awards. ⁴ Where applicable, amounts are translated into US dollars at the performance award currency exchange rate. LTIP values reflect the fair value awarded at grant. ⁵ Takes into account the ex-post implicit adjustments, given the share price movements since grant. Where applicable, amounts are translated from award currency into US dollars using FX rates as of 31 December 2021. LTIP values reflect the fair value awarded at grant. ⁶ Valued at distribution price and FX rate for all awards distributed in 2021.

The table below shows the value of actual ex-post explicit and implicit adjustments to outstanding deferred compensation in the 2021 financial year for GEB members and KRTs.

Ex-post adjustments occur after an award has been granted. Explicit adjustments occur when we adjust compensation by forfeiting deferred awards. Implicit adjustments are unrelated to

any action taken by the firm and occur as a result of price movements that affect the value of an award.

The total value of ex-post explicit adjustments made to UBS share awards in 2021, based on the approximately 8.1 million shares forfeited during 2021, is a reduction of USD 142 million.

GEB and KRTs ex-post explicit and implicit adjustments to deferred compensation

<i>USD million</i>	<i>Ex-post explicit adjustments to unvested awards¹</i>		<i>Ex-post implicit adjustments to unvested awards²</i>	
	<i>31.12.21</i>	<i>31.12.20</i>	<i>31.12.21</i>	<i>31.12.20</i>
GEB				
Deferred Contingent Capital Plan	0	0	0	0
Equity Ownership Plan (including notional funds, if applicable)	0	0	17	13
Long-Term Incentive Plan	0	0	21	5
KRTs				
Deferred Contingent Capital Plan	(14)	(3)	0	0
Equity Ownership Plan (including notional funds)	(16)	(3)	250	98
Long-Term Incentive Plan	(1)	0	47	6
Total GEB and KRTs	(31)	(6)	335	122

¹ For notional share awards, ex-post explicit adjustments are calculated as units forfeited during the year, valued at the share price on 31 December 2021 (USD 17.87) for 2021 (which may differ from the expense recognized in the income statement in accordance with IFRS). The 2020 data is valued using the share price on 31 December 2020 (USD 14.13). For LTIP the forfeited units reflect the fair value awarded at grant. For the notional funds awarded to Asset Management employees under the EOP, this represents the forfeiture credits recognized in 2021 and 2020. For the DCCP, the fair value at grant of the forfeited awards during the year is reflected. ² Ex-post implicit adjustments for UBS shares are calculated based on the difference between the weighted average grant date fair value and the share price at year-end. The amount for notional funds is calculated using the mark-to-market change during 2021 and 2020. For the GEB member who was appointed to the GEB during 2021, awards have been fully reflected in the GEB entries.

Material Risk Takers

For relevant EU- or UK-regulated entities, we identify individuals who are deemed to be Material Risks Takers (MRTs) based on local regulatory requirements, including the respective EU Commission Delegated Regulation, the fifth iteration of the EU Capital Requirements Directive (CRD V) and equivalent UK requirements, as applicable. This group consists of senior management, risk takers, selected staff in control or support functions and certain highly-compensated employees. For 2021, UBS identified 683 MRTs in relation to its relevant EU or UK entities.

Variable compensation awarded to MRTs is subject to additional deferral and other requirements. These include a maximum variable to fixed compensation ratio of 200% based on approval through relevant shareholder votes, a minimum deferral rate of 40% or 60% (depending on role / variable compensation level) on performance awards and delivery of at least 50% of any upfront performance award in UBS shares that are vested but blocked for 12 months after grant.

Deferred awards granted to MRTs under UBS's deferred compensation plans for their performance in 2021 are subject to 6- or 12-month blocking periods post vesting and do not pay out dividends or interest during the deferral period.

For up to seven years after grant, performance awards granted to MRTs are subject to clawback provisions, which allow the firm to claim repayment of both the upfront and the vested deferred element of any performance award if an individual is found to have contributed substantially to significant financial losses for the Group or corporate structure in scope, a material downward restatement of disclosed results, or engaged in misconduct and / or failed to take expected actions that contributed to significant reputational harm.

LTIP awards granted to UK MRTs and SMFs are subject to an additional non-financial conduct-related metric as required by UK regulation.

UK Senior Managers and Certification Regime

The Senior Managers and Certification Regime (the SMCR) of the UK Prudential Regulation Authority and Financial Conduct Authority requires that individuals with specified responsibilities, performing certain significant functions and / or those in certain other identified categories be designated as SMFs.

Subject to de minimis and other compensation-related considerations, variable compensation awards made to SMFs must comply with specific requirements, including longer deferral, blocking and clawback periods. The deferral period for SMFs is seven years, with the deferred performance awards vesting no faster than pro rata from years 3 to 7, except those who have total compensation below GBP 500,000 and variable incentive accounting for less than 33% of total compensation, for whom a five-year deferral period (instead of a seven-year period) applies. Such awards are also subject to a 12-month blocking period post vesting. The clawback policy for SMFs permits clawback for up to 10 years from the date of performance award grants (applicable if an individual is subject to an investigation at the end of the initial seven-year clawback period). All SMFs are also MRTs and, as such, subject to the same prohibitions on dividend and interest payments.

Control functions and Group Internal Audit

Our control functions must be independent in order to monitor risk effectively. Therefore, their compensation is determined separately from the revenue areas that they oversee, supervise or monitor. Their performance award pool is based not on the performance of these businesses, but on the performance of the Group as a whole. We also consider other factors, such as how effectively the function has performed and our market position. Decisions on individual compensation for the senior managers of the control functions are made by the function heads and approved by the Group CEO. Decisions on individual compensation for the members of Group Internal Audit (GIA) are made by the Head GIA and approved by the Chairman. Following a proposal by the Chairman, total compensation for the Head GIA is approved by the Compensation Committee.

2021 Group personnel expenses

The number of personnel employed as of 31 December 2021 was broadly stable, at 71,385 (full-time equivalents), a net decrease of 166 compared with 31 December 2020.

The table below shows our total personnel expenses for 2021, including salaries, pension expenses, social security contributions, variable compensation and other personnel costs. Variable compensation includes cash performance awards paid in 2022 for the 2021 performance year, amortization of unvested deferred awards granted in previous years and the cost of deferred awards granted to employees that are eligible for retirement in the context of the compensation framework at the date of grant.

The performance award pool reflects the value of performance awards granted relating to the 2021 performance year, including awards that are paid out immediately and those that are deferred. To determine our variable compensation expenses, the following adjustments are required in order to reconcile the performance

award pool to the expenses recognized in the Group's financial statements prepared in accordance with IFRS:

- reduction for expenses deferred to future periods (amortization of unvested awards granted in 2022 for the 2021 performance year) and accounting adjustments; and
- addition for 2021 amortization of unvested deferred awards granted in prior years.

As a large part of compensation consists of deferred awards, the amortization of unvested deferred awards granted in prior years forms a significant part of the IFRS expenses in both 2021 and 2022.

➤ Refer to "Note 6 Personnel expenses" and "Note 28 Employee benefits: variable compensation" in the "Consolidated financial statements" section of our Annual Report 2021 for more information

Personnel expenses

USD million	Expenses recognized in the IFRS income statement			
	Related to the performance year 2021	Related to prior performance years	Total expenses recognized in 2021	Total expenses recognized in 2020
Salaries¹	7,339	0	7,339	7,023
Non-deferred cash	2,383	(10)	2,373	2,141
Deferred compensation awards	405	412	817	1,068
of which: Equity Ownership Plan	183	180	363	463
of which: Deferred Contingent Capital Plan	140	158	297	463
of which: Long-Term Incentive Plan	54	19	73	54
of which: Asset Management EOP	29	56	84	88
Variable compensation – performance awards²	2,788	402	3,190	3,209
Variable compensation – other^{2,3}	191	38	229	220
Total variable compensation excluding financial advisor variable compensation	2,979	440	3,419	3,429
Contractors	381	0	381	375
Social security	926	53	978	899
Pension and other post-employment benefit plans ⁴	833	0	833	845
Financial advisor variable compensation ^{2,5}	4,175	685	4,860	4,091
Other personnel expenses	560	16	576	561
Total personnel expenses	17,193	1,194	18,387	17,224
				16,084

¹ Includes role-based allowances. ² Refer to "Note 28 Employee benefits: variable compensation" in the "Consolidated financial statements" section of our Annual Report 2021 for more information. ³ Consists of replacement payments, forfeiture credits, severance payments, retention plan payments and interest expense related to the Deferred Contingent Capital Plan. ⁴ Refer to "Note 27 Pension and other post-employment benefit plans" in the "Consolidated financial statements" section of our Annual Report 2021 for more information. ⁵ Consists of formulaic compensation based directly on compensable revenues generated by financial advisors and supplemental compensation calculated based on financial advisor productivity, firm tenure, new assets and other variables. It also includes expenses related to compensation commitments with financial advisors entered into at the time of recruitment that are subject to vesting requirements.

Deferred compensation

Vesting of outstanding awards granted in prior years subject to performance conditions

The tables below show the extent to which the performance conditions for awards granted in prior years have been met and the percentage of the installment that will vest in 2022.

Equity Ownership Plan (EOP) 2016 / 2017, EOP 2017 / 2018, EOP 2018 / 2019 and EOP 2019 / 2020		
Performance conditions	Performance achieved¹	% of installment vesting
Return on common equity tier 1 capital (RoCET1) and divisional return on attributed equity	The Group and divisional performance conditions have been satisfied. For EOP 2016 / 2017, the third and final installment for the Group Executive Board (the GEB) members vests in full. For EOP 2017 / 2018, the second installment for the GEB members vests in full. For EOP 2018 / 2019, the first installment for the GEB members and the second installment for all other employees covered under the plan vest in full. For EOP 2019 / 2020, the first installment for all other employees covered under the plan vests in full.	100%

Deferred Contingent Capital Plan (DCCP) 2016 / 2017		
Performance conditions	Performance achieved¹	% of installment vesting
Common equity tier 1 (CET1) capital ratio, viability event and, additionally for GEB, Group profit before tax	The performance conditions have been satisfied. DCCP 2016 / 2017 vests in full.	100%

¹ Performance may be adjusted for disclosed items generally not representative of underlying business performance.

List of tables

	Page
Share ownership / entitlements of GEB members	262
Total of all vested and unvested shares of GEB members	262
Number of shares of BoD members	263
Total of all blocked and unblocked shares of BoD members	263
Loans granted to GEB members	264
Loans granted to BoD members	264
Compensation paid to former BoD and GEB members	264

Advisory vote

Corporate governance and compensation | Compensation

Audited |

Share ownership / entitlements of GEB members¹

Name, function	on 31 December	Number of unvested shares / at risk ²	Number of vested shares	Total number of shares	Potentially conferred voting rights in %
Ralph A.J.G. Hamers, Group Chief Executive Officer	2021	122,453	2,673	125,126	0.008
	2020	14,841	0	14,841	0.001
Christian Bluhm, Group Chief Risk Officer	2021	654,579	226	654,805	0.041
	2020	582,787	218	583,005	0.035
Mike Dargan, Group Chief Digital and Information Officer	2021	240,343	82,743	323,086	0.020
	2020	-	-	-	-
Markus U. Diethelm, former Group General Counsel	2021	-	-	-	-
	2020	706,845	617,858	1,324,703	0.079
Kirt Gardner, Group Chief Financial Officer	2021	780,640	236,421	1,017,061	0.063
	2020	696,500	165,223	861,723	0.051
Suni Harford, President Asset Management	2021	636,122	22,199	658,321	0.041
	2020	352,329	0	352,329	0.021
Robert Karofsky, President Investment Bank	2021	851,520	357,064	1,208,584	0.075
	2020	627,748	357,621	985,369	0.059
Sabine Keller-Busse, President Personal & Corporate Banking and President UBS Switzerland	2021	798,457	421,491	1,219,948	0.076
	2020	639,087	349,834	988,921	0.059
Iqbal Khan, Co-President Global Wealth Management and President EMEA	2021	898,111	113,715	1,011,826	0.063
	2020	742,546	68,253	810,799	0.048
Edmund Koh, President Asia Pacific	2021	501,322	493,977	995,299	0.062
	2020	421,930	337,062	758,992	0.045
Axel P. Lehmann, former President Personal & Corporate Banking and President UBS Switzerland	2021	-	-	-	-
	2020	690,537	331,677	1,022,214	0.061
Barbara Levi, Group General Counsel	2021	430,732	0	430,732	0.027
	2020	-	-	-	-
Tom Naratil, Co-President Global Wealth Management and President UBS Americas	2021	1,374,044	950,682	2,324,726	0.145
	2020	1,383,854	770,780	2,154,634	0.128
Piero Novelli, former Co-President Investment Bank	2021	-	-	-	-
	2020	660,240	408,897	1,069,137	0.064
Markus Ronner, Group Chief Compliance and Governance Officer	2021	418,452	57,856	476,308	0.030
	2020	302,584	130,097	432,681	0.026
Total	2021	7,706,776	2,739,047	10,445,823	0.650
	2020	7,821,828	3,537,520	11,359,348	0.675

¹ Includes all vested and unvested shares of GEB members, including those held by related parties. No options were held in 2021 and 2020 by any GEB member or any of its related parties. Refer to "Note 28 Employee benefits: variable compensation" in the "Consolidated financial statements" section of our Annual Report 2021 for more information. ² Includes shares granted under variable compensation plans with forfeiture provisions. LTIP values reflect the fair value awarded at grant. The actual number of shares vesting in the future will be calculated under the terms of the plans. Refer to the "Group compensation" section of this report for more information about the plans.

Audited |

Total of all vested and unvested shares of GEB members^{1,2}

	Total	of which: vested	of which: vesting					
			2022	2023	2024	2025	2026	2027
Shares on 31 December 2021	10,445,823	2,739,047	1,463,440	1,688,568	2,112,516	1,488,544	877,856	75,852
Shares on 31 December 2020	11,359,348	3,537,520	1,424,063	1,854,660	2,070,158	1,656,600	774,416	41,931

¹ Includes shares held by related parties. ² Includes shares granted under variable compensation plans with forfeiture provisions. The actual number of shares vesting in the future will be calculated under the terms of the plans. Refer to the "Group compensation" section of this report for more information.

Audited I**Number of shares of BoD members¹**

Name, function	on 31 December	Number of shares held	Voting rights in %
Axel A. Weber, Chairman	2021 2020	1,148,369 1,046,994	0.071 0.062
Jeremy Anderson, Vice Chairman and Senior Independent Director	2021 2020	97,518 66,744	0.006 0.004
Claudia Böckstiegel, member ²	2021 2020	0 -	0.000 -
William C. Dudley, member	2021 2020	49,714 26,181	0.003 0.002
Patrick Firmenich, member ²	2021 2020	0 -	0.000 -
Reto Francioni, member	2021 2020	139,609 154,086	0.009 0.009
Fred Hu, member	2021 2020	74,481 42,428	0.005 0.003
Mark Hughes, member	2021 2020	30,263 4,920	0.002 0.000
Nathalie Rachou, member	2021 2020	18,102 0	0.001 0.000
Julie G. Richardson, member	2021 2020	117,365 88,401	0.007 0.005
Beatrice Weder di Mauro, former member ²	2021 2020	- 198,578	0.012
Dieter Wemmer, member	2021 2020	114,086 88,743	0.007 0.005
Jeanette Wong, member	2021 2020	68,452 33,722	0.004 0.002
Total	2021 2020	1,857,959 1,750,797	0.116 0.104

¹ Includes blocked and unblocked shares held by BoD members, including those held by related parties. No options were granted in 2021 and 2020. ² At the 2021 AGM, Claudia Böckstiegel and Patrick Firmenich were newly elected and Beatrice Weder di Mauro did not stand for re-election.

Audited I**Total of all blocked and unblocked shares of BoD members¹**

	Total	of which: unblocked	of which: blocked until			
			2022	2023	2024	2025
Shares on 31 December 2021	1,857,959	701,594	178,603	305,947	329,875	341,940
Shares on 31 December 2020	1,750,797	658,642	205,961	197,395	332,743	356,056

¹ Includes shares held by related parties.

Advisory vote

Corporate governance and compensation | Compensation

Audited I

Loans granted to GEB members¹

In line with article 38 of the Articles of Association of UBS Group AG, GEB members may be granted loans. Such loans are made in the ordinary course of business on substantially the same terms as those granted to other employees, including interest rates

and collateral, and neither involve more than the normal risk of collectability nor contain any other unfavorable features for the firm. The total amount of such loans must not exceed CHF 20 million per GEB member.

<i>CHF, except where indicated²</i>			<i>USD (for reference)</i>
Name, function	on 31 December	Loans ³	Loans ³
Christian Bluhm, Group Chief Risk Officer (highest loan in 2021)	2021	7,059,000	7,742,947
Markus U. Diethelm, Group General Counsel (highest loan in 2020)	2020	6,131,500	
Aggregate of all GEB members ⁴	2021	29,635,590	32,506,982
	2020	31,830,394	

¹ No loans have been granted to related parties of the GEB members at conditions not customary in the market. ² Swiss franc and US dollar amounts disclosed represent local currency amounts translated at the relevant year-end closing exchange rate. ³ All loans granted are secured loans. ⁴ No unused uncommitted credit facilities in 2021 and 2020.



Audited I

Loans granted to BoD members¹

In line with article 33 of the Articles of Association of UBS Group AG, loans to independent BoD members are made in the ordinary course of business at general market conditions. The Chairman, as a non-independent member, may be granted loans in the ordinary course of business on substantially the same terms as

those granted to employees, including interest rates and collateral, and neither involve more than the normal risk of collectability nor contain any other unfavorable features for the firm. The total amount of such loans must not exceed CHF 20 million per BoD member.

<i>CHF, except where indicated²</i>			<i>USD (for reference)</i>
Aggregate of all BoD members	on 31 December	Loans ^{3,4}	Loans ^{3,4}
	2021	1,500,000	1,645,335
	2020	2,100,000	

¹ No loans have been granted to related parties of the BoD members at conditions not customary in the market. ² Swiss franc and US dollar amounts disclosed represent local currency amounts translated at the relevant year-end closing exchange rate. ³ All loans granted are secured loans. ⁴ CHF 1,500,00 for Reto Francioni in 2021 and CHF 600,000 for Reto Francioni and CHF 1,500,00 for Beatrice Weder di Mauro in 2020.



Audited I

Compensation paid to former BoD and GEB members¹

<i>CHF, except where indicated²</i>	<i>For the year</i>	Compensation	Benefits	<i>Total</i>	<i>Total</i>
Former BoD members	2021			0	
	2020	0	0	0	
Aggregate of all former GEB members ³	2021		187,876	187,876	205,264
	2020	0	206,048	206,048	
Aggregate of all former BoD and GEB members	2021		187,876	187,876	205,264
	2020	0	206,048	206,048	

¹ Compensation or remuneration that is related to the former members' activity on the BoD or GEB or that is not at market conditions. ² Swiss franc and US dollar amounts disclosed represent local currency amounts translated at the relevant year-end closing exchange rate. ³ Includes benefit payments in 2021 and 2020 to two former GEB members.

Provisions of the Articles of Association related to compensation

Swiss say-on-pay provisions give shareholders of companies listed in Switzerland significant influence over board and management compensation. At UBS, this is achieved by means of an annual binding say-on-pay vote in accordance with the following provisions of the Articles of Association (the AoA).

Say on pay

In line with article 43 of the AoA of UBS Group AG, the General Meeting approves proposals from the BoD in relation to:

- a) the maximum aggregate amount of compensation of the BoD for the period until the next AGM;
- b) the maximum aggregate amount of fixed compensation of the GEB for the following financial year; and
- c) the aggregate amount of variable compensation of the GEB for the preceding financial year.

The BoD may submit for approval by the General Meeting deviating or additional proposals relating to the same or different periods. If the General Meeting does not approve a proposal from the BoD, the BoD will determine, taking into account all relevant factors, the respective (maximum) aggregate amount or (maximum) partial amounts and submit the amount(s) so determined for approval by the General Meeting. UBS Group AG or companies controlled by it may pay or grant compensation prior to approval by the General Meeting, subject to subsequent approval.

Principles of compensation

In line with articles 45 and 46 of the AoA of UBS Group AG, compensation of the members of the BoD includes base remuneration and may include other compensation elements and benefits. Compensation of the members of the BoD is intended to recognize the responsibility and governance nature of their role, to attract and retain qualified individuals, and to ensure alignment with shareholders' interests.

Compensation of the members of the GEB includes fixed and variable compensation elements. Fixed compensation includes the base salary and may include other compensation elements and benefits. Variable compensation elements are governed by financial and non-financial performance measures that take into account the performance of UBS Group AG and / or parts thereof, targets in relation to the market, other companies or comparable benchmarks, short- and long-term strategic objectives, and / or individual targets. The BoD or, where delegated to it, the Compensation Committee determines the respective performance measures, the overall and individual performance targets, and their achievement. The BoD or, where delegated to it, the Compensation Committee aims to ensure alignment with sustainable performance and appropriate risk-taking through adequate deferrals, forfeiture conditions, caps on

compensation, harmful acts provisions and similar means with regard to parts of or all of the compensation. Parts of variable compensation are subject to a multi-year vesting period.

Additional amount for GEB members appointed after the vote on the aggregate amount of compensation by the AGM

In line with article 46 of the AoA of UBS Group AG, if the maximum aggregate amount of compensation already approved by the General Meeting is not sufficient to also cover the compensation of a person who becomes a member of or is being promoted within the GEB after the General Meeting has approved the compensation, UBS Group AG, or companies controlled by it, is authorized to pay or grant each such GEB member a supplementary amount during the compensation period(s) already approved. The aggregate pool for such supplementary amounts per compensation period cannot exceed 40% of the average of total annual compensation paid or granted to the GEB during the previous three years.

➤ Refer to ubs.com/governance for more information

Advisory vote

Corporate governance and compensation | Compensation



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To the General Meeting of
UBS Group AG, Zurich

Basel, 4 March 2022

Report of the statutory auditor on the compensation report

We have audited the compensation report dated 4 March 2022 of UBS Group AG for the year ended 31 December 2021. The audit was limited to the information according to articles 14 – 16 of the Ordinance against Excessive Compensation in Stock Exchange Listed Companies (Ordinance) contained in the following tables labeled "audited" of the compensation report: *Approved fixed compensation, Total compensation for GEB members, Compensation details and additional information for non-independent BoD members, Total payments to BoD members, Remuneration details and additional information for independent BoD members, Loans granted to GEB members, Loans granted to BoD members and Compensation paid to former BoD and GEB members.*

Board of Directors' responsibility

The Board of Directors is responsible for the preparation and overall fair presentation of the compensation report in accordance with Swiss law and the Ordinance. The Board of Directors is also responsible for designing the compensation system and defining individual compensation packages.

Auditor's responsibility

Our responsibility is to express an opinion on the compensation report. We conducted our audit in accordance with Swiss Auditing Standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the compensation report complies with Swiss law and articles 14 – 16 of the Ordinance.

An audit involves performing procedures to obtain audit evidence on the disclosures made in the compensation report with regard to compensation, loans and credits in accordance with articles 14 – 16 of the Ordinance. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatements in the compensation report, whether due to fraud or error. This audit also includes evaluating the reasonableness of the methods applied to value components of compensation, as well as assessing the overall presentation of the compensation report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Opinion

In our opinion, the compensation report for the year ended 31 December 2021 of UBS Group AG complies with Swiss law and articles 14 – 16 of the Ordinance.

Ernst & Young Ltd

Maurice McCormick

Licensed audit expert
(Auditor in charge)

Jan Marxfeld

Licensed audit expert

Financial statements

5

Consolidated financial statements

Table of contents

269	Management's report on internal control over financial reporting	317	Balance sheet notes
270	Report of the independent registered public accounting firm on internal control over financial reporting	317	9 Financial assets at amortized cost and other positions in scope of expected credit loss measurement
271	Report of the independent registered public accounting firm on the consolidated financial statements	322	10 Derivative instruments
276	Statutory auditor's report on the audit of the consolidated financial statements	324	11 Financial assets measured at fair value through other comprehensive income
283	UBS Group AG consolidated financial statements	324	12 Property, equipment and software
283	Primary financial statements and share information	325	13 Goodwill and intangible assets
283	Income statement	327	14 Other assets
284	Statement of comprehensive income	327	15 Amounts due to banks and customer deposits
285	Balance sheet	328	16 Debt issued designated at fair value
286	Statement of changes in equity	329	17 Debt issued measured at amortized cost
288	Share information and earnings per share	330	18 Provisions and contingent liabilities
289	Statement of cash flows	336	19 Other liabilities
291	Notes to the UBS Group AG consolidated financial statements	337	Additional information
291	1 Summary of material accounting policies	337	20 Expected credit loss measurement
308	2 Segment reporting	348	21 Fair value measurement
311	Income statement notes	364	22 Offsetting financial assets and financial liabilities
311	3 Net interest income and other net income from financial instruments measured at fair value through profit or loss	366	23 Restricted and transferred financial assets
312	4 Net fee and commission income	369	24 Maturity analysis of financial liabilities
312	5 Other income	370	25 Interest rate benchmark reform
313	6 Personnel expenses	373	26 Hedge accounting
313	7 General and administrative expenses	377	27 Post-employment benefit plans
314	8 Income taxes	387	28 Employee benefits: variable compensation
		391	29 Interests in subsidiaries and other entities
		396	30 Changes in organization and acquisitions and disposals of subsidiaries and businesses
		397	31 Related parties
		399	32 Invested assets and net new money
		400	33 Currency translation rates
		400	34 Events after the reporting period
		401	35 Main differences between IFRS and Swiss GAAP

Management's report on internal control over financial reporting

Management's responsibility for internal control over financial reporting

The Board of Directors and management of UBS Group AG (UBS) are responsible for establishing and maintaining adequate internal control over financial reporting. UBS's internal control over financial reporting is designed to provide reasonable assurance regarding the preparation and fair presentation of published financial statements in accordance with International Financial Reporting Standards (IFRS), as issued by the International Accounting Standards Board (IASB).

UBS's internal control over financial reporting includes those policies and procedures that:

- pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect transactions and dispositions of assets;
- provide reasonable assurance that transactions are recorded as necessary to permit preparation and fair presentation of financial statements, and that receipts and expenditures of the company are being made only in accordance with authorizations of UBS management; and
- provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use or disposition of the company's assets that could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Management's assessment of internal control over financial reporting as of 31 December 2021

UBS management has assessed the effectiveness of UBS's internal control over financial reporting as of 31 December 2021 based on the criteria set forth by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) in Internal Control – Integrated Framework (2013 Framework). Based on this assessment, management believes that, as of 31 December 2021, UBS's internal control over financial reporting was effective.

The effectiveness of UBS's internal control over financial reporting as of 31 December 2021 has been audited by Ernst & Young Ltd, UBS's independent registered public accounting firm, as stated in their report appearing on page 270, which expresses an unqualified opinion on the effectiveness of UBS's internal control over financial reporting as of 31 December 2021.

Reports of the statutory auditor / independent registered public accounting firm

The accompanying reports of the independent registered public accounting firm on the consolidated financial statements (refer to pages 271 to 275) and internal control over financial reporting (refer to page 270) of UBS Group AG are included in our filing on 7 March 2022 with the Securities and Exchange Commission on Form 20-F pursuant to US reporting obligations.

The accompanying statutory auditor's report on the audit of the consolidated financial statements (refer to pages 276 to 282) of UBS Group AG, in addition to the aforementioned reports, is included in our Annual Report 2021 available on our website and filed on 7 March 2022 with all other relevant non-US exchanges.



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Report of Independent Registered Public Accounting Firm

To the Shareholders and the Board of Directors of UBS Group AG

Opinion on Internal Control over Financial Reporting

We have audited UBS Group AG and subsidiaries' internal control over financial reporting as of 31 December 2021, based on criteria established in Internal Control—Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (2013 framework) (the COSO criteria). In our opinion, UBS Group AG and subsidiaries ("the Group") maintained, in all material respects, effective internal control over financial reporting as of 31 December 2021, based on the COSO criteria.

We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States) (PCAOB), the consolidated balance sheets of the Group as of 31 December 2021 and 2020, the related consolidated income statements, statements of comprehensive income, statements of changes in equity and statements of cash flows for each of the three years in the period ended 31 December 2021, and the related notes and our report dated 4 March 2022 expressed an unqualified opinion thereon.

Basis for Opinion

The Group's management is responsible for maintaining effective internal control over financial reporting and for its assessment of the effectiveness of internal control over financial reporting included in the accompanying Management's Report on Internal Control over Financial Reporting. Our responsibility is to express an opinion on the Group's internal control over financial reporting based on our audit. We are a public accounting firm registered with the PCAOB and are required to be independent with respect to the Group in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audit in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether effective internal control over financial reporting was maintained in all material respects.

Our audit included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, testing and evaluating the design and operating effectiveness of internal control based on the assessed risk, and performing such other procedures as we considered necessary in the circumstances. We believe that our audit provides a reasonable basis for our opinion.

Definition and Limitations of Internal Control Over Financial Reporting

A company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Ernst & Young Ltd

Ernst & Young Ltd
Basel, 4 March 2022



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Report of Independent Registered Public Accounting Firm

To the Shareholders and the Board of Directors of UBS Group AG

Opinion on the Financial Statements

We have audited the accompanying consolidated balance sheets of UBS Group AG and subsidiaries ("the Group") as of 31 December 2021 and 2020, the related consolidated income statements, statements of comprehensive income, statements of changes in equity and statements of cash flows for each of the three years in the period ended 31 December 2021, and the related notes to the consolidated financial statements, including the information identified as "audited" as described in Note 1 (collectively referred to as the "consolidated financial statements"). In our opinion, the consolidated financial statements present fairly, in all material respects, the financial position of the Group at 31 December 2021 and 2020, and the results of its operations and its cash flows for each of the three years in the period ended 31 December 2021, in conformity with the International Financial Reporting Standards as issued by the International Accounting Standards Board.

We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States) (PCAOB), the Group's internal control over financial reporting as of 31 December 2021, based on criteria established in Internal Control-Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (2013 framework) and our report dated 4 March 2022 expressed an unqualified opinion thereon.

Basis for Opinion

These financial statements are the responsibility of the Group's Board of Directors. Our responsibility is to express an opinion on the Group's financial statements based on our audits. We are a public accounting firm registered with the PCAOB and are required to be independent with respect to the Group in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether due to error or fraud. Our audits included performing procedures to assess the risks of material misstatement of the financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that our audits provide a reasonable basis for our opinion.

Critical Audit Matters

The critical audit matters communicated below are matters arising from the current period audit of the financial statements that were communicated or required to be communicated to the audit committee and that: (1) relate to accounts or disclosures that are material to the financial statements and (2) involved our especially challenging, subjective or complex judgments. The communication of critical audit matters does not alter in any way our opinion on the consolidated financial statements, taken as a whole, and we are not, by communicating the critical audit matters below, providing separate opinions on the critical audit matters or on the accounts or disclosures to which they relate.

Valuation of complex or illiquid instruments at fair value

Description of the Matter

At 31 December 2021, as explained in Notes 1 and 21 to the consolidated financial statements, the Group held financial assets and liabilities measured at fair value of USD 345,010 million and USD 300,916 million, including financial instruments that did not trade in active markets. These instruments are reported within the following accounts: financial assets and liabilities at fair value held for trading, derivative financial instruments, financial assets at fair value not held for trading, debt issued designated at fair value, and other financial liabilities designated at fair value. In determining the fair value of these financial instruments, the Group used valuation techniques, modelling assumptions, and estimates of unobservable market inputs which required significant management judgment.

Auditing management's judgments and assumptions used in the estimation of the fair value of these instruments was complex due to the highly judgmental nature of valuation techniques, key modelling assumptions and significant unobservable inputs. Auditing the valuation of complex or illiquid instruments at fair value included consideration of any incremental risks arising from the impact of the current economic environment on valuation techniques and inputs. The valuation techniques that required especially complex judgement were comprised of discounted cash flow and earnings-based valuation techniques. Highly judgmental modelling assumptions result from a range of different models or model calibrations used by market participants. Valuation inputs which were particularly complex and subjective included those with a limited degree of observability and the extrapolation, interpolation or calibration of curves using limited and proxy data points. Examples of such inputs included unobservable credit spreads and bond prices, volatility, and correlation.

How We Addressed the Matter in Our Audit

We obtained an understanding, evaluated the design and tested the operating effectiveness of the controls over management's financial instruments valuation processes, including controls over market data inputs, model and methodology governance, and valuation adjustments.

We tested the valuation techniques, models and methodologies, and the inputs used in those models, as outlined above, by performing an independent revaluation of certain complex or illiquid financial assets and liabilities with the support of specialists, using independent models and inputs, and comparing inputs to available market data among other procedures. We also independently challenged key judgments in relation to a sample of fair value adjustments.

We also assessed management's disclosures regarding fair value measurement (within Notes 1 and 21 to the consolidated financial statements).

Recognition of deferred tax assets

Description of the Matter

At 31 December 2021, the Group's deferred tax assets ("DTA") were USD 8,876 million (see Note 8 to the consolidated financial statements). DTAs are recognized to the extent it is probable that taxable profits will be available, against which, the deductible temporary differences or the carryforward of unused tax losses within the loss carryforward period can be utilized. There is significant judgment exercised when estimating future taxable income that is not based on the reversal of taxable temporary differences. Management's estimate of

future taxable profits is based on its strategic plan that is sensitive to the assumptions made in estimating future taxable income.

Auditing management's assessment of the realizability of the Group's DTAs was complex due to the highly judgmental nature of estimating future taxable profits over the life of the underlying tax loss carryforwards. Estimating future profitability is inherently subjective as it is sensitive to future economic, market and other conditions, which are difficult to predict. Specifically, some of the more subjective key macro-economic assumptions used included gross domestic product growth rates, equity market performance, and interest rate expectations.

*How We
Addressed the
Matter in Our
Audit*

We obtained an understanding, evaluated the design, and tested the operating effectiveness of management's controls over DTA valuation, which included the assumptions used in developing the strategic plans and estimating future taxable income.

We assessed the completeness and accuracy of the data used for the estimations of future taxable income. This included recalculating the outputs of models applied to the recognition process for DTAs.

We involved specialists to assist in assessing the key economic assumptions embedded in the strategic plans. We compared key assumptions used to forecast future taxable income to externally available historical and prospective data and assumptions, and assessed the sensitivity of the outcomes using reasonably possible changes in assumptions.

We also assessed management's disclosure regarding recognized and unrecognized deferred tax assets (within Note 8 to the consolidated financial statements).

Legal provisions & contingent liabilities

*Description of
the Matter*

At 31 December 2021, the Group's provisions for litigation, regulatory and similar matters (legal provisions) were USD 2,798 million. As explained in Note 18 to the consolidated financial statements, the Group operates in a legal and regulatory environment that is exposed to significant litigation and similar risks arising from disputes and regulatory proceedings. Such matters are subject to many uncertainties and the outcomes may be difficult to predict. These uncertainties inherently affect the amount and timing of potential outflows with respect to the legal provisions which have been established and contingent liabilities.

Auditing management's assessment of legal provisions and contingent liabilities was complex and judgmental due to the significant subjectivity involved in management's estimate of the amount and probability that an outflow of resources will be required for existing legal matters, including a material matter related to the cross-border wealth management business (Note 18b.1). In particular, these legal provisions are based on management's estimation of the amount and likelihood of the occurrence of certain scenarios.

*How We
Addressed the
Matter in Our
Audit*

We obtained an understanding, evaluated the design and tested the operational effectiveness of management's controls over the legal provision and contingencies process. Our procedures included testing management's review of the accuracy of the inputs to the estimation of the amount and likelihood of the occurrence of certain scenarios.

Where appropriate, we assessed the methodologies on which the provision amounts were based with the involvement of specialists, recalculated the provisions and tested the underlying information. We inspected internal and external legal analyses of the matters supporting the judgmental aspects impacted by legal interpretations. We obtained correspondence directly from external legal counsel to assess the information provided by management and performed inquiries with external counsel as necessary.

We also assessed management's disclosure regarding legal provisions and contingent liabilities (within Note 18 to the consolidated financial statements).

Expected credit losses

*Description of
the Matter*

At 31 December 2021, the Group's allowances and provisions for expected credit losses ("ECL") were USD 1,165 million. As explained in Notes 1, 9 and 20 to the consolidated financial statements, ECL is recognized for financial assets measured at amortized cost, financial assets measured at fair value through other comprehensive income, fee and lease receivables, financial guarantees and irrevocable loan commitments. ECL is also recognized on the undrawn portion of revolving revocable credit lines, which include the Group's credit card limits and master credit facilities. The allowances and provisions for ECL consists of exposures that are in default which are individually evaluated for impairment (stage 3), as well as losses inherent in the loan portfolio that are not specifically identified (stage 1 and stage 2). Management's ECL estimates represent the difference between contractual cash flows and those the Group expects to receive, discounted at the effective interest rate. The method used to calculate ECL is based on a combination of the following principal factors: probability of default ("PD"), loss given default ("LGD") and exposure at default ("EAD").

Auditing management's estimate of the allowances and provisions for ECL was complex due to the highly judgmental nature of forward-looking economic scenarios that form the basis of the ECL calculation, their probability weightings, and the credit risk models used to estimate stage 1 and stage 2 ECL. The COVID-19 pandemic also contributed to the complexity with its continuing impact on the economic environment in 2021. As a result, ECL estimation requires higher management judgement, specifically within the following two areas: (i) scenario selection, including assumptions about the scenario severity, the form and shape of the recovery pattern, and the number of scenarios necessary to sufficiently cover the bandwidth of potential outcomes, as well as related scenario weights and post-model adjustments; and, (ii) credit risk models, since the output from historic data based models may not be indicative of current or future conditions.

Additionally, auditing the measurement of individual ECL for stage 3 was complex due to the high degree of judgment involved in management's process for estimating ECL based on assumptions. These assumptions take into account expected future cash flows from collateral and other credit enhancements or expected payouts from bankruptcy proceedings for

unsecured claims and, where applicable, time to realization of collateral and the seniority of claims.

*How We
Addressed the
Matter in Our
Audit*

We obtained an understanding, evaluated the design and tested the operating effectiveness of management's controls over the ECL estimate, including management's choice of forward-looking economic scenarios used to measure ECL and the probability weighting assigned to such scenarios. We evaluated management's methodologies and governance controls for developing and monitoring the economic scenarios used and the probability weightings assigned to them, and related post-model adjustment. Supported by specialists, we assessed the key macroeconomic variables used in the forward-looking scenarios, such as real gross domestic product growth, unemployment rate, interest rates and house price indices, and evaluated the modelled correlation and translation of those macroeconomic factors to the ECL estimate. We further assessed the appropriateness of the post-model adjustments by considering management's governance process, assumptions used and sensitivity analysis.

We also obtained an understanding, evaluated the design and tested the operating effectiveness of controls over credit risk models used in the ECL estimate, including controls over the completeness and accuracy of model input data, calculation logic, and output data used in the overall ECL calculation. With the support of specialists, on a sample basis, we performed an evaluation of management's models and tested the model outcomes by inspecting model documentation, reperforming model calculations, and comparing data used as inputs to management's forecast to external sources, among other procedures.

For the measurement of stage 3, we obtained an understanding, evaluated the design and tested the operating effectiveness of controls over management's process, including an evaluation of the assumptions used by management regarding the future cash flows from debtors' continuing operations and/or the liquidation of collateral. Supported by specialists in certain areas, we additionally tested collateral valuation, cash flow assumptions and exit strategies by performing inquiries of management, inspecting underlying documents, such as loan contracts, financial statements, covenants, budgets and business plans, and by re-performing discounted cash flow calculations among other procedures, on a sample basis.

We also assessed management's disclosures regarding financial assets at amortized cost and other positions in scope of expected credit loss measurement (within Notes 1, 9 and 20 to the consolidated financial statements).

Ernst & Young Ltd
Ernst & Young Ltd

We have served as the Group's auditor since 1998.

Basel, Switzerland

4 March 2022



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To the General Meeting of
UBS Group AG, Zurich

Basel, 4 March 2022

Statutory auditor's report on the audit of the consolidated financial statements

Opinion

We have audited the consolidated financial statements of UBS Group AG and its subsidiaries ("the Group"), which comprise the consolidated balance sheets as of 31 December 2021 and 31 December 2020, and the consolidated income statements, statements of comprehensive income, statements of changes in equity and statements of cash flows for each of the three years in the period ended 31 December 2021, and the related notes to the consolidated financial statements, including the information identified as "audited" as described in Note 1 (collectively referred to as the "consolidated financial statements").

In our opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2021 and 31 December 2020, and the consolidated financial performance and its consolidated cash flows for each of the three years in the period ended 31 December 2021 in accordance with International Financial Reporting Standards (IFRS) and comply with Swiss law.

Basis for opinion

We conducted our audit in accordance with Swiss law, International Standards on Auditing (ISAs) and Swiss Auditing Standards. Our responsibilities under those provisions and standards are further described in the *Auditor's responsibilities for the audit of the consolidated financial statements* section of our report.

We are independent of the Group in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, as well as the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the *Auditor's responsibilities for the audit of the consolidated financial statements* section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the consolidated financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying consolidated financial statements.

Valuation of complex or illiquid instruments at fair value

Area of focus At 31 December 2021, as explained in Notes 1 and 21 to the consolidated financial statements, the Group held financial assets and liabilities measured at fair value of USD 345,010 million and USD 300,916 million, including financial instruments that did not trade in active markets. These instruments are reported within the following accounts: financial assets and liabilities at fair value held for trading, derivative financial instruments, financial assets at fair value not held for trading, debt issued designated at fair value, and other financial liabilities designated at fair value. In determining the fair value of these financial instruments, the Group used valuation techniques, modelling assumptions, and estimates of unobservable market inputs which required significant management judgment.

Auditing management's judgments and assumptions used in the estimation of the fair value of these instruments was complex due to the highly judgmental nature of valuation techniques, key modelling assumptions and significant unobservable inputs. Auditing the valuation of complex or illiquid instruments at fair value included consideration of any incremental risks arising from the impact of the current economic environment on valuation techniques and inputs. The valuation techniques that required especially complex judgement were comprised of discounted cash flow and earnings-based valuation techniques. Highly judgmental modelling assumptions result from a range of different models or model calibrations used by market participants. Valuation inputs which were particularly complex and subjective included those with a limited degree of observability and the extrapolation, interpolation or calibration of curves using limited and proxy data points. Examples of such inputs included unobservable credit spreads and bond prices, volatility, and correlation.

Our audit response We obtained an understanding, evaluated the design and tested the operating effectiveness of the controls over management's financial instruments valuation processes, including controls over market data inputs, model and methodology governance, and valuation adjustments.

We tested the valuation techniques, models and methodologies, and the inputs used in those models, as outlined above, by performing an independent revaluation of certain complex or illiquid financial assets and liabilities with the support of specialists, using independent models and inputs, and comparing inputs to available market data among other procedures. We also independently challenged key judgments in relation to a sample of fair value adjustments.

We also assessed management's disclosures regarding fair value measurement (within Notes 1 and 21 to the consolidated financial statements).

Recognition of deferred tax assets

Area of focus At 31 December 2021, the Group's deferred tax assets ("DTA") were USD 8,876 million (see Note 8 to the consolidated financial statements). DTAs are recognized to the extent it is probable that taxable profits will be available, against which, the deductible temporary differences or the carryforward of unused tax losses within the loss carryforward period can be utilized. There is significant judgment exercised when estimating future taxable income that is not based on the reversal of taxable temporary differences. Management's

estimate of future taxable profits is based on its strategic plan that is sensitive to the assumptions made in estimating future taxable income.

Auditing management's assessment of the realizability of the Group's DTAs was complex due to the highly judgmental nature of estimating future taxable profits over the life of the underlying tax loss carryforwards. Estimating future profitability is inherently subjective as it is sensitive to future economic, market and other conditions, which are difficult to predict. Specifically, some of the more subjective key macro-economic assumptions used included gross domestic product growth rates, equity market performance, and interest rate expectations.

Our audit response

We obtained an understanding, evaluated the design, and tested the operating effectiveness of management's controls over DTA valuation, which included the assumptions used in developing the strategic plans and estimating future taxable income.

We assessed the completeness and accuracy of the data used for the estimations of future taxable income. This included recalculating the outputs of models applied to the recognition process for DTAs.

We involved specialists to assist in assessing the key economic assumptions embedded in the strategic plans. We compared key assumptions used to forecast future taxable income to externally available historical and prospective data and assumptions, and assessed the sensitivity of the outcomes using reasonably possible changes in assumptions.

We also assessed management's disclosure regarding recognized and unrecognized deferred tax assets (within Note 8 to the consolidated financial statements).

Legal provisions & contingent liabilities

Area of focus

At 31 December 2021, the Group's provisions for litigation, regulatory and similar matters (legal provisions) were USD 2,798 million. As explained in Note 18 to the consolidated financial statements, the Group operates in a legal and regulatory environment that is exposed to significant litigation and similar risks arising from disputes and regulatory proceedings. Such matters are subject to many uncertainties and the outcomes may be difficult to predict. These uncertainties inherently affect the amount and timing of potential outflows with respect to the legal provisions which have been established and contingent liabilities.

Auditing management's assessment of legal provisions and contingent liabilities was complex and judgmental due to the significant subjectivity involved in management's estimate of the amount and probability that an outflow of resources will be required for existing legal matters, including a material matter related to the cross-border wealth management business (Note 18b.1). In particular, these legal provisions are based on management's estimation of the amount and likelihood of the occurrence of certain scenarios.

Our audit response

We obtained an understanding, evaluated the design and tested the operational effectiveness of management's controls over the legal provision and contingencies process. Our procedures included testing management's review of the accuracy of the inputs to the estimation of the amount and likelihood of the occurrence of certain scenarios.

Where appropriate, we assessed the methodologies on which the provision amounts were based with the involvement of specialists, recalculated the provisions and tested the underlying information. We inspected internal and external legal analyses of the matters supporting the judgmental aspects impacted by legal interpretations. We obtained correspondence directly from external legal counsel to assess the information provided by management and performed inquiries with external counsel as necessary.

We also assessed management's disclosure regarding legal provisions and contingent liabilities (within Note 18 to the consolidated financial statements).

Expected credit losses

Area of focus

At 31 December 2021, the Group's allowances and provisions for expected credit losses ("ECL") were USD 1,165 million. As explained in Notes 1, 9 and 20 to the consolidated financial statements, ECL is recognized for financial assets measured at amortized cost, financial assets measured at fair value through other comprehensive income, fee and lease receivables, financial guarantees and irrevocable loan commitments. ECL is also recognized on the undrawn portion of revolving revocable credit lines, which include the Group's credit card limits and master credit facilities. The allowances and provisions for ECL consists of exposures that are in default which are individually evaluated for impairment (stage 3), as well as losses inherent in the loan portfolio that are not specifically identified (stage 1 and stage 2). Management's ECL estimates represent the difference between contractual cash flows and those the Group expects to receive, discounted at the effective interest rate. The method used to calculate ECL is based on a combination of the following principal factors: probability of default ("PD"), loss given default ("LGD") and exposure at default ("EAD").

Auditing management's estimate of the allowances and provisions for ECL was complex due to the highly judgmental nature of forward-looking economic scenarios that form the basis of the ECL calculation, their probability weightings, and the credit risk models used to estimate stage 1 and stage 2 ECL. The COVID-19 pandemic also contributed to the complexity with its continuing impact on the economic environment in 2021. As a result, ECL estimation requires higher management judgement, specifically within the following two areas: (i) scenario selection, including assumptions about the scenario severity, the form and shape of the recovery pattern, and the number of scenarios necessary to sufficiently cover the bandwidth of potential outcomes, as well as related scenario weights and post-model adjustments; and, (ii) credit risk models, since the output from historic data based models may not be indicative of current or future conditions.

Additionally, auditing the measurement of individual ECL for stage 3 was complex due to the high degree of judgment involved in management's process for estimating ECL based on assumptions. These assumptions take into account expected future cash flows from collateral and other credit enhancements or expected payouts from bankruptcy

proceedings for unsecured claims and, where applicable, time to realization of collateral and the seniority of claims.

Our audit response

We obtained an understanding, evaluated the design and tested the operating effectiveness of management's controls over the ECL estimate, including management's choice of forward-looking economic scenarios used to measure ECL and the probability weighting assigned to such scenarios. We evaluated management's methodologies and governance controls for developing and monitoring the economic scenarios used and the probability weightings assigned to them, and related post-model adjustment. Supported by specialists, we assessed the key macroeconomic variables used in the forward-looking scenarios, such as real gross domestic product growth, unemployment rate, interest rates and house price indices, and evaluated the modelled correlation and translation of those macroeconomic factors to the ECL estimate. We further assessed the appropriateness of the post-model adjustments by considering management's governance process, assumptions used and sensitivity analysis.

We also obtained an understanding, evaluated the design and tested the operating effectiveness of controls over credit risk models used in the ECL estimate, including controls over the completeness and accuracy of model input data, calculation logic, and output data used in the overall ECL calculation. With the support of specialists, on a sample basis, we performed an evaluation of management's models and tested the model outcomes by inspecting model documentation, reperforming model calculations, and comparing data used as inputs to management's forecast to external sources, among other procedures.

For the measurement of stage 3, we obtained an understanding, evaluated the design and tested the operating effectiveness of controls over management's process, including an evaluation of the assumptions used by management regarding the future cash flows from debtors' continuing operations and/or the liquidation of collateral. Supported by specialists in certain areas, we additionally tested collateral valuation, cash flow assumptions and exit strategies by performing inquiries of management, inspecting underlying documents, such as loan contracts, financial statements, covenants, budgets and business plans, and by re-performing discounted cash flow calculations among other procedures, on a sample basis.

We also assessed management's disclosures regarding financial assets at amortized cost and other positions in scope of expected credit loss measurement (within Notes 1, 9 and 20 to the consolidated financial statements).

IT logical access and change management controls relevant to financial reporting

Area of focus

The Group's business and financial accounting and reporting processes are highly dependent on its information technology ("IT") systems. The Group continues to invest in its IT systems and is dependent on such technologies to meet client needs and business requirements, including the effectiveness of its IT general controls ("ITGCs") relevant to IT logical access and change management.

Auditing management's ITGCs relevant to IT logical access and change management was complex as the Group is a multi-location organization with a significant number of IT infrastructure and applications relevant to financial reporting.

Our audit response

In assessing the effectiveness of management's ITGCs related to IT logical access and change management, we utilized IT auditors as part of our audit team. Our audit procedures focused on the IT infrastructure and applications relevant to financial reporting. We obtained an understanding and evaluated the design, and tested the operating effectiveness of key IT logical access and change management controls.

Our audit procedures related to IT logical access included tests of user access management, privileged user access, periodic access right recertifications, and user authentication controls.

Our audit procedures related to IT change management included tests of management's program change test approach, approval of change requests, as well as segregation of duties.

Other information in the annual report

The Board of Directors is responsible for the other information in the annual report. The other information comprises all information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements of UBS Group AG, the compensation report (pages 262-263), and our auditor's reports thereon.

Our opinions on the consolidated financial statements, the standalone financial statements of UBS Group AG and the compensation report do not cover the other information in the annual report and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information in the annual report and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibility of the Board of Directors for the consolidated financial statements

The Board of Directors is responsible for the preparation of the consolidated financial statements that give a true and fair view in accordance with IFRS and the provisions of Swiss law, and for such internal control as the Board of Directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Board of Directors is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law, ISAs and Swiss Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered

material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

A further description of our responsibilities for the audit of the consolidated financial statements is located at the website of EXPERTSuisse: <http://www.expertsuisse.ch/en/audit-report-for-public-companies>. This description forms part of our auditor's report.

Report on other legal and regulatory requirements

In accordance with article 728a para. 1 item 3 CO and the Swiss Auditing Standard 890, we confirm that an internal control system exists, which has been designed for the preparation of consolidated financial statements according to the instructions of the Board of Directors.

We recommend that the consolidated financial statements submitted to you be approved.

Ernst & Young Ltd

MDA ML

Maurice McCormick
Licensed audit expert
(Auditor in charge)

Robert E. Jacob Jr.

Certified Public Accountant (U.S.)

UBS Group AG consolidated financial statements

Primary financial statements and share information

Audited I

Income statement

USD million	Note	For the year ended		
		31.12.21	31.12.20	31.12.19
Interest income from financial instruments measured at amortized cost and fair value through other comprehensive income	3	8,533	8,810	10,684
Interest expense from financial instruments measured at amortized cost	3	(3,259)	(4,247)	(7,194)
Net interest income from financial instruments measured at fair value through profit or loss	3	1,431	1,299	1,011
Net interest income	3	6,705	5,862	4,501
Other net income from financial instruments measured at fair value through profit or loss	3	5,850	6,960	6,842
Credit loss (expense) / release	20	148	(694)	(78)
Fee and commission income	4	24,372	20,961	19,110
Fee and commission expense	4	(1,985)	(1,775)	(1,696)
Net fee and commission income	4	22,387	19,186	17,413
Other income	5	452	1,076	212
Total operating income		35,542	32,390	28,889
Personnel expenses	6	18,387	17,224	16,084
General and administrative expenses	7	5,553	4,885	5,288
Depreciation, amortization and impairment of non-financial assets	12, 13	2,118	2,126	1,940
Total operating expenses		26,058	24,235	23,312
Operating profit / (loss) before tax		9,484	8,155	5,577
Tax expense / (benefit)	8	1,998	1,583	1,267
Net profit / (loss)		7,486	6,572	4,310
Net profit / (loss) attributable to non-controlling interests		29	15	6
Net profit / (loss) attributable to shareholders		7,457	6,557	4,304

Earnings per share (USD)

Basic	2.14	1.83	1.17
Diluted	2.06	1.77	1.14

Statement of comprehensive income

	Note	For the year ended		
USD million		31.12.21	31.12.20	31.12.19
Comprehensive income attributable to shareholders				
Net profit / (loss)		7,457	6,557	4,304
Other comprehensive income that may be reclassified to the income statement				
Foreign currency translation				
Foreign currency translation movements related to net assets of foreign operations, before tax		(1,076)	2,103	200
Effective portion of changes in fair value of hedging instruments designated as net investment hedges, before tax		498	(936)	(134)
Foreign currency translation differences on foreign operations reclassified to the income statement		(2)	(7)	52
Effective portion of changes in fair value of hedging instruments designated as net investment hedges reclassified to the income statement		10	2	(14)
Income tax relating to foreign currency translations, including the effect of net investment hedges		35	(67)	0
Subtotal foreign currency translation, net of tax		(535)	1,095	104
Financial assets measured at fair value through other comprehensive income	11			
Net unrealized gains / (losses), before tax		(203)	223	189
Net realized gains / (losses) reclassified to the income statement from equity		(9)	(40)	(31)
Income tax relating to net unrealized gains / (losses)		55	(48)	(41)
Subtotal financial assets measured at fair value through other comprehensive income, net of tax		(157)	136	117
Cash flow hedges of interest rate risk	26			
Effective portion of changes in fair value of derivative instruments designated as cash flow hedges, before tax		(992)	2,012	1,571
Net (gains) / losses reclassified to the income statement from equity		(1,073)	(770)	(175)
Income tax relating to cash flow hedges		390	(231)	(253)
Subtotal cash flow hedges, net of tax		(1,675)¹	1,011	1,143
Cost of hedging	26			
Cost of hedging, before tax		(32)	(13)	
Income tax relating to cost of hedging		6	0	
Subtotal cost of hedging, net of tax		(26)	(13)	
Total other comprehensive income that may be reclassified to the income statement, net of tax		(2,393)	2,230	1,363
Other comprehensive income that will not be reclassified to the income statement				
Defined benefit plans	27			
Gains / (losses) on defined benefit plans, before tax		2	(327)	(146)
Income tax relating to defined benefit plans		(7)	109	(41)
Subtotal defined benefit plans, net of tax		(5)	(218)	(186)
Own credit on financial liabilities designated at fair value	21			
Gains / (losses) from own credit on financial liabilities designated at fair value, before tax		46	(293)	(400)
Income tax relating to own credit on financial liabilities designated at fair value		0	0	8
Subtotal own credit on financial liabilities designated at fair value, net of tax		46	(293)	(392)
Total other comprehensive income that will not be reclassified to the income statement, net of tax		42	(511)	(578)
Total other comprehensive income		(2,351)	1,719	785
Total comprehensive income attributable to shareholders		5,106	8,276	5,089
Comprehensive income attributable to non-controlling interests				
Net profit / (loss)		29	15	6
Total other comprehensive income that will not be reclassified to the income statement, net of tax		(16)	21	(4)
Total comprehensive income attributable to non-controlling interests		13	36	2
Total comprehensive income				
Net profit / (loss)		7,486	6,572	4,310
Other comprehensive income		(2,367)	1,740	781
of which: other comprehensive income that may be reclassified to the income statement		(2,393)	2,230	1,363
of which: other comprehensive income that will not be reclassified to the income statement		26	(490)	(582)
Total comprehensive income		5,119	8,312	5,091

¹ Mainly reflects the reclassification of net gains on hedging instruments from OCI to the income statement as the hedged forecast cash flows affected profit or loss and a decrease in net unrealized gains on US dollar hedging derivatives resulting from increases in the relevant long-term US dollar interest rates.

Balance sheet

	Note	31.12.21	31.12.20
<i>USD million</i>			
Assets			
Cash and balances at central banks		192,817	158,231
Loans and advances to banks	9	15,480	15,444
Receivables from securities financing transactions	9, 22	75,012	74,210
Cash collateral receivables on derivative instruments	9, 22	30,514	32,737
Loans and advances to customers	9	397,761	379,528
Other financial assets measured at amortized cost	9, 14a	26,209	27,194
Total financial assets measured at amortized cost		737,794	687,345
Financial assets at fair value held for trading	21	130,821	125,397
<i>of which: assets pledged as collateral that may be sold or repledged by counterparties</i>		<i>43,397</i>	<i>47,098</i>
Derivative financial instruments	10, 21, 22	118,142	159,617
Brokerage receivables	21	21,839	24,659
Financial assets at fair value not held for trading	21	60,080	80,364
Total financial assets measured at fair value through profit or loss		330,882	390,037
Financial assets measured at fair value through other comprehensive income	11, 21	8,844	8,258
Investments in associates	29b	1,243	1,557
Property, equipment and software	12	12,888	13,109
Goodwill and intangible assets	13	6,378	6,480
Deferred tax assets	8	8,876	9,212
Other non-financial assets	14b	10,277	9,768
Total assets		1,117,182	1,125,765
Liabilities			
Amounts due to banks	15	13,101	11,050
Payables from securities financing transactions	22	5,533	6,321
Cash collateral payables on derivative instruments	22	31,798	37,312
Customer deposits	15	542,007	524,605
Debt issued measured at amortized cost	17	139,155	139,232
Other financial liabilities measured at amortized cost	19a	9,001	9,729
Total financial liabilities measured at amortized cost		740,595	728,250
Financial liabilities at fair value held for trading	21	31,688	33,595
Derivative financial instruments	10, 21, 22	121,309	161,102
Brokerage payables designated at fair value	21	44,045	38,742
Debt issued designated at fair value	16, 21	73,799	61,243
Other financial liabilities designated at fair value	19b, 21	30,074	30,387
Total financial liabilities measured at fair value through profit or loss		300,916	325,069
Provisions	18a	3,518	2,828
Other non-financial liabilities	19c	11,151	9,854
Total liabilities		1,056,180	1,066,000
Equity			
Share capital		322	338
Share premium		15,928	16,753
Treasury shares		(4,675)	(4,068)
Retained earnings		43,851	38,776
Other comprehensive income recognized directly in equity, net of tax		5,236	7,647
Equity attributable to shareholders		60,662	59,445
Equity attributable to non-controlling interests		340	319
Total equity		61,002	59,765
Total liabilities and equity		1,117,182	1,125,765

Statement of changes in equity

<i>USD million</i>	Share capital	Share premium	Treasury shares	Retained earnings
Balance as of 31 December 2018	338	20,843	(2,631)	30,416
Effect of adoption of IFRIC 23				(11)
Balance as of 1 January 2019 after the adoption of IFRIC 23	338	20,843	(2,631)	30,405
Acquisition of treasury shares				(1,771) ²
Delivery of treasury shares under share-based compensation plans	(886)	983		
Other disposal of treasury shares	(2)	942		
Premium on shares issued and warrants exercised	29			
Share-based compensation expensed in the income statement	619			
Tax (expense) / benefit	11			
Dividends	(2,544) ³			
Translation effects recognized directly in retained earnings				(9)
New consolidations / (deconsolidations) and other increases / (decreases)	(6)			
Total comprehensive income for the year				3,726
<i>of which: net profit / (loss)</i>				4,304
<i>of which: OCI, net of tax</i>				(578)
Balance as of 31 December 2019	338	18,064	(3,326)	34,122
Acquisition of treasury shares				(1,584) ²
Delivery of treasury shares under share-based compensation plans	(628)	719		
Other disposal of treasury shares	(11)	123 ²		
Share-based compensation expensed in the income statement	691			
Tax (expense) / benefit	18			
Dividends	(1,304) ³			(1,304) ³
Translation effects recognized directly in retained earnings				(49)
Share of changes in retained earnings of associates and joint ventures				(40)
New consolidations / (deconsolidations) and other increases / (decreases) ⁴	(76)			
Total comprehensive income for the year				6,046
<i>of which: net profit / (loss)</i>				6,557
<i>of which: OCI, net of tax</i>				(511)
Balance as of 31 December 2020	338	16,753	(4,068)	38,776
Acquisition of treasury shares				(3,521) ²
Delivery of treasury shares under share-based compensation plans	(675)	789		
Other disposal of treasury shares	7	812		
Cancellation of treasury shares related to the 2018–2021 share repurchase program ⁵	(16)	(236)	2,044	(1,792)
Share-based compensation expensed in the income statement	643			
Tax (expense) / benefit	(88)			
Dividends	(651) ³			(651) ³
Equity classified as obligation to purchase own shares				(7)
Translation effects recognized directly in retained earnings				18
Share of changes in retained earnings of associates and joint ventures				1
New consolidations / (deconsolidations) and other increases / (decreases) ⁶	182			
Total comprehensive income for the year				7,499
<i>of which: net profit / (loss)</i>				7,457
<i>of which: OCI, net of tax</i>				42
Balance as of 31 December 2021	322	15,928	(4,675)	43,851

¹ Excludes other comprehensive income related to defined benefit plans and own credit, which is recorded directly in Retained earnings. ² Includes treasury shares acquired and disposed of by the Investment Bank in its capacity as a market-maker with regard to UBS shares and related derivatives, and to hedge certain issued structured debt instruments. These acquisitions and disposals are reported based on the sum of the net monthly movements. ³ Reflects the payment of an ordinary cash dividend of USD 0.37 (2020: USD 0.73, 2019: CHF 0.70) per dividend-bearing share. From 2020 onward, Swiss tax law effective 1 January 2020 requires that Switzerland-domiciled companies with shares listed on a stock exchange pay no more than 50% of dividends from capital contribution reserves, with the remainder required to be paid from retained earnings. ⁴ Mainly relates to the establishment of a banking partnership with Banco do Brasil. In 2020, UBS issued a 49.99% stake in UBS Brasil Serviços in exchange for exclusive access to Banco do Brasil's corporate clients. Upon completion of the transaction in 2020, equity attributable to non-controlling interests increased by USD 115 million, with no material effect on equity attributable to shareholders. ⁵ Reflects the cancellation of 156,632,400 shares purchased under UBS's 2018–2021 share repurchase program as approved by shareholders at the 2021 Annual General Meeting. For shares repurchased from 2020 onward, Swiss tax law effective 1 January 2020 requires Switzerland-domiciled companies with shares listed on a Swiss stock exchange to reduce capital contribution reserves by at least 50% of the total capital reduction amount exceeding the nominal value upon cancellation of the shares. ⁶ Includes the effects related to the launch of UBS's new operational partnership entity with Sumitomo Mitsui Trust Holdings, Inc. Refer to Note 30 for more information.

Other comprehensive income recognized directly in equity, net of tax ¹	of which: foreign currency translation	of which: financial assets at fair value through OCI	of which: cash flow hedges	of which: cost of hedging	Total equity attributable to shareholders	Non-controlling interests	Total equity
3,930	3,924	(103)	109		52,896	176	53,071
					(11)		(11)
3,930	3,924	(103)	109		52,885	176	53,060
					(1,771)		(1,771)
					97		97
					92		92
					29		29
					619		619
					11		11
					(2,544)	(8)	(2,552)
9	0	9			0		0
					(6)	5	(1)
1,363	104	117	1,143		5,089	2	5,091
					4,304	6	4,310
1,363	104	117	1,143		785	(4)	781
5,303	4,028	14	1,260		54,501	174	54,675
					(1,584)		(1,584)
					90		90
					112		112
					691		691
					18		18
					(2,607)	(6)	(2,613)
49	0	49			0		0
					(40)		(40)
65	65				(12)	115	103
2,230	1,095	136	1,011	(13)	8,276	36	8,312
					6,557	15	6,572
2,230	1,095	136	1,011	(13)	1,719	21	1,740
7,647	5,188	151	2,321	(13)	59,445	319	59,765
					(3,521)		(3,521)
					114		114
					88		88
					0		0
					643		643
					(88)		(88)
					(1,301)	(4)	(1,305)
					(7)		(7)
(18)	0	(18)	0		0		0
					1		1
					182	12	193
(2,393)	(535)	(157)	(1,675)	(26)	5,106	13	5,119
					7,457	29	7,486
(2,393)	(535)	(157)	(1,675)	(26)	(2,351)	(16)	(2,367)
5,236	4,653	(7)	628	(39)	60,662	340	61,002

Share information and earnings per share

Ordinary share capital

As of 31 December 2021, UBS Group AG had 3,702,422,995 issued shares with a nominal value of CHF 0.10 each, leading to a share capital of CHF 370,242,299.50. Shares issued decreased by 157 million and share capital decreased by USD 16 million in 2021, as the 156,632,400 shares acquired under the 2018–2021 share repurchase program were canceled by means of a capital reduction, as approved by shareholders at the 2021 Annual General Meeting.

Conditional share capital

As of 31 December 2021, the following conditional share capital was available to UBS Group AG's Board of Directors (BoD):

- A maximum of CHF 38,000,000 represented by up to 380,000,000 fully paid registered shares with a nominal value of CHF 0.10 each, to be issued through the voluntary or mandatory exercise of conversion rights and / or warrants granted in connection with the issuance of bonds or similar financial instruments on national or international capital markets. This conditional capital allowance was approved at the Extraordinary General Meeting (the EGM) held on 26 November 2014, having originally been approved at the Annual General Meeting (AGM) of UBS AG on 14 April 2010.
- The BoD has not made use of such allowance.

- A maximum of CHF 12,170,583 represented by 121,705,830 fully paid registered shares with a nominal value of CHF 0.10 each, to be issued upon exercise of employee options and stock appreciation rights issued to employees and members of the management and of the BoD of UBS Group AG and its subsidiaries. This conditional capital allowance was approved by the shareholders at the same EGM in 2014.

Authorized share capital

UBS Group AG had no authorized capital available to issue on 31 December 2021.

Share repurchase programs

In March 2018, UBS initiated a share repurchase program of up to CHF 2 billion over a three-year period. Under this program, UBS repurchased 8 million shares for a total acquisition cost of USD 112 million in 2021 (2020: 31 million shares for a total acquisition cost of USD 364 million).

The 2018–2021 program was completed on 2 February 2021 and the 156,632,400 shares acquired under the 2018–2021 share repurchase program were canceled by means of a capital reduction, as approved by shareholders at the 2021 Annual General Meeting.

In February 2021, UBS commenced a new three-year share repurchase program of up to CHF 4 billion. Under this program, UBS repurchased 153 million shares in 2021 for a total acquisition cost of USD 2,500 million (CHF 2,294 million).

	As of or for the year ended		
	31.12.21	31.12.20	31.12.19
Shares outstanding			
Shares issued			
Balance at the beginning of the year	3,859,055,395	3,859,055,395	3,855,634,749
Shares issued			3,420,646
Shares canceled	(156,632,400) ¹		
Balance at the end of the year	3,702,422,995	3,859,055,395	3,859,055,395
Treasury shares			
Balance at the beginning of the year	307,477,002	243,021,296	166,467,802
Acquisitions	214,270,175	128,372,257	146,876,692
Disposals	(62,299,449)	(63,916,551)	(70,323,198)
Cancellation of second trading line treasury shares	(156,632,400) ¹		
Balance at the end of the year	302,815,328	307,477,002	243,021,296
Shares outstanding	3,399,607,667	3,551,578,393	3,616,034,099
Basic and diluted earnings (USD million)			
Net profit / (loss) attributable to shareholders for basic EPS	7,457	6,557	4,304
Less: (profit) / loss on own equity derivative contracts	0	(1)	0
Net profit / (loss) attributable to shareholders for diluted EPS	7,457	6,556	4,304
Weighted average shares outstanding			
Weighted average shares outstanding for basic EPS ²	3,482,963,682	3,583,176,189	3,663,278,238
Effect of dilutive potential shares resulting from notional employee shares, in-the-money options and warrants outstanding ³	144,277,693	123,852,137	103,881,600
Weighted average shares outstanding for diluted EPS	3,627,241,375	3,707,028,326	3,767,159,838
Earnings per share (USD)			
Basic	2.14	1.83	1.17
Diluted	2.06	1.77	1.14
Potentially dilutive instruments⁴			
Employee share-based compensation awards	5,886,945	2,536,789	
Other equity derivative contracts	6,553,051	11,414,728	21,632,879
Total	12,439,996	13,951,517	21,632,879

¹ Reflects the cancellation of shares purchased under UBS's 2018–2021 share repurchase program as approved by shareholders at the 2021 Annual General Meeting. ² The weighted average shares outstanding for basic EPS are calculated by taking the number of shares at the beginning of the period, adjusted by the number of shares acquired or issued during the period, multiplied by a time-weighted factor for the period outstanding. As a result, balances are affected by the timing of acquisitions and issuances during the period. ³ The weighted average number of shares for notional employee awards with performance conditions reflects all potentially dilutive shares that are expected to vest under the terms of the awards. ⁴ Reflects potential shares that could dilute basic earnings per share in the future, but were not dilutive for the periods presented.

Statement of cash flows

	For the year ended		
USD million	31.12.21	31.12.20	31.12.19
Cash flow from / (used in) operating activities			
Net profit / (loss)	7,486	6,572	4,310
Non-cash items included in net profit and other adjustments:			
Depreciation, amortization and impairment of non-financial assets	2,118	2,126	1,940
Credit loss expense / (release)	(148)	694	78
Share of net profits of associates and joint ventures and impairment related to associates	(105)	(84)	(45)
Deferred tax expense / (benefit)	434	352	477
Net loss / (gain) from investing activities	(230)	(698)	220
Net loss / (gain) from financing activities	100	3,246	6,493
Other net adjustments	3,802	(8,076)	854
Net change in operating assets and liabilities:			
Loans and advances to banks and amounts due to banks	2,148	3,586	(4,336)
Securities financing transactions	(2,316)	9,588	8,678
Cash collateral on derivative instruments	(3,312)	(3,487)	2,839
Loans and advances to customers	(27,460)	(33,656)	(3,128)
Customer deposits	29,825	51,805	23,217
Financial assets and liabilities at fair value held for trading and derivative financial instruments	(10,516)	11,259	(18,829)
Brokerage receivables and payables	8,115	(5,199)	(2,347)
Financial assets at fair value not held for trading and other financial assets and liabilities	19,609	320	33
Provisions and other non-financial assets and liabilities	3,010	(387)	55
Income taxes paid, net of refunds	(1,134)	(1,002)	(804)
Net cash flow from / (used in) operating activities	31,425	36,958	19,705
Cash flow from / (used in) investing activities			
Purchase of subsidiaries, associates and intangible assets	(1)	(46)	(26)
Disposal of subsidiaries, associates and intangible assets ¹	593	674	114
Purchase of property, equipment and software	(1,841)	(1,854)	(1,584)
Disposal of property, equipment and software	295	366	11
Purchase of financial assets measured at fair value through other comprehensive income	(5,802)	(6,290)	(3,424)
Disposal and redemption of financial assets measured at fair value through other comprehensive income	5,052	4,530	3,913
Net (purchase) / redemption of debt securities measured at amortized cost	(415)	(4,166)	(562)
Net cash flow from / (used in) investing activities	(2,119)	(6,785)	(1,558)

Table continues on the next page.

Statement of cash flows (continued)

Table continued from previous page.

USD million	For the year ended		
	31.12.21	31.12.20	31.12.19
Cash flow from / (used in) financing activities			
Net short-term debt issued / (repaid)	(3,093)	23,845	(17,149)
Net movements in treasury shares and own equity derivative activity	(3,341)	(1,387)	(1,559)
Distributions paid on UBS shares	(1,301)	(2,607)	(2,544)
Issuance of debt designated at fair value and long-term debt measured at amortized cost	98,272	80,255	65,047
Repayment of debt designated at fair value and long-term debt measured at amortized cost	(79,909)	(87,098)	(68,883)
Net cash flows from other financing activities	(282)	(575)	(526)
Net cash flow from / (used in) financing activities	10,345	12,432	(25,614)
Total cash flow			
Cash and cash equivalents at the beginning of the year	173,531	119,873	126,079
Net cash flow from / (used in) operating, investing and financing activities	39,651	42,605	(7,467)
Effects of exchange rate differences on cash and cash equivalents	(5,307)	11,052	1,261
Cash and cash equivalents at the end of the year²	207,875	173,531	119,873
of which: cash and balances at central banks ³	192,706	158,088	106,957
of which: loans and advances to banks	13,942	14,028	11,386
of which: money market paper ⁴	1,227	1,415	1,530
Additional information			
Net cash flow from / (used in) operating activities includes:			
Interest received in cash	11,163	11,915	15,315
Interest paid in cash	4,707	6,320	10,769
Dividends on equity investments, investment funds and associates received in cash ⁵	2,531	1,901	3,145
<small>¹ Includes cash proceeds from the sale of UBS's investment in Clearstream Fund Centre AG (previously Fondcenter AG). UBS's majority stake was sold in 2020 and the remaining minority investment was sold in the second quarter of 2021. Refer to Note 30 for more information. Also includes dividends received from associates. ² USD 3,408 million, USD 3,828 million and USD 3,192 million of cash and cash equivalents (mainly reflected in Loans and advances to banks) were restricted as of 31 December 2021, 31 December 2020 and 31 December 2019, respectively. Refer to Note 23 for more information. ³ Includes only balances with an original maturity of three months or less. ⁴ Money market paper is included in the balance sheet under Financial assets at fair value held for trading, Financial assets measured at fair value through other comprehensive income, Financial assets at fair value not held for trading and Other financial assets measured at amortized cost. ⁵ Includes dividends received from associates reported within Net cash flow from / (used in) investing activities.</small>			

Changes in liabilities arising from financing activities

USD million	Debt issued measured at amortized cost	of which: short-term ¹	of which: long-term ²	Debt issued designated at fair value	Over-the- counter debt instruments ³	Total
Balance as of 1 January 2020	110,497	21,837	88,660	66,809	2,022	179,327
Cash flows	22,428	23,845	(1,417)	(5,420)	(6)	17,002
Non-cash changes	6,308	984	5,324	(146)	44	6,207
of which: foreign currency translation	4,980	984	3,995	1,764	81	6,824
of which: fair value changes				(1,909)	(37)	(1,946)
of which: hedge accounting and other effects	1,328		1,328			1,328
Balance as of 31 December 2020	139,232	46,666	92,566	61,243	2,060	202,535
Cash flows	5,070	(3,093)	8,163	10,076	124	15,270
Non-cash changes	(5,148)	(475)	(4,673)	2,480	(56)	(2,724)
of which: foreign currency translation	(3,175)	(475)	(2,700)	(1,617)	(65)	(4,857)
of which: fair value changes				4,097	9	4,106
of which: hedge accounting and other effects	(1,972)		(1,972)			(1,972)
Balance as of 31 December 2021	139,155	43,098	96,057	73,799	2,128	215,082

¹ Debt with an original contractual maturity of less than one year. ² Debt with an original maturity greater than or equal to one year. The classification of debt issued into short-term and long-term does not consider any early redemption features. ³ Included in balance sheet line Other financial liabilities designated at fair value.

Notes to the UBS Group AG consolidated financial statements

Note 1 Summary of material accounting policies

The following table provides an overview of information included in this Note.

292	a) Material accounting policies	
292	Basis of accounting	302 3) Fee and commission income and expenses
292	1) Consolidation	303 4) Share-based and other deferred compensation plans
293	2) Financial instruments	304 5) Post-employment benefit plans
293	a. <i>Recognition</i>	304 6) Income taxes
293	b. <i>Classification, measurement and presentation</i>	305 7) Property, equipment and software
297	c. <i>Loan commitments and financial guarantees</i>	305 8) Goodwill
297	d. <i>Interest income and expense</i>	305 9) Provisions and contingent liabilities
297	e. <i>Derecognition</i>	306 10) Foreign currency translation
297	f. <i>Fair value of financial instruments</i>	306 11) Equity, treasury shares and contracts
298	g. <i>Allowances and provisions for expected credit losses</i>	on UBS Group AG shares
301	h. <i>Restructured and modified financial assets</i>	
301	i. <i>Offsetting</i>	307 b) Changes in accounting policies, comparability and other adjustments
302	j. <i>Hedge accounting</i>	307 c) International Financial Reporting Standards and Interpretations to be adopted in 2022 and later and other changes

Note 1 Summary of material accounting policies (continued)

a) Material accounting policies

This Note describes the material accounting policies applied in the preparation of the consolidated financial statements (the Financial Statements) of UBS Group AG and its subsidiaries (UBS or the Group). On 24 February 2022, the Financial Statements were authorized for issue by the Board of Directors.

Basis of accounting

The Financial Statements have been prepared in accordance with International Financial Reporting Standards (IFRS), as issued by the International Accounting Standards Board (the IASB), and are presented in US dollars (USD).

Disclosures marked as audited in the "Risk, capital, liquidity and funding, and balance sheet" section of this report form an integral part of the Financial Statements. These disclosures relate to requirements under IFRS 7, *Financial Instruments: Disclosures*, and IAS 1, *Presentation of Financial Statements*, and are not repeated in this section.

The accounting policies described in this Note have been applied consistently in all years presented unless otherwise stated in Note 1b.

Critical accounting estimates and judgments

Preparation of these Financial Statements under IFRS requires management to apply judgment and make estimates and assumptions that affect reported amounts of assets, liabilities, income and expenses and disclosure of contingent assets and liabilities, and may involve significant uncertainty at the time they are made. Such estimates and assumptions are based on the best available information. UBS regularly reassesses such estimates and assumptions, which encompass historical experience, expectations of the future and other pertinent factors, to determine their continuing relevance based on current conditions, updating them as necessary. Changes in those estimates and assumptions may have a significant effect on the Financial Statements. Furthermore, actual results may differ significantly from UBS's estimates, which could result in significant losses to the Group, beyond what was anticipated or provided for.

The following areas contain estimation uncertainty or require critical judgment and have a significant effect on amounts recognized in the Financial Statements:

- expected credit loss measurement (refer to item 2g in this Note and to Note 20);
- fair value measurement (refer to item 2f in this Note and to Note 21);
- income taxes (refer to item 6 in this Note and to Note 8);
- provisions and contingent liabilities (refer to item 9 in this Note and to Note 18);
- post-employment benefit plans (refer to item 5 in this Note and to Note 27);
- goodwill (refer to item 8 in this Note and to Note 13); and
- consolidation of structured entities (refer to item 1 in this Note and to Note 29).

1) Consolidation

The Financial Statements comprise the financial statements of the parent company (UBS Group AG) and its subsidiaries, presented as a single economic entity; intercompany transactions and balances have been eliminated. UBS consolidates all entities that it controls, including structured entities (SEs), which is the case when it has: (i) power over the relevant activities of the entity; (ii) exposure to an entity's variable returns; and (iii) the ability to use its power to affect its own returns.

Consideration is given to all facts and circumstances to determine whether the Group has power over another entity, i.e., the current ability to direct the relevant activities of an entity when decisions about those activities need to be made.

Subsidiaries, including SEs, are consolidated from the date when control is gained and deconsolidated from the date when control ceases. Control, or the lack thereof, is reassessed if facts and circumstances indicate that there is a change to one or more elements required to establish that control is present.

Business combinations are accounted for using the acquisition method. The amount of any non-controlling interest is measured at the non-controlling interest's proportionate share of the acquiree's identifiable net assets.

» **Refer to Note 29 for more information**

Critical accounting estimates and judgments

Each individual entity is assessed for consolidation in line with the aforementioned consolidation principles. The assessment of control can be complex and requires the use of significant judgment, in particular in determining whether UBS has power over the entity. As the nature and extent of UBS's involvement is unique for each entity, there is no uniform consolidation outcome by entity. Certain entities within a class may be consolidated while others may not. When carrying out the consolidation assessment, judgment is exercised considering all the relevant facts and circumstances, including the nature and activities of the investee, as well as the substance of voting and similar rights.

» **Refer to Note 29 for more information**

Note 1 Summary of material accounting policies (continued)

2) Financial instruments

a. Recognition

UBS recognizes financial instruments when it becomes a party to contractual provisions of an instrument. UBS applies settlement date accounting to all standard purchases and sales of non-derivative financial instruments.

In transactions where UBS acts as a transferee, to the extent the financial asset transfer does not qualify for derecognition by the transferor, UBS does not recognize the transferred instrument as its asset.

UBS also acts in a fiduciary capacity, which results in it holding or placing assets on behalf of individuals, trusts, retirement benefit plans and other institutions. Unless these items meet the definition of an asset and the recognition criteria are satisfied, they are not recognized on UBS's balance sheet and the related income is excluded from the Financial Statements.

Client cash balances associated with derivatives clearing and execution services are not recognized on the balance sheet if, through contractual agreement, regulation or practice, UBS neither obtains benefits from nor controls such cash balances.

b. Classification, measurement and presentation

Financial assets

All financial instruments are on initial recognition measured at fair value and classified as measured at amortized cost, fair value through other comprehensive income (FVOCI) or fair value through profit or loss (FVTPL). For financial instruments subsequently measured at amortized cost or FVOCI, the initial fair value is adjusted for directly attributable transaction costs.

Where the contractual terms of a debt instrument result in cash flows that are solely payments of principal and interest (SPPI) on the principal amount outstanding, the debt instrument is classified as measured at amortized cost if it is held within a business model that has an objective of holding financial assets to collect contractual cash flows, or at FVOCI if it is held within a business model with the objective being achieved by both collecting contractual cash flows and selling financial assets.

All other financial assets are measured at FVTPL, including those held for trading or those managed on a fair value basis, except for derivatives designated in a hedge relationship, in which case hedge accounting requirements apply (refer to item 2j in this Note for more information).

Business model assessment and contractual cash flow characteristics

UBS determines the nature of a business model by considering the way financial assets are managed to achieve a particular business objective.

In assessing whether contractual cash flows are SPPI, the Group considers whether the contractual terms of the financial asset contain a term that could change the timing or amount of contractual cash flows arising over the life of the instrument.

Financial liabilities

Financial liabilities measured at amortized cost

Debt issued measured at amortized cost includes contingent capital instruments containing contractual provisions under which the principal amounts would be written down or converted into equity upon either a specified common equity tier 1 (CET1) ratio breach or a determination by the Swiss Financial Market Supervisory Authority (FINMA) that a viability event has occurred. Such contractual provisions are not derivatives, as the underlying is deemed to be a non-financial variable specific to a party to the contract.

If a debt were to be written down or converted into equity in a future period, it would be partially or fully derecognized, with the difference between its carrying amount and the fair value of any equity issued recognized in the income statement.

A gain or loss is recognized in *Other income* when debt issued is subsequently repurchased for market-making or other activities. A subsequent sale of own bonds in the market is treated as a reissuance of debt.

Financial liabilities measured at fair value through profit or loss

UBS designates certain issued debt instruments as financial liabilities at fair value through profit or loss, on the basis that such financial instruments include embedded derivatives and / or are managed on a fair value basis (refer to the table below for more information), in which case bifurcation of the embedded derivative component is not required. Financial instruments including embedded derivatives arise predominantly from the issuance of certain structured debt instruments.

Measurement and presentation

After initial recognition, UBS classifies, measures and presents its financial assets and liabilities in accordance with IFRS 9, as described in the table on the following pages.

Note 1 Summary of material accounting policies (continued)**Classification, measurement and presentation of financial assets**

Financial assets classification	Significant items included	Measurement and presentation
Measured at amortized cost	<p>This classification includes:</p> <ul style="list-style-type: none"> – cash and balances at central banks; – loans and advances to banks; – receivables from securities financing transactions; – cash collateral receivables on derivative instruments; – residential and commercial mortgages; – corporate loans; – secured loans, including Lombard loans, and unsecured loans; – loans to financial advisors; and – debt securities held as high-quality liquid assets (HQLA). 	<p>Measured at amortized cost using the effective interest method less allowances for expected credit losses (ECL) (refer to items 2d and 2g in this Note for more information).</p> <p>The following items are recognized in the income statement:</p> <ul style="list-style-type: none"> – interest income, which is accounted for in accordance with item 2d in this Note; – ECL and reversals; and – foreign exchange (FX) translation gains and losses. <p>When a financial asset at amortized cost is derecognized, the gain or loss is recognized in the income statement.</p> <p>For amounts arising from settlement of certain derivatives, refer to the next page.</p>
Measured at FVOCI	Debt instruments measured at FVOCI	<p>This classification primarily includes debt securities and certain asset-backed securities held as HQLA.</p> <p>Measured at fair value, with unrealized gains and losses reported in <i>Other comprehensive income</i>, net of applicable income taxes, until such investments are derecognized. Upon derecognition, any accumulated balances in <i>Other comprehensive income</i> are reclassified to the income statement and reported within <i>Other income</i>.</p> <p>The following items, which are determined on the same basis as for financial assets measured at amortized cost, are recognized in the income statement:</p> <ul style="list-style-type: none"> – interest income, which is accounted for in accordance with item 2d in this Note; – ECL and reversals; and – FX translation gains and losses.

Note 1 Summary of material accounting policies (continued)

Classification, measurement and presentation of financial assets

Financial assets classification	Significant items included	Measurement and presentation
Measured at FVTPL	<p>Held for trading</p> <p>Financial assets held for trading include:</p> <ul style="list-style-type: none"> – all derivatives with a positive replacement value, except those that are designated and effective hedging instruments; and – other financial assets acquired principally for the purpose of selling or repurchasing in the near term, or that are part of a portfolio of identified financial instruments that are managed together and for which there is evidence of a recent actual pattern of short-term profit taking. Included in this category are debt instruments (including those in the form of securities, money market paper, and traded corporate and bank loans) and equity instruments. 	<p>Measured at fair value, with changes recognized in the income statement.</p> <p>Derivative assets (including derivatives that are designated and effective hedging instruments) are generally presented as <i>Derivative financial instruments</i>, except those exchange-traded (ETD) and over-the-counter (OTC)-cleared derivatives that are legally settled on a daily basis or in substance net settled on a daily basis, which are presented within <i>Cash collateral receivables on derivative instruments</i>.</p>
Mandatorily measured at FVTPL – Other	<p>This classification includes financial assets mandatorily measured at FVTPL that are not held for trading, as follows:</p> <ul style="list-style-type: none"> – certain structured loans, certain commercial loans, and receivables from securities financing transactions are managed on a fair value basis; – loans managed on a fair value basis, including those hedged with credit derivatives; – certain debt securities held as HQLA and managed on a fair value basis; – certain investment fund holdings and assets held to hedge delivery obligations related to cash-settled employee compensation plans; – brokerage receivables, for which contractual cash flows do not meet the SPPI criterion because the aggregate balance is accounted for as a single unit of account, with interest being calculated on the individual components; – auction rate securities, for which contractual cash flows do not meet the SPPI criterion because interest may be reset at rates that contain leverage; – equity instruments; and – assets held under unit-linked investment contracts. 	<p>Changes in fair value, initial transaction costs, dividends and gains and losses arising on disposal or redemption are recognized in <i>Other net income from financial instruments measured at fair value through profit or loss</i>, except interest income on instruments other than derivatives (refer to item 2d in this Note), interest on derivatives designated as hedging instruments in hedges of interest rate risk and forward points on certain short- and long-duration FX contracts acting as economic hedges, which are reported in <i>Net interest income</i>.</p> <p>Changes in the fair value of derivatives that are designated and effective hedging instruments are presented either in the income statement or <i>Other comprehensive income</i>, depending on the type of hedge relationship (refer to item 2j in this Note for more information).</p>

Note 1 Summary of material accounting policies (continued)**Classification, measurement and presentation of financial liabilities**

Financial liabilities classification	Significant items included	Measurement and presentation
Measured at amortized cost	This classification includes: – demand and time deposits; – retail savings / deposits; – payables from securities financing transactions; – non-structured fixed-rate bonds; – subordinated debt; – certificates of deposit and covered bonds; and – cash collateral payables on derivative instruments.	Measured at amortized cost using the effective interest method. When a financial liability at amortized cost is derecognized, the gain or loss is recognized in the income statement.
Measured at fair value through profit or loss	Held for trading	Measurement and presentation of financial liabilities classified at FVTPL follow the same principles as for financial assets classified at FVTPL, except that the amount of change in the fair value of a financial liability designated at FVTPL that is attributable to changes in UBS's own credit risk is presented in <i>Other comprehensive income</i> directly within <i>Retained earnings</i> and is never reclassified to the income statement.
	Designated at FVTPL	Derivative liabilities (including derivatives that are designated and effective hedging instruments) are generally presented as <i>Derivative financial instruments</i> , except those exchange-traded and OTC-cleared derivatives that are legally settled on a daily basis or in substance net settled on a daily basis, which are presented within <i>Cash collateral payables on derivative instruments</i> .

Note 1 Summary of material accounting policies (continued)

c. Loan commitments and financial guarantees

Loan commitments are arrangements to provide credit under defined terms and conditions. Irrevocable loan commitments are classified as: (i) derivative loan commitments measured at fair value through profit or loss; (ii) loan commitments designated at fair value through profit or loss; or (iii) loan commitments not measured at fair value. Financial guarantee contracts are contracts that require UBS to make specified payments to reimburse the holder for an incurred loss because a specified debtor fails to make payments when due in accordance with the terms of a specified debt instrument.

d. Interest income and expense

Interest income and expense are recognized in the income statement based on the effective interest method. When calculating the effective interest rate (the EIR) for financial instruments (other than credit-impaired financial instruments), UBS estimates future cash flows considering all contractual terms of the instrument, but not expected credit losses, with the EIR applied to the gross carrying amount of the financial asset or the amortized cost of a financial liability. However, when a financial asset becomes credit-impaired after initial recognition, interest income is determined by applying the EIR to the amortized cost of the instrument, which represents the gross carrying amount adjusted for any credit loss allowance.

Upfront fees, including fees on loan commitments not measured at fair value where a loan is expected to be issued, and direct costs are included within the initial measurement of a financial instrument measured at amortized cost or FVOCI and recognized over the expected life of the instrument as part of its EIR.

Fees related to loan commitments where no loan is expected to be issued, as well as loan syndication fees where UBS does not retain a portion of the syndicated loan or where UBS does retain a portion of the syndicated loan at the same effective yield for comparable risk as other participants, are included in *Net fee and commission income* and either recognized over the life of the commitment or when syndication occurs.

➤ Refer to item 3 in this Note for more information

Interest income on financial assets, excluding derivatives, is included in interest income when positive and in interest expense when negative. Similarly, interest expense on financial liabilities, excluding derivatives, is included in interest expense, except when interest rates are negative, in which case it is included in interest income.

➤ Refer to item 2b in this Note and Note 3 for more information

e. Derecognition

Financial assets

UBS derecognizes a transferred financial asset, or a portion of a financial asset, if the purchaser has received substantially all the risks and rewards of the asset or a significant part of the risks and rewards combined with a practical ability to sell or pledge the asset.

Where financial assets have been pledged as collateral or in similar arrangements, they are considered to have been transferred if the counterparty has received the contractual rights to the cash flows of the pledged assets, as may be evidenced by, for example, the counterparty's right to sell or repledge the assets. In transfers where control over the financial asset is retained, UBS continues to recognize the asset to the extent of its continuing involvement, determined by the extent to which it is exposed to changes in the value of the transferred asset following the transfer.

Certain OTC derivative contracts and most exchange-traded futures and option contracts cleared through central clearing counterparties and exchanges are considered to be settled on a daily basis, as the payment or receipt of variation margin on a daily basis represents legal or economic settlement, which results in derecognition of the associated derivatives.

➤ Refer to Note 22 and Note 23 for more information

Financial liabilities

UBS derecognizes a financial liability when it is extinguished, i.e., when the obligation specified in the contract is discharged, canceled or expires. When an existing financial liability is exchanged for a new one from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, the original liability is derecognized and a new liability recognized with any difference in the respective carrying amounts recognized in the income statement.

f. Fair value of financial instruments

UBS accounts for a significant portion of its assets and liabilities at fair value. Fair value is the price on the measurement date that would be received for the sale of an asset or paid to transfer a liability in an orderly transaction between market participants in the principal market, or in the most advantageous market in the absence of a principal market.

➤ Refer to Note 21 for more information

Note 1 Summary of material accounting policies (continued)

Critical accounting estimates and judgments	
The use of valuation techniques, modeling assumptions and estimates of unobservable market inputs in the fair valuation of financial instruments requires significant judgment and could affect the amount of gain or loss recorded for a particular position. Valuation techniques that rely more heavily on unobservable inputs and sophisticated models inherently require a higher level of judgment and may require adjustment to reflect factors that market participants would consider in estimating fair value, such as close-out costs, which are presented in Note 21d.	All or part of a financial asset is written off if it is deemed uncollectible or forgiven. Write-offs reduce the principal amount of a claim and are charged against related allowances for credit losses. Recoveries, in part or in full, of amounts previously written off are generally credited to <i>Credit loss (expense) / release</i> .
UBS's governance framework over fair value measurement is described in Note 21b, and UBS provides a sensitivity analysis of the estimated effects arising from changing significant unobservable inputs in Level 3 financial instruments to reasonably possible alternative assumptions in Note 21g.	ECL are recognized in the income statement in <i>Credit loss (expense) / release</i> . A corresponding ECL allowance is reported as a decrease in the carrying amount of financial assets measured at amortized cost on the balance sheet. For financial assets that are measured at FVOCI, the carrying amount is not reduced, but an accumulated amount is recognized in <i>Other comprehensive income</i> . For off-balance sheet financial instruments and other credit lines, provisions for ECL are presented in <i>Provisions</i> .

» Refer to Note 21 for more information

g. Allowances and provisions for expected credit losses

ECL are recognized for financial assets measured at amortized cost, financial assets measured at FVOCI, fee and lease receivables, financial guarantees, and loan commitments not measured at fair value. ECL are also recognized on the undrawn portion of committed unconditionally revocable credit lines, which include UBS's credit card limits and master credit facilities, as UBS is exposed to credit risk because the borrower has the ability to draw down funds before UBS can take credit risk mitigation actions.

Recognition of expected credit losses

ECL are recognized on the following basis:

- Stage 1 instruments: Maximum 12-month ECL are recognized from initial recognition, reflecting the portion of lifetime cash shortfalls that would result if a default occurs in the 12 months after the reporting date, weighted by the risk of a default occurring.
- Stage 2 instruments: Lifetime ECL are recognized if a significant increase in credit risk (an SICR) is observed subsequent to the instrument's initial recognition, reflecting lifetime cash shortfalls that would result from all possible default events over the expected life of a financial instrument, weighted by the risk of a default occurring. When an SICR is no longer observed, the instrument will move back to stage 1.
- Stage 3 instruments: Lifetime ECL are always recognized for credit-impaired financial instruments, as determined by the occurrence of one or more loss events, by estimating expected cash flows based on a chosen recovery strategy. Credit-impaired exposures may include positions for which no allowance has been recognized, for example because they are expected to be fully recoverable through collateral held.
- Changes in lifetime ECL since initial recognition are also recognized for assets that are purchased or originated credit-impaired (POCI). POCI financial instruments include those that are purchased at a deep discount or newly originated with a defaulted counterparty; they remain a separate category until derecognition.

Default and credit impairment

UBS applies a single definition of default for credit risk management purposes, regulatory reporting and ECL, with a counterparty classified as defaulted based on quantitative and qualitative criteria.

» Refer to "Credit policies for distressed assets" in the "Risk management and control" section of this report for more information

Measurement of expected credit losses

IFRS 9 ECL reflect an unbiased, probability-weighted estimate based on loss expectations resulting from default events. The method used to calculate ECL applies the following principal factors: probability of default (PD), loss given default (LGD) and exposure at default (EAD). Parameters are generally determined on an individual financial asset level. Based on the materiality of the portfolio, for credit card exposures and personal account overdrafts in Switzerland, a portfolio approach is applied that derives an average PD and LGD for the entire portfolio. PDs and LGDs used in the ECL calculation are point-in-time (PIT)-based for key portfolios and consider both current conditions and expected cyclical changes. For material portfolios, PDs and LGDs are determined for different scenarios, whereas EAD projections are treated as scenario independent.

For the purpose of determining the ECL-relevant parameters, UBS leverages its Pillar 1 internal ratings-based (IRB) models that are also used in determining expected loss (EL) and risk-weighted assets under the Basel III framework and Pillar 2 stress loss models. Adjustments have been made to these models and IFRS 9-related models have been developed that consider the complexity, structure and risk profile of relevant portfolios and take account of the fact that PDs and LGDs used in the ECL calculation are PIT-based, as opposed to the corresponding Basel III through-the-cycle (TTC) parameters. All models that are relevant for measuring expected credit losses are subject to UBS's model validation and oversight processes.

Note 1 Summary of material accounting policies (continued)

Probability of default: PD represents the probability of a default over a specified time period. A 12-month PD represents the probability of default determined for the next 12 months and a lifetime PD represents the probability of default over the remaining lifetime of the instrument. PIT PDs are derived from TTC PDs and scenario forecasts. The modeling is region-, industry- and client segment-specific and considers both macroeconomic scenario dependencies and client-idiosyncratic information.

Exposure at default: EAD represents an estimate of the exposure to credit risk at the time of a potential default occurring, considering expected repayments, interest payments and accruals, discounted at the EIR. Future drawdowns on facilities are considered through a credit conversion factor (a CCF) that is reflective of historical drawdown and default patterns and the characteristics of the respective portfolios.

Loss given default: LGD represents an estimate of the loss at the time of a potential default occurring, taking into account expected future cash flows from collateral and other credit enhancements, or expected payouts from bankruptcy proceedings for unsecured claims and, where applicable, time to realization of collateral and the seniority of claims. LGD is commonly expressed as a percentage of EAD.

Estimation of expected credit losses

Number of scenarios and estimation of scenario weights

Determination of probability-weighted ECL requires evaluating a range of diverse and relevant future economic conditions, especially with a view to modeling the non-linear effect of assumptions about macroeconomic factors on the estimate.

To accommodate this requirement, UBS uses different economic scenarios in the ECL calculation. Each scenario is represented by a specific scenario narrative, which is relevant considering the exposure of key portfolios to economic risks, and for which a set of consistent macroeconomic variables is determined. The estimation of the appropriate weights for these scenarios is predominantly judgement-based. The assessment is based on a holistic review of the prevailing economic or political conditions, which may exhibit different levels of uncertainty. It takes into account the impact of changes in the nature and severity of the underlying scenario narratives and the projected economic variables.

The determined weights constitute the probabilities that the respective set of macroeconomic conditions will occur and not that the chosen particular narratives with the related macroeconomic variables will materialize.

Macroeconomic and other factors

The range of macroeconomic, market and other factors that is modeled as part of the scenario determination is wide, and historical information is used to support the identification of the key factors. As the forecast horizon increases, the availability of information decreases, requiring an increase in judgment. For cycle-sensitive PD and LGD determination purposes, UBS projects the relevant economic factors for a period of three years before reverting, over a specified period, to cycle-neutral PD and LGD for longer-term projections.

Factors relevant for ECL calculation vary by type of exposure. Regional and client-segment characteristics are generally taken into account, with specific focus on Switzerland and the US, considering UBS's key ECL-relevant portfolios.

For UBS, the following forward-looking macroeconomic variables represent the most relevant factors for ECL calculation:

- GDP growth rates, given their significant effect on borrowers' performance;
- unemployment rates, given their significant effect on private clients' ability to meet contractual obligations;
- house price indices, given their significant effect on mortgage collateral valuations;
- interest rates, given their significant effect on counterparties' abilities to service debt;
- consumer price indices, given their overall relevance for companies' performance, private clients' purchasing power and economic stability; and
- equity indices, given that they are an important factor in our corporate rating tools.

Scenario generation, review process and governance

A team of economists, who are part of Group Risk Control, develop the forward-looking macroeconomic assumptions with involvement from a broad range of experts.

The scenarios, their weight and the key macroeconomic and other factors are subject to a critical assessment by the IFRS 9 Scenario Sounding Sessions and ECL Management Forum, which include senior management from Group Risk and Group Finance. Important aspects for the review include whether there may be particular credit risk concerns that may not be capable of being addressed systematically and require post-model adjustments for stage allocation and ECL allowance.

The Group Model Governance Committee, as the highest authority under UBS's model governance framework, ratifies the decisions taken by the ECL Management Forum.

➤ **Refer to Note 20 for more information**

ECL measurement period

The period for which lifetime ECL are determined is based on the maximum contractual period that UBS is exposed to credit risk, taking into account contractual extension, termination and prepayment options. For irrevocable loan commitments and financial guarantee contracts, the measurement period represents the maximum contractual period for which UBS has an obligation to extend credit.

Note 1 Summary of material accounting policies (continued)

Additionally, some financial instruments include both an on-demand loan and a revocable undrawn commitment, where the contractual cancellation right does not limit UBS's exposure to credit risk to the contractual notice period, as the client has the ability to draw down funds before UBS can take risk-mitigating actions. In such cases UBS is required to estimate the period over which it is exposed to credit risk. This applies to UBS's credit card limits, which do not have a defined contractual maturity date, are callable on demand and where the drawn and undrawn components are managed as one exposure. The exposure arising from UBS's credit card limits is not significant and is managed at a portfolio level, with credit actions triggered when balances are past due. An ECL measurement period of seven years is applied for credit card limits, capped at 12 months for stage 1 balances, as a proxy for the period that UBS is exposed to credit risk.

Customary master credit agreements in the Swiss corporate market also include on-demand loans and revocable undrawn commitments. For smaller commercial facilities, a risk-based monitoring (RbM) approach is in place that highlights negative trends as risk events, at an individual facility level, based on a combination of continuously updated risk indicators. The risk events trigger additional credit reviews by a risk officer, enabling informed credit decisions to be taken. Larger corporate facilities are not subject to RbM, but are reviewed at least annually through a formal credit review. UBS has assessed these credit risk management practices and considers both the RbM approach and formal credit reviews as substantive credit reviews resulting in a re-origination of the given facility. Following this, a 12-month measurement period from the reporting date is used for both types of facilities as an appropriate proxy of the period over which UBS is exposed to credit risk, with 12 months also used as a look-back period for assessing SICR, always from the respective reporting date.

Significant increase in credit risk

Financial instruments subject to ECL are monitored on an ongoing basis. To determine whether the recognition of a maximum 12-month ECL continues to be appropriate, an assessment is made as to whether an SICR has occurred since initial recognition of the financial instrument, applying both quantitative and qualitative factors.

Primarily, UBS assesses changes in an instrument's risk of default on a quantitative basis by comparing the annualized forward-looking and scenario-weighted lifetime PD of an instrument determined at two different dates:

- at the reporting date; and
- at inception of the instrument.

If, based on UBS's quantitative modeling, an increase exceeds a set threshold, an SICR is deemed to have occurred and the instrument is transferred to stage 2 with lifetime ECL recognized.

The threshold applied varies depending on the original credit quality of the borrower, with a higher SICR threshold set for those instruments with a low PD at inception. The SICR assessment based on PD changes is made at an individual financial asset level. A high-level overview of the SICR trigger, which is a multiple of the annualized remaining lifetime PIT PD expressed in rating downgrades, is provided in the "SICR thresholds" table below. The actual SICR thresholds applied are defined on a more granular level by interpolating between the values shown in the table.

SICR thresholds

Internal rating at origination of the instrument	Rating downgrades / SICR trigger
0–3	3
4–8	2
9–13	1

➤ Refer to the "Risk management and control" section of this report for more details about UBS's internal grading system

Irrespective of the SICR assessment based on default probabilities, credit risk is generally deemed to have significantly increased for an instrument if the contractual payments are more than 30 days past due. For certain less material portfolios, specifically the Swiss credit card portfolio, the 30-day past due criterion is used as the primary indicator of an SICR. Where instruments are transferred to stage 2 due to the 30-day past due criterion, a minimum period of six months is applied before a transfer back to stage 1 can be triggered. For instruments in Personal & Corporate Banking and Global Wealth Management Region Switzerland that are between 90 and 180 days past due but have not been reclassified to stage 3, a one-year period is applied before a transfer back to stage 1 can be triggered.

Additionally, based on individual counterparty-specific indicators, external market indicators of credit risk or general economic conditions, counterparties may be moved to a watch list, which is used as a secondary qualitative indicator for an SICR. Exception management is further applied, allowing for individual and collective adjustments on exposures sharing the same credit risk characteristics to take account of specific situations that are not otherwise fully reflected.

In general, the overall SICR determination process does not apply to Lombard loans, securities financing transactions and certain other asset-based lending transactions, because of the risk management practices adopted, including daily monitoring processes with strict margining. If margin calls are not satisfied, a position is closed out and classified as a stage 3 position. In exceptional cases, an individual adjustment and a transfer into stage 2 may be made to take account of specific facts.

Note 1 Summary of material accounting policies (continued)

Credit risk officers are responsible for the identification of an SICR, which for accounting purposes is in some respects different from internal credit risk management processes. This difference mainly arises because ECL accounting requirements are instrument-specific, such that a borrower can have multiple exposures allocated to different stages, and maturing loans in stage 2 will migrate to stage 1 upon renewal irrespective of the actual credit risk at that time. Under a risk-based approach, a holistic counterparty credit assessment and the absolute level of risk at any given date will determine what risk-mitigating actions may be warranted.

› Refer to the "Risk management and control" section of this report for more information

Critical accounting estimates and judgments

The calculation of ECL requires management to apply significant judgment and make estimates and assumptions that can result in significant changes to the timing and amount of ECL recognized.

Determination of a significant increase in credit risk

IFRS 9 does not include a definition of what constitutes an SICR, with UBS's assessment considering qualitative and quantitative criteria. An IFRS 9 ECL Management Forum has been established to review and challenge the SICR results.

Scenarios, scenario weights and macroeconomic variables

ECL reflect an unbiased and probability-weighted amount, which UBS determines by evaluating a range of possible outcomes. Management selects forward-looking scenarios that include relevant macroeconomic variables and management's assumptions around future economic conditions. IFRS 9 Scenario Sounding Sessions, in addition to the IFRS 9 ECL Management Forum, are in place to derive, review and challenge the scenario selection and weights, and to determine whether any additional post-model adjustments are required that may significantly affect ECL.

ECL measurement period

Lifetime ECL are generally determined based upon the contractual maturity of the transaction, which significantly affects ECL. For credit card limits and Swiss callable master credit facilities, judgment is required, as UBS must determine the period over which it is exposed to credit risk. A seven-year period is applied for credit card limits, capped at 12 months for stage 1 positions, and a 12-month period applied for master credit facilities.

Modeling and post-model adjustments

A number of complex models have been developed or modified to calculate ECL, with additional post-model adjustments required which may significantly affect ECL. The models are governed by UBS's model validation controls and approved by the Group Model Governance Committee (the GMGC). The post-model adjustments are approved by the ECL Management Forum and endorsed by the GMGC.

A sensitivity analysis covering key macroeconomic variables, scenario weights and SICR trigger points on ECL measurement is provided in Note 20f.

› Refer to Note 20 for more information

h. Restructured and modified financial assets

When payment default is expected, or where default has already occurred, UBS may grant concessions to borrowers in financial difficulties that it would not consider in the normal course of its business, such as preferential interest rates, extension of maturity, modifying the schedule of repayments, debt / equity swap, subordination, etc. When a concession or forbearance measure is granted, each case is considered individually and the exposure is generally classified as being in default. Forbearance classification will remain until the loan is collected or written off, non-preferential conditions superseding preferential conditions are granted or until the counterparty has recovered and the preferential conditions no longer exceed UBS's risk tolerance.

Modifications result in an alteration of future contractual cash flows and can occur within UBS's normal risk tolerance or as part of a credit restructuring where a counterparty is in financial difficulties. The restructuring or modification of a financial asset could lead to a substantial change in the terms and conditions, resulting in the original financial asset being derecognized and a new financial asset being recognized. Where the modification does not result in a derecognition, any difference between the modified contractual cash flows discounted at the original EIR and the existing gross carrying amount of the given financial asset is recognized in the income statement as a modification gain or loss.

i. Offsetting

UBS presents financial assets and liabilities on its balance sheet net if (i) it has a legally enforceable right to set off the recognized amounts and (ii) it intends either to settle on a net basis or to realize the asset and settle the liability simultaneously. Netted positions include, for example, certain derivatives and repurchase and reverse repurchase transactions with various counterparties, exchanges and clearing houses.

In assessing whether UBS intends to either settle on a net basis, or to realize the asset and settle the liability simultaneously, emphasis is placed on the effectiveness of operational settlement mechanics in eliminating substantially all credit and liquidity exposure between the counterparties. This condition precludes offsetting on the balance sheet for substantial amounts of UBS's financial assets and liabilities, even though they may be subject to enforceable netting arrangements. Repurchase arrangements and securities financing transactions are presented net only to the extent that the settlement mechanism eliminates, or results in insignificant, credit and liquidity risk, and processes the receivables and payables in a single settlement process or cycle.

› Refer to Note 22 for more information

Note 1 Summary of material accounting policies (continued)**j. Hedge accounting**

The Group applies hedge accounting requirements of IFRS 9, unless stated otherwise below, where the criteria for documentation and hedge effectiveness are met. If a hedge relationship no longer meets the criteria for hedge accounting, hedge accounting is discontinued. Voluntary discontinuation of hedge accounting is permitted under IAS 39 but not under IFRS 9.

Fair value hedges of interest rate risk related to debt instruments and loan assets

The fair value change of the hedged item attributable to a hedged risk is reflected as an adjustment to the carrying amount of the hedged item, and recognized in the income statement along with the change in the fair value of the hedging instrument.

Fair value hedges of portfolio interest rate risk related to loans designated under IAS 39

Prior to discontinuation in December 2021, the fair value change of the hedged item attributable to a hedged risk is reflected within *Other financial assets measured at amortized cost* or *Other financial liabilities measured at amortized cost* and recognized in the income statement along with the change in the fair value of the hedging instrument.

Fair value hedges of FX risk related to debt instruments

The fair value change of the hedged item attributable to the hedged risk is reflected in the measurement of the hedged item and recognized in the income statement along with the change in the fair value of the hedging instrument. The foreign currency basis spread of cross-currency swaps designated as hedging derivatives is excluded from the designation and accounted for as a cost of hedging with amounts deferred in *Other comprehensive income* within *Equity*. These amounts are released to the income statement over the term of the hedged item.

Discontinuation of fair value hedges

Discontinuations for reasons other than derecognition of the hedged item result in an adjustment to the carrying amount, which is amortized to the income statement over the remaining life of the hedged item using the effective interest method. If the hedged item is derecognized, the unamortized fair value adjustment or deferred cost of hedging amount is recognized immediately in the income statement as part of any derecognition gain or loss.

Cash flow hedges of forecast transactions

Fair value gains or losses associated with the effective portion of derivatives designated as cash flow hedges for cash flow repricing risk are recognized initially in *Other comprehensive income* within *Equity* and reclassified to the income statement in the periods when the hedged forecast cash flows affect profit or loss, including discontinued hedges for which forecast cash flows are expected to occur. If the forecast transactions are no longer expected to occur, the deferred gains or losses are immediately reclassified to the income statement.

Hedges of net investments in foreign operations

Gains or losses on the hedging instrument relating to the effective portion of a hedge are recognized directly in *Other comprehensive income* within *Equity*, while any gains or losses relating to the ineffective and / or undesignated portion (for example, the interest element of a forward contract) are recognized in the income statement. Upon disposal or partial disposal of the foreign operation, the cumulative value of any such gains or losses recognized in *Equity* associated with the entity is reclassified to *Other income*.

Interest Rate Benchmark Reform

UBS can continue hedge accounting during the period of uncertainty before existing interest rate benchmarks are replaced with alternative risk-free interest rates. During this period, UBS can assume that the current benchmark rates will continue to exist, such that forecast transactions are considered highly probable and hedge relationships remain, with little or no consequential impact on the financial statements. Upon replacement of existing interest rate benchmarks by alternative risk-free interest rates expected in 2021 and beyond, UBS will apply the requirements of *Amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16 (Interest Rate Benchmark Reform – Phase 2)*.

» Refer to Note 1b for more information

3) Fee and commission income and expenses

UBS earns fee income from the diverse range of services it provides to its clients. Fee income can be divided into two broad categories: fees earned from services that are provided over a certain period of time, such as management of clients' assets, custody services and certain advisory services; and fees earned from point-in-time services, such as underwriting fees, deal-contingent merger and acquisitions fees, and brokerage fees (e.g., securities and derivatives execution and clearing). UBS recognizes fees earned from point-in-time services when it has fully provided the service to the customer. Where the contract requires services to be provided over time, income is recognized on a systematic basis over the life of the agreement.

Consideration received is allocated to the separately identifiable performance obligations in a contract. Owing to the nature of UBS's business, contracts that include multiple performance obligations are typically those that are considered to include a series of similar performance obligations fulfilled over time with the same pattern of transfer to the client, e.g., management of client assets and custodial services. As a consequence, UBS is not required to apply significant judgment in allocating the consideration received across the various performance obligations.

Note 1 Summary of material accounting policies (continued)

Point-in-time services are generally for a fixed price or dependent on deal size, e.g., a fixed number of basis points of trade size, where the amount of revenue is known when the performance obligation is met. Fixed over-time fees are recognized on a straight-line basis over the performance period. Custodial and asset management fees can be variable through reference to the size of the customer portfolio. However, they are generally billed on a monthly or quarterly basis once the customer's portfolio size is known or known with near certainty and therefore also recognized ratably over the performance period. UBS does not recognize performance fees related to management of clients' assets or fees related to contingencies beyond UBS's control until such uncertainties are resolved.

UBS's fees are generally earned from short-term contracts. As a result, UBS's contracts do not include a financing component or result in the recognition of significant receivables or prepayment assets. Furthermore, due to the short-term nature of such contracts, UBS has not capitalized any material costs to obtain or fulfill a contract or generated any significant contract assets or liabilities.

UBS presents expenses primarily in line with their nature in the income statement, differentiating between expenses that are directly attributable to the satisfaction of specific performance obligations associated with the generation of revenues, which are generally presented within *Total operating income* as *Fee and commission expense*, and those that are related to personnel, general and administrative expenses, which are presented within *Total operating expenses*. For derivatives execution and clearing services (where UBS acts as an agent), UBS only records its specific fees in the income statement, with fees payable to other parties not recognized as an expense but instead directly offset against the associated income collected from the given client.

➤ Refer to Note 4 for more information, including the disaggregation of revenues

4) Share-based and other deferred compensation plans

UBS recognizes expenses for deferred compensation awards over the period that the employee is required to provide service to become entitled to the award. Where the service period is shortened, for example in the case of employees affected by restructuring programs or mutually agreed termination provisions, recognition of such expense is accelerated to the termination date. Where no future service is required, such as for employees who are eligible for retirement or who have met certain age and length-of-service criteria, the services are presumed to have been received and compensation expense is recognized over the performance year or, in the case of off-cycle awards, immediately on the grant date.

Share-based compensation plans

Share-based compensation expense is measured by reference to the fair value of the equity instruments on the date of grant, taking into account the terms and conditions inherent in the award, including, where relevant, dividend rights, transfer restrictions in effect beyond the vesting date, market conditions, and non-vesting conditions.

For equity-settled awards, fair value is not remeasured unless the terms of the award are modified such that there is an incremental increase in value. Expenses are recognized, on a per-tranche basis, over the service period based on an estimate of the number of instruments expected to vest and are adjusted to reflect the actual outcomes of service or performance conditions.

For equity-settled awards, forfeiture events resulting from a breach of a non-vesting condition (i.e., one that does not relate to a service or performance condition) do not result in any adjustment to the share-based compensation expense.

For cash-settled share-based awards, fair value is remeasured at each reporting date, so that the cumulative expense recognized equals the cash distributed.

Other deferred compensation plans

Compensation expense for other deferred compensation plans is recognized on a per-tranche or straight-line basis, depending on the nature of the plan. The amount recognized is measured based on the present value of the amount expected to be paid under the plan and is remeasured at each reporting date, so that the cumulative expense recognized equals the cash or the fair value of respective financial instruments distributed.

➤ Refer to Note 28 for more information

Note 1 Summary of material accounting policies (continued)**5) Post-employment benefit plans****Defined benefit plans**

Defined benefit plans specify an amount of benefit that an employee will receive, which usually depends on one or more factors, such as age, years of service and compensation. The defined benefit liability recognized in the balance sheet is the present value of the defined benefit obligation, measured using the projected unit credit method, less the fair value of the plan's assets at the balance sheet date, with changes resulting from remeasurements recorded immediately in *Other comprehensive income*. If the fair value of the plan's assets is higher than the present value of the defined benefit obligation, the recognition of the resulting net asset is limited to the present value of economic benefits available in the form of refunds from the plan or reductions in future contributions to the plan. Calculation of the net defined benefit obligation or asset takes into account the specific features of each plan, including risk sharing between employee and employer, and is calculated periodically by independent qualified actuaries.

Critical accounting estimates and judgments

The net defined benefit liability or asset at the balance sheet date and the related personnel expense depend on the expected future benefits to be provided, determined using a number of economic and demographic assumptions. A range of assumptions could be applied, and different assumptions could significantly alter the defined benefit liability or asset and pension expense recognized. The most significant assumptions include life expectancy, discount rate, expected salary increases, pension increases and interest credits on retirement savings account balances. Sensitivity analysis for reasonable possible movements in each significant assumption for UBS's post-employment obligations is provided in Note 27.

➤ Refer to Note 27 for more information

Defined contribution plans

A defined contribution plan pays fixed contributions into a separate entity from which post-employment and other benefits are paid. UBS has no legal or constructive obligation to pay further amounts if the plan does not hold sufficient assets to pay employees the benefits relating to employee service in the current and prior periods. Compensation expense is recognized when the employees have rendered services in exchange for contributions. This is generally in the year of contribution. Prepaid contributions are recognized as an asset to the extent that a cash refund or a reduction in future payments is available.

6) Income taxes

UBS is subject to the income tax laws of Switzerland and those of the non-Swiss jurisdictions in which UBS has business operations.

The Group's provision for income taxes is composed of current and deferred taxes. Current income taxes represent taxes to be paid or refunded for the current period or previous periods.

Deferred taxes are recognized for temporary differences between the carrying amounts and tax bases of assets and liabilities that will result in taxable or deductible amounts in future periods and are measured using the applicable tax rates and laws that have been enacted or substantively enacted by the end of the reporting period and that will be in effect when such differences are expected to reverse.

Deferred tax assets arise from a variety of sources, the most significant being: (i) tax losses that can be carried forward to be used against profits in future years; and (ii) temporary differences that will result in deductions against profits in future years. Deferred tax assets are recognized only to the extent it is probable that sufficient taxable profits will be available against which these differences can be used. When an entity or tax group has a history of recent losses, deferred tax assets are only recognized to the extent there are sufficient taxable temporary differences or there is convincing other evidence that sufficient taxable profit will be available against which the unused tax losses can be utilized.

Deferred tax liabilities are recognized for temporary differences between the carrying amounts of assets and liabilities in the balance sheet that reflect the expectation that certain items will give rise to taxable income in future periods.

Deferred and current tax assets and liabilities are offset when: (i) they arise in the same tax reporting group; (ii) they relate to the same tax authority; (iii) the legal right to offset exists; and (iv) they are intended to be settled net or realized simultaneously.

Current and deferred taxes are recognized as income tax benefit or expense in the income statement, except for current and deferred taxes recognized in relation to: (i) the acquisition of a subsidiary (for which such amounts would affect the amount of goodwill arising from the acquisition); (ii) gains and losses on the sale of treasury shares (for which the tax effects are recognized directly in *Equity*); (iii) unrealized gains or losses on financial instruments that are classified at FVOCI; (iv) changes in fair value of derivative instruments designated as cash flow hedges; (v) remeasurements of defined benefit plans; or (vi) certain foreign currency translations of foreign operations. Amounts relating to points (iii) through (vi) above are recognized in *Other comprehensive income* within *Equity*.

UBS reflects the potential effect of uncertain tax positions for which acceptance by the relevant tax authority is not considered probable by adjusting current or deferred taxes, as applicable, using either the most likely amount or expected value methods, depending on which method is deemed a better predictor of the basis on which, and extent to which, the uncertainty will be resolved.

Note 1 Summary of material accounting policies (continued)

Critical accounting estimates and judgments	Critical accounting estimates and judgments
<p>Tax laws are complex, and judgment and interpretations about the application of such laws are required when accounting for income taxes. UBS considers the performance of its businesses and the accuracy of historical forecasts and other factors when evaluating the recoverability of its deferred tax assets, including the remaining tax loss carry-forward period, and its assessment of expected future taxable profits in the forecast period used for recognizing deferred tax assets. Estimating future profitability and business plan forecasts is inherently subjective and is particularly sensitive to future economic, market and other conditions.</p> <p>Forecasts are reviewed annually, but adjustments may be made at other times, if required. If recent losses have been incurred, convincing evidence is required to prove there is sufficient future profitability given the value of UBS's deferred tax assets may be affected, with effects primarily recognized through the income statement.</p> <p>In addition, judgment is required to assess the expected value of uncertain tax positions and the related probabilities, including interpretation of tax laws, the resolution of any income tax-related appeals and litigation.</p> <p>➤ Refer to Note 8 for more information</p>	<p>UBS's methodology for goodwill impairment testing is based on a model that is most sensitive to the following key assumptions: (i) forecasts of earnings available to shareholders in years one to three; (ii) changes in the discount rates; and (iii) changes in the long-term growth rate.</p> <p>Earnings available to shareholders are estimated on the basis of forecast results, which are part of the business plan approved by the Board of Directors. The discount rates and growth rates are determined using external information, and also considering inputs from both internal and external analysts and the view of management.</p> <p>The key assumptions used to determine the recoverable amounts of each cash-generating unit are tested for sensitivity by applying reasonably possible changes to those assumptions.</p> <p>➤ Refer to Notes 2 and 13 for more information</p>

7) Property, equipment and software

Property, equipment and software is measured at cost less accumulated depreciation and impairment losses. Software development costs are capitalized only when the costs can be measured reliably and it is probable that future economic benefits will arise. Depreciation of property, equipment and software begins when they are available for use and is calculated on a straight line basis over an asset's estimated useful life.

Property, equipment and software are generally tested for impairment at the appropriate cash-generating unit level, alongside goodwill and intangible assets as described in item 8 in this Note. An impairment charge is recognized for such assets if the recoverable amount is below its carrying amount. The recoverable amounts of such assets, other than property that has a market price, are generally determined using a replacement cost approach that reflects the amount that would be currently required by a market participant to replace the service capacity of the asset. If such assets are no longer used, they are tested individually for impairment.

➤ Refer to Note 12 for more information

8) Goodwill

Goodwill represents the excess of the consideration over the fair value of identifiable assets, liabilities and contingent liabilities acquired that arises in a business combination. Goodwill is not amortized, but is assessed for impairment at the end of each reporting period, or when indicators of impairment exist. UBS tests goodwill for impairment annually, irrespective of whether there is any indication of impairment.

An impairment charge is recognized in the income statement if the carrying amount exceeds the recoverable amount.

9) Provisions and contingent liabilities

Provisions are liabilities of uncertain timing or amount, and are generally recognized in accordance with IAS 37, *Provisions, Contingent Liabilities and Contingent Assets*, when: (i) UBS has a present obligation as a result of a past event; (ii) it is probable that an outflow of resources will be required to settle the obligation; and (iii) a reliable estimate of the amount of the obligation can be made.

The majority of UBS's provisions relate to litigation, regulatory and similar matters, restructuring, and employee benefits. Restructuring provisions are generally recognized as a consequence of management agreeing to materially change the scope of the business or the manner in which it is conducted, including changes in management structures. Provisions for employee benefits relate mainly to service anniversaries and sabbatical leave, and are recognized in accordance with measurement principles set out in item 4 in this Note. In addition, UBS presents expected credit loss allowances within *Provisions* if they relate to a loan commitment, financial guarantee contract or a revolving revocable credit line.

IAS 37 provisions are measured considering the best estimate of the consideration required to settle the present obligation at the balance sheet date.

When conditions required to recognize a provision are not met, a contingent liability is disclosed, unless the likelihood of an outflow of resources is remote. Contingent liabilities are also disclosed for possible obligations that arise from past events the existence of which will be confirmed only by uncertain future events not wholly within the control of UBS.

Note 1 Summary of material accounting policies (continued)**Critical accounting estimates and judgments**

Recognition of provisions often involves significant judgment in assessing the existence of an obligation that results from past events and in estimating the probability, timing and amount of any outflows of resources. This is particularly the case for litigation, regulatory and similar matters, which, due to their nature, are subject to many uncertainties, making their outcome difficult to predict.

The amount of any provision recognized is sensitive to the assumptions used and there could be a wide range of possible outcomes for any particular matter.

Management regularly reviews all the available information regarding such matters, including legal advice, to assess whether the recognition criteria for provisions have been satisfied and to determine the timing and amount of any potential outflows.

➤ Refer to Note 18 for more information

translation differences are recognized in *Equity* and reclassified to the income statement when UBS disposes of, partially or in its entirety, the foreign operation and UBS no longer controls the foreign operation.

Share capital issued, share premium and treasury shares held are translated at the historic average rate, with the difference between the historic average rate and the spot rate realized upon repayment of share capital or disposal of treasury shares reported as *Share premium*. Cumulative amounts recognized in *Other comprehensive income* in respect of cash flow hedges and financial assets measured at FVOCI are translated at the closing exchange rate as of the balance sheet dates, with any translation effects adjusted through *Retained earnings*.

➤ Refer to Note 33 for more information

10) Foreign currency translation

Transactions denominated in a foreign currency are translated into the functional currency of the reporting entity at the spot exchange rate on the date of the transaction. At the balance sheet date, all monetary assets, including those at FVOCI, and monetary liabilities denominated in foreign currency are translated into the functional currency using the closing exchange rate. Translation differences are reported in *Other net income from financial instruments measured at fair value through profit or loss*.

Non-monetary items measured at historical cost are translated at the exchange rate on the date of the transaction.

Upon consolidation, assets and liabilities of foreign operations are translated into US dollars, UBS's presentation currency, at the closing exchange rate on the balance sheet date, and income and expense items and other comprehensive income are translated at the average rate for the period. The resulting foreign currency

11) Equity, treasury shares and contracts on UBS Group AG shares**UBS Group AG shares held (treasury shares)**

UBS Group AG shares held by the Group, including those purchased as part of market-making activities, are presented in *Equity* as *Treasury shares* at their acquisition cost and are deducted from *Equity* until they are canceled or reissued. The difference between the proceeds from sales of treasury shares and their weighted average cost (net of tax, if any) is reported as *Share premium*.

Net cash settlement contracts

Contracts involving UBS Group AG shares that require net cash settlement, or provide the counterparty or UBS with a settlement option that includes a choice of settling net in cash, are classified as derivatives held for trading.

Note 1 Summary of material accounting policies (continued)

b) Changes in accounting policies, comparability and other adjustments

Amendments to IAS 1, *Presentation of Financial Statements*, and IFRS Practice Statement 2, *Making Materiality Judgements*

Effective from 1 January 2021, UBS early adopted amendments to IAS 1, *Presentation of Financial Statements*, and IFRS Practice Statement 2, *Making Materiality Judgements*, issued by IASB in February 2021. The disclosure of material accounting policies in Note 1a has been refined through adopting these amendments.

Amendments to IAS 39, IFRS 9 and IFRS 7 (*Interest Rate Benchmark Reform – Phase 2*)

On 1 January 2021, UBS adopted *Interest Rate Benchmark Reform – Phase 2 (Amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16)*, addressing a number of issues in financial reporting areas that arise when interbank offered rates (IBORs) are reformed or replaced. The amendments provide a practical expedient that permits certain changes in the contractual cash flows of debt instruments attributable to the replacement of IBORs with alternative reference rates (ARRs) to be accounted for prospectively by updating a given instrument's effective interest rate (EIR), provided (i) the change is necessary as a direct consequence of IBOR reform and (ii) the new basis for determining the contractual cash flows is economically equivalent to the previous basis. UBS has adopted the amendments, which had no material effect on the Group's financial statements.

The amendments also provide various hedge accounting reliefs, with the following adopted by UBS:

- Designate an ARR as a non-contractually specified risk component, even if it is not separately identifiable at the date when it was designated, provided UBS can reasonably expect that it will meet the requirements within 24 months of the first designation and the risk component is reliably measurable. As of 31 December 2021, the principal ARRs that UBS has designated as the hedged risk in fair value hedges of interest rate risk related to debt instruments, mortgages and cash flow hedges of forecast transactions were the Secured Overnight Financing Rate (SOFR), the Swiss Average Rate Overnight (SARON) and the Sterling Overnight Index Average (SONIA).
- Amend hedge documentation for the fair value hedges of interest rate risk related to debt instruments for which the hedged risk changed due to IBOR reform, which allowed UBS to continue the hedge relationship in accordance with the requirements of the phase 2 amendment.
- The cash flow hedges of IBOR forecast transactions in Swiss francs and pounds sterling were discontinued and replaced with new ARR designations in December 2021. The amount accumulated in the cash flow hedge reserve is deemed to be based on the ARR on which the hedged future cash flows will be based. Amounts will be released to the income statement when the forecast ARR cash flows affect the income statement or are no longer expected to occur.

➤ Refer to Note 26 for more information

The amendments also introduced additional disclosure requirements regarding the Group's management of the transition to alternative benchmark rates, its progress as at the reporting date and the risks to which it is exposed arising from financial instruments because of the transition.

➤ Refer to Note 25 for more information

c) International Financial Reporting Standards and Interpretations to be adopted in 2022 and later and other changes

IFRS 17, *Insurance Contracts*

In May 2017, the IASB issued IFRS 17, *Insurance Contracts*, which sets out the accounting requirements for contractual rights and obligations that arise from insurance contracts issued and

reinsurance contracts held. IFRS 17 is effective from 1 January 2023. UBS is assessing the standard, but does not expect it to have a material effect on the Group's financial statements.

Note 2a Segment reporting

UBS's businesses are organized globally into four business divisions: Global Wealth Management, Personal & Corporate Banking, Asset Management and the Investment Bank. All four business divisions are supported by Group Functions and qualify as reportable segments for the purpose of segment reporting. Together with Group Functions, the four business divisions reflect the management structure of the Group.

- **Global Wealth Management** provides financial services, advice and solutions to private clients, in particular in the ultra high net worth and high net worth segments. Its offering ranges from investment management to estate planning and corporate finance advice, in addition to specific wealth management products and services. The business division is managed globally across the regions.
- **Personal & Corporate Banking** serves its private, corporate, and institutional clients' needs, from basic banking to retirement, financing, investments and strategic transactions, in Switzerland, through its branch network and digital channels.
- **Asset Management** is a large-scale and diversified global asset manager. It offers investment capabilities and styles across all major traditional and alternative asset classes, as well as advisory support to institutions, wholesale intermediaries and wealth management clients globally.
- The **Investment Bank** provides a range of services to institutional, corporate and wealth management clients globally, to help them raise capital, grow their businesses, invest and manage risks. Its offering includes advisory services, facilitating clients raising debt and equity from the public and private markets and capital markets, cash and derivatives trading across equities and fixed income, and financing.
- **Group Functions** is made up of the following major areas: Group Services (which consists of Technology, Corporate Services, Human Resources, Finance, Legal, Risk Control, Compliance, Regulatory & Governance, Communications & Branding and Group Sustainability and Impact), Group Treasury and Non-core and Legacy Portfolio.

Financial information about the four business divisions and Group Functions is presented separately in internal management reports to the Group Executive Board (the GEB), which is considered the "chief operating decision maker" pursuant to IFRS 8, *Operating Segments*.

UBS's internal accounting policies, which include management accounting policies and service level agreements, determine the revenues and expenses directly attributable to each reportable segment. Transactions between the reportable segments are carried out at internally agreed rates and are reflected in the operating results of the reportable segments. Revenue-sharing agreements are used to allocate external client revenues to reportable segments where several reportable segments are involved in the value creation chain. Total intersegment revenues for the Group are immaterial, as the majority of the revenues are allocated across the segments by means of revenue-sharing agreements. Interest income earned from managing UBS's consolidated equity is allocated to the reportable segments based on average attributed equity and currency composition. Assets and liabilities of the reportable segments are funded through and invested with Group Functions, and the net interest margin is reflected in the results of each reportable segment.

Segment assets are based on a third-party view and do not include intercompany balances. This view is in line with internal reporting to the GEB. If one operating segment is involved in an external transaction together with another operating segment or Group Functions, additional criteria are considered to determine the segment that will report the associated assets. This will include a consideration of which segment's business needs are being addressed by the transaction and which segment is providing the funding and / or resources. Allocation of liabilities follows the same principles.

Non-current assets disclosed for segment reporting purposes represent assets that are expected to be recovered more than 12 months after the reporting date, excluding financial instruments, deferred tax assets and post-employment benefits.

Note 2a Segment reporting (continued)

USD million	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	UBS
For the year ended 31 December 2021						
Net interest income	4,244	2,120	(15)	481	(127)	6,705
Non-interest income	15,175	2,143	2,632	8,972	(233)	28,689
Income	19,419	4,263	2,617	9,454	(359)	35,393
Credit loss (expense) / release	29	86	(1)	34	0	148
Total operating income	19,449	4,349	2,616	9,488	(360)	35,542
Total operating expenses	14,665	2,618	1,586	6,858	330	26,058
Operating profit / (loss) before tax	4,783	1,731	1,030	2,630	(689)	9,484
Tax expense / (benefit)						1,998
Net profit / (loss)						7,486
Additional information						
Total assets	395,235	225,370	25,639	346,431	124,507	1,117,182
Additions to non-current assets	56	16	1	30	1,989	2,091
For the year ended 31 December 2020						
Net interest income	4,027	2,049	(17)	284	(481)	5,862
Non-interest income ¹	13,107	1,858	2,993	9,235	30	27,222
Income	17,134	3,908	2,975	9,519	(452)	33,084
Credit loss (expense) / release	(88)	(257)	(2)	(305)	(42)	(694)
Total operating income	17,045	3,651	2,974	9,214	(494)	32,390
Total operating expenses	13,026	2,392	1,519	6,732	567	24,235
Operating profit / (loss) before tax	4,019	1,259	1,455	2,482	(1,060)	8,155
Tax expense / (benefit)						1,583
Net profit / (loss)						6,572
Additional information						
Total assets	367,714	231,657	28,589	369,683	128,122	1,125,765
Additions to non-current assets	5	12	385	150	2,294	2,847
For the year ended 31 December 2019						
Net interest income	3,947	1,992	(25)	(669)	(744)	4,501
Non-interest income	12,426	1,744	1,962	7,968	367	24,467
Income	16,373	3,736	1,938	7,299	(378)	28,967
Credit loss (expense) / release	(20)	(21)	0	(30)	(7)	(78)
Total operating income	16,353	3,715	1,938	7,269	(385)	28,889
Total operating expenses	12,955	2,274	1,406	6,485	192	23,312
Operating profit / (loss) before tax	3,397	1,441	532	784	(577)	5,577
Tax expense / (benefit)						1,267
Net profit / (loss)						4,310
Additional information						
Total assets	309,766	209,405	34,565	315,855	102,603	972,194
Additions to non-current assets	68	10	0	1	5,217	5,297

¹ Includes a USD 631 million net gain on the sale of a majority stake in Fondcenter AG (now Clearstream Fund Centre AG), of which USD 571 million was recognized in Asset Management and USD 60 million was recognized in Global Wealth Management.

Note 2b Segment reporting by geographic location

The operating regions shown in the table below correspond to the regional management structure of the Group. The allocation of operating income to these regions reflects, and is consistent with, the basis on which the business is managed and its performance is evaluated. These allocations involve assumptions and judgments that management considers to be reasonable, and may be refined to reflect changes in estimates or management structure. The main principles of the allocation methodology are that client revenues are attributed to the domicile of the given

client and trading and portfolio management revenues are attributed to the country where the risk is managed. This revenue attribution is consistent with the mandate of the regional Presidents. Certain revenues, such as those related to Non-core and Legacy Portfolio in Group Functions, are managed at a Group level. These revenues are included in the *Global* line.

The geographic analysis of non-current assets is based on the location of the entity in which the given assets are recorded.

For the year ended 31 December 2021

	Total operating income		Total non-current assets	
	USD billion	Share %	USD billion	Share %
Americas	14.5	41	9.0	44
<i>of which: USA</i>	13.5	38	8.5	41
Asia Pacific	6.5	18	1.5	7
Europe, Middle East and Africa (excluding Switzerland)	7.0	20	2.9	14
Switzerland	7.9	22	7.1	35
Global	(0.3)	(1)	0.0	0
Total	35.5	100	20.5	100

For the year ended 31 December 2020

	Total operating income		Total non-current assets	
	USD billion	Share %	USD billion	Share %
Americas	13.0	40	9.0	42
<i>of which: USA</i>	11.7	36	8.4	40
Asia Pacific	6.0	18	1.5	7
Europe, Middle East and Africa (excluding Switzerland)	6.5	20	3.0	14
Switzerland	6.9	21	7.6	36
Global	0.1	0	0.0	0
Total	32.4	100	21.1	100

For the year ended 31 December 2019

	Total operating income		Total non-current assets	
	USD billion	Share %	USD billion	Share %
Americas	12.0	42	8.9	44
<i>of which: USA</i>	10.9	38	8.5	42
Asia Pacific	4.7	16	1.4	7
Europe, Middle East and Africa (excluding Switzerland)	5.8	20	3.0	15
Switzerland	6.7	23	7.1	35
Global	(0.3)	(1)	0.0	0
Total	28.9	100	20.3	100

Income statement notes

Note 3 Net interest income and other net income from financial instruments measured at fair value through profit or loss

	For the year ended		
USD million	31.12.21	31.12.20	31.12.19
Net interest income from financial instruments measured at fair value through profit or loss	1,431	1,299	1,011
Other net income from financial instruments measured at fair value through profit or loss	5,850	6,960	6,842
of which: net gains / (losses) from financial liabilities designated at fair value ¹	(6,582)	1,509	(8,748)
Total net income from financial instruments measured at fair value through profit or loss	7,281	8,259	7,853
Net interest income			
Interest income from loans and deposits ²	6,488	6,690	8,008
Interest income from securities financing transactions ³	513	862	2,005
Interest income from other financial instruments measured at amortized cost	284	335	364
Interest income from debt instruments measured at fair value through other comprehensive income	115	101	120
Interest income from derivative instruments designated as cash flow hedges	1,133	822	188
Total interest income from financial instruments measured at amortized cost and fair value through other comprehensive income	8,533	8,810	10,684
Interest expense on loans and deposits ⁴	523	1,031	2,634
Interest expense on securities financing transactions ⁵	1,102	870	1,152
Interest expense on debt issued	1,533	2,237	3,285
Interest expense on lease liabilities	102	110	122
Total interest expense from financial instruments measured at amortized cost	3,259	4,247	7,194
Total net interest income from financial instruments measured at amortized cost and fair value through other comprehensive income	5,274	4,563	3,490
Total net interest income from financial instruments measured at fair value through profit or loss	1,431	1,299	1,011
Total net interest income	6,705	5,862	4,501

¹ Excludes fair value changes of hedges related to financial liabilities designated at fair value and foreign currency translation effects arising from translating foreign currency transactions into the respective functional currency, both of which are reported within Other net income from financial instruments measured at fair value through profit or loss. 2021 included net losses of USD 2,068 million (net losses of USD 72 million and USD 1,830 million in 2020 and 2019, respectively), driven by financial liabilities related to unit-linked investment contracts, which are designated at fair value through profit or loss. This was offset by net gains of USD 2,068 million (net gains of USD 72 million and USD 1,830 million in 2020 and 2019, respectively), related to financial assets for unit-linked investment contracts that are mandatorily measured at fair value through profit or loss not held for trading. ² Consists of interest income from cash and balances at central banks, loans and advances to banks and customers, and cash collateral receivables on derivative instruments, as well as negative interest on amounts due to banks, customer deposits, and cash collateral payables on derivative instruments. ³ Includes interest income on receivables from securities financing transactions and negative interest, including fees, on payables from securities financing transactions. ⁴ Consists of interest expense on amounts due to banks, cash collateral payables on derivative instruments, and customer deposits, as well as negative interest on cash and balances at central banks, loans and advances to banks, and cash collateral receivables on derivative instruments. ⁵ Includes interest expense on payables from securities financing transactions and negative interest, including fees, on receivables from securities financing transactions.

Note 4 Net fee and commission income

	For the year ended		
USD million	31.12.21	31.12.20	31.12.19
Fee and commission income			
Underwriting fees	1,463	1,085	741
M&A and corporate finance fees	1,102	736	774
Brokerage fees	4,382	4,132	3,248
Investment fund fees	5,790	5,289	4,858
Portfolio management and related services	9,762	8,009	7,656
Other	1,874	1,710	1,832
Total fee and commission income¹	24,372	20,961	19,110
of which: recurring	15,410	13,009	12,544
of which: transaction-based	8,692	7,491	6,402
of which: performance-based	269	461	163
Fee and commission expense			
Brokerage fees paid	259	274	310
Distribution fees paid	611	589	590
Other	1,115	912	797
Total fee and commission expense	1,985	1,775	1,696
Net fee and commission income			
of which: net brokerage fees	4,123	3,858	2,938

¹ For the year ended 31 December 2021, reflects third-party fee and commission income of USD 14,545 million for Global Wealth Management, USD 1,644 million for Personal & Corporate Banking, USD 3,337 million for Asset Management, USD 4,814 million for the Investment Bank and USD 33 million for Group Functions (for the year ended 31 December 2020: USD 12,475 million for Global Wealth Management, USD 1,426 million for Personal & Corporate Banking, USD 3,129 million for Asset Management, USD 3,882 million for the Investment Bank and USD 49 million for Group Functions; for the year ended 31 December 2019: USD 11,694 million for Global Wealth Management, USD 1,307 million for Personal & Corporate Banking, USD 2,659 million for Asset Management, USD 3,355 million for the Investment Bank and USD 94 million for Group Functions).

Note 5 Other income

	For the year ended		
USD million	31.12.21	31.12.20	31.12.19
Associates, joint ventures and subsidiaries			
Net gains / (losses) from acquisitions and disposals of subsidiaries ¹	(11)	635 ²	(36)
Net gains / (losses) from disposals of investments in associates	41	0	4
Share of net profits of associates and joint ventures	105	84	46
Impairments related to associates	0	0	(1)
Total	135	719	13
Net gains / (losses) from disposals of financial assets measured at fair value through other comprehensive income	9	40	31
Income from properties ³	23	26	27
Net gains / (losses) from properties held for sale	100 ⁴	76 ⁵	(19)
Other	185 ⁶	216 ⁷	160
Total other income	452	1,076	212

¹ Includes foreign exchange gains / (losses) reclassified from other comprehensive income related to the disposal or closure of foreign operations. ² Includes a USD 631 million net gain on the sale of a majority stake in Fondcenter AG (now Clearstream Fund Centre AG). ³ Includes rent received from third parties. ⁴ Mainly relates to the sale of a property in Basel. ⁵ Includes net gains of USD 140 million arising from sale-and-leaseback transactions, primarily related to a property in Geneva, partly offset by remeasurement losses relating to properties that were reclassified as held for sale. ⁶ Includes a gain of USD 100 million from the sale of UBS's domestic wealth management business in Austria. Refer to Note 30 for more information. ⁷ Includes a USD 215 million gain on the sale of intellectual property rights associated with the Bloomberg Commodity Index family.

Note 6 Personnel expenses

	For the year ended		
USD million	31.12.21	31.12.20	31.12.19
Salaries ¹	7,339	7,023	6,518
Variable compensation – performance awards ²	3,190	3,209 ³	2,755
Variable compensation – other ²	229	220	246
Financial advisor compensation ⁴	4,860	4,091	4,043
Contractors	381	375	381
Social security	978	899 ³	799
Post-employment benefit plans ⁵	833 ⁶	845	787
<i>of which: defined benefit plans</i>	470	502	461
<i>of which: defined contribution plans</i>	363	343	326
Other personnel expenses	576	561 ³	555
Total personnel expenses	18,387	17,224	16,084

¹ Includes role-based allowances. ² Refer to Note 28 for more information. ³ During 2020, UBS modified the conditions for continued vesting of certain outstanding deferred compensation awards for qualifying employees, resulting in an expense of approximately USD 280 million, of which USD 240 million is disclosed within Variable compensation – performance awards, USD 20 million within Social security and USD 20 million within Other personnel expenses. ⁴ Financial advisor compensation consists of grid-based compensation based directly on compensable revenues generated by financial advisors and supplemental compensation calculated on the basis of financial advisor productivity, firm tenure, assets and other variables. It also includes expenses related to compensation commitments with financial advisors entered into at the time of recruitment that are subject to vesting requirements. ⁵ Refer to Note 27 for more information. ⁶ Includes curtailment gains of USD 80 million, which represent a reduction in the defined benefit obligation related to the Swiss pension plan resulting from a decrease in headcount following restructuring activities.

Note 7 General and administrative expenses¹

	For the year ended		
USD million	31.12.21	31.12.20	31.12.19
Outsourcing costs	893	951	1,072
IT expenses	1,055	949	860
Consulting, legal and audit fees	540	646	850
Real estate and logistics costs	634	671	662
Market data services	417	413	414
Marketing and communication	242	217	270
Travel and entertainment	72	84	298
Litigation, regulatory and similar matters ²	911	197	165
Other	788	757	696
<i>of which: UK and German bank levies³</i>	58	55	41
Total general and administrative expenses	5,553	4,885	5,288

¹ In 2021, UBS changed the presentation of the line items within general and administrative expenses. Prior-period information reflects the new presentation structure, with no effect on Total general and administrative expenses. ² Reflects the net increase in provisions for litigation, regulatory and similar matters recognized in the income statement. Refer to Note 18 for more information. Also, includes recoveries from third parties of USD 1 million in 2021 (USD 3 million and USD 11 million in 2020 and 2019, respectively). ³ UK bank levy expenses of USD 22 million (USD 38 million for 2020 and USD 30 million for 2019) included a credit of USD 16 million (USD 27 million for 2020 and USD 31 million for 2019) related to prior years.

Note 8 Income taxes

	USD million	For the year ended		
		31.12.21	31.12.20	31.12.19
Tax expense / (benefit)				
Swiss				
Current	680	482	365	
Deferred	34	116	265	
Total Swiss	714	598	630	
Non-Swiss				
Current	884	749	426	
Deferred	400	236	211	
Total non-Swiss	1,284	985	637	
Total income tax expense / (benefit) recognized in the income statement	1,998	1,583	1,267	

Income tax recognized in the income statement

Income tax expenses of USD 1,998 million were recognized for the Group in 2021, representing an effective tax rate of 21.1%. These included Swiss tax expenses of USD 714 million and non-Swiss tax expenses of USD 1,284 million.

The Swiss tax expenses included current tax expenses of USD 680 million related to taxable profits of UBS Switzerland AG and other Swiss entities. They also included deferred tax expenses of USD 34 million, which reflect movements in temporary differences.

The non-Swiss tax expenses included current tax expenses of USD 884 million related to taxable profits earned by non-Swiss subsidiaries and branches, and net deferred tax expenses of USD 400 million. Expenses of USD 734 million, which primarily related to the amortization of deferred tax assets (DTAs) previously recognized in relation to tax losses carried forward and deductible temporary differences of UBS Americas Inc., were

partly offset by a benefit of USD 334 million in respect of the remeasurement of DTAs. This benefit included upward revaluations of DTAs of USD 152 million for certain entities, primarily in connection with our business planning process. It also included USD 113 million in respect of additional DTA recognition that primarily related to the contribution of real estate assets by UBS AG to UBS Americas Inc. and UBS Financial Services Inc., which allowed the full recognition of DTAs in respect of the associated historic real estate costs that were previously capitalized for US tax purposes under elections that were made in the fourth quarter of 2018. In addition, it included USD 69 million in respect of an increase in the expected value of future tax deductions for deferred compensation awards, due to an increase in the Group's share price during the year.

The pre-tax expense that was recognized in the year in respect of the increase in litigation provisions for the French cross-border matter did not result in any tax benefit.

	USD million	For the year ended		
		31.12.21	31.12.20	31.12.19
Operating profit / (loss) before tax				
of which: Swiss	9,484	8,155	5,577	
of which: non-Swiss	3,334	3,403	2,571	
Income taxes at Swiss tax rate of 18.5% for 2021, 19.5% for 2020 and 20.5% for 2019	6,150	4,752	3,006	
Increase / (decrease) resulting from:				
Non-Swiss tax rates differing from Swiss tax rate	234	110	82	
Tax effects of losses not recognized	124	144	131	
Previously unrecognized tax losses now utilized	(179)	(212)	(265)	
Non-taxable and lower-taxed income	(278)	(394)	(351)	
Non-deductible expenses and additional taxable income	510	385	732	
Adjustments related to prior years – current tax	(40)	(67)	(5)	
Adjustments related to prior years – deferred tax	(10)	12	(6)	
Change in deferred tax recognition	(342)	(381)	(294)	
Adjustments to deferred tax balances arising from changes in tax rates	(5)	234	(9)	
Other items	231	161	107	
Income tax expense / (benefit)	1,998	1,583	1,267	

Note 8 Income taxes (continued)

The components of operating profit before tax, and the differences between income tax expense reflected in the financial statements and the amounts calculated at the Swiss tax rate, are provided in the table on the previous page and explained below.

Component	Description
Non-Swiss tax rates differing from Swiss tax rate	To the extent that Group profits or losses arise outside Switzerland, the applicable local tax rate may differ from the Swiss tax rate. This item reflects, for such profits, an adjustment from the tax expense that would arise at the Swiss tax rate to the tax expense that would arise at the applicable local tax rate. Similarly, it reflects, for such losses, an adjustment from the tax benefit that would arise at the Swiss tax rate to the tax benefit that would arise at the applicable local tax rate.
Tax effects of losses not recognized	This item relates to tax losses of entities arising in the year that are not recognized as DTAs and where no tax benefit arises in relation to those losses. Therefore, the tax benefit calculated by applying the local tax rate to those losses as described above is reversed.
Previously unrecognized tax losses now utilized	This item relates to taxable profits of the year that are offset by tax losses of previous years for which no DTAs were previously recorded. Consequently, no current tax or deferred tax expense arises in relation to those taxable profits and the tax expense calculated by applying the local tax rate on those profits is reversed.
Non-taxable and lower-taxed income	This item relates to tax deductions for the year in respect of permanent differences. These include deductions in respect of profits that are either not taxable or are taxable at a lower rate of tax than the local tax rate. They also include deductions made for tax purposes, which are not reflected in the accounts.
Non-deductible expenses and additional taxable income	This item relates to additional taxable income for the year in respect of permanent differences. These include income that is recognized for tax purposes by an entity but is not included in its profit that is reported in the financial statements, as well as expenses for the year that are non-deductible (e.g., client entertainment costs are not deductible in certain locations).
Adjustments related to prior years – current tax	This item relates to adjustments to current tax expense for prior years (e.g., if the tax payable for a year is agreed with the tax authorities in an amount that differs from the amount previously reflected in the financial statements).
Adjustments related to prior years – deferred tax	This item relates to adjustments to deferred tax positions recognized in prior years (e.g., if a tax loss for a year is fully recognized and the amount of the tax loss agreed with the tax authorities is expected to differ from the amount previously recognized as DTAs in the accounts).
Change in deferred tax recognition	This item relates to changes in DTAs, including changes in DTAs previously recognized resulting from reassessments of expected future taxable profits. It also includes changes in temporary differences in the year, for which deferred tax is not recognized.
Adjustments to deferred tax balances arising from changes in tax rates	This item relates to remeasurements of DTAs and liabilities recognized due to changes in tax rates. These have the effect of changing the future tax saving that is expected from tax losses or deductible tax differences and therefore the amount of DTAs recognized or, alternatively, changing the tax cost of additional taxable income from taxable temporary differences and therefore the deferred tax liability.
Other items	Other items include other differences between profits or losses at the local tax rate and the actual local tax expense or benefit, including movements in provisions for uncertain positions in relation to the current year and other items.

Income tax recognized directly in equity

A net tax benefit of USD 479 million was recognized in *Other comprehensive income* (2020: net expense of USD 237 million) and a net tax expense of USD 88 million was recognized in *Share premium* (2020: benefit of USD 18 million).

Note 8 Income taxes (continued)**Deferred tax assets and liabilities**

The Group has gross DTAs, valuation allowances and recognized DTAs related to tax loss carry-forwards and deductible temporary differences, and also deferred tax liabilities in respect of taxable temporary differences, as shown in the table below. The valuation allowances reflect DTAs that were not recognized because, as of the last remeasurement period, management did not consider it probable that there would be sufficient future taxable profits available to utilize the related tax loss carry-forwards and deductible temporary differences.

The recognition of DTAs is supported by forecasts of taxable profits for the entities concerned. In addition, tax planning opportunities are available that would result in additional future taxable income and these would be utilized, if necessary.

Deferred tax liabilities are recognized in respect of investments in subsidiaries, branches and associates, and interests in joint arrangements, except to the extent that the Group can control the timing of the reversal of the associated taxable temporary difference and it is probable that such will not reverse in the foreseeable future. However, as of 31 December 2021, this exception was not considered to apply to any taxable temporary differences.

USD million	31.12.21			31.12.20		
	Gross	Valuation allowance	Recognized	Gross	Valuation allowance	Recognized
Deferred tax assets¹						
Tax loss carry-forwards	13,636	(9,193)	4,443	14,108	(8,715)	5,393
Temporary differences	5,133	(700)	4,433	4,384	(565)	3,819
of which: related to real estate costs capitalized for US tax purposes	2,272	0	2,272	2,268	0	2,268
of which: related to compensation and benefits	1,222	(209)	1,013	1,128	(173)	955
of which: other	1,639	(491)	1,148	989	(392)	564
Total deferred tax assets	18,769	(9,893)	8,876²	18,492	(9,280)	9,212²
of which: related to the US			8,521			8,780
of which: related to other locations			355			431
Deferred tax liabilities						
Cash flow hedges		118				425
Other		183				139
Total deferred tax liabilities		300				564

¹ After offset of DTLs, as applicable. ² As of 31 December 2021, the Group recognized DTAs of USD 77 million (31 December 2020: USD 138 million) in respect of entities that incurred losses in either the current or preceding year.

In general, US federal tax losses incurred prior to 31 December 2017 can be carried forward for 20 years. However, US federal tax losses incurred after 31 December 2017 and UK tax losses can be carried forward indefinitely, although the utilization of such losses is limited to 80% of the entity's future year taxable profits

for the US and generally to 25% thereof for the UK. The amounts of US tax loss carry-forwards that are included in the table below are based on their amount for federal tax purposes rather than for state and local tax purposes.

Unrecognized tax loss carry-forwards	USD million	31.12.21	31.12.20
Within 1 year		141	146
From 2 to 5 years		1,026	638
From 6 to 10 years		13,283	13,257
From 11 to 20 years		2,093	3,858
No expiry		18,147	17,227
Total		34,690	35,127
of which: related to the US ¹		14,870	16,256
of which: related to the UK		14,909	13,848
of which: related to other locations		4,911	5,023

¹ Related to UBS AG's US branch.

Balance sheet notes

Note 9 Financial assets at amortized cost and other positions in scope of expected credit loss measurement

The tables on the following pages provide information about financial instruments and certain credit lines that are subject to expected credit loss (ECL) requirements. UBS's ECL disclosure segments or "ECL segments" are aggregated portfolios based on shared risk characteristics and on the same or similar rating

methods applied. The key segments are presented in the table below.

› Refer to Note 20 for more information about expected credit loss measurement

Segment	Segment description	Description of credit risk sensitivity	Business division / Group Functions
Private clients with mortgages	Lending to private clients secured by owner-occupied real estate and personal account overdrafts of those clients	Sensitive to the interest rate environment, unemployment levels, real estate collateral values and other regional aspects	– Personal & Corporate Banking – Global Wealth Management
Real estate financing	Rental or income-producing real estate financing to private and corporate clients secured by real estate	Sensitive to unemployment levels, the interest rate environment, real estate collateral values and other regional aspects	– Personal & Corporate Banking – Global Wealth Management – Investment Bank
Large corporate clients	Lending to large corporate and multi-national clients	Sensitive to GDP developments, unemployment levels, seasonality, business cycles and collateral values (diverse collateral, including real estate and other collateral types)	– Personal & Corporate Banking – Investment Bank
SME clients	Lending to small and medium-sized corporate clients	Sensitive to GDP developments, unemployment levels, the interest rate environment and, to some extent, seasonality, business cycles and collateral values (diverse collateral, including real estate and other collateral types)	– Personal & Corporate Banking
Lombard	Loans secured by pledges of marketable securities, guarantees and other forms of collateral	Sensitive to equity and debt markets (e.g., changes in collateral values)	– Global Wealth Management
Credit cards	Credit card solutions in Switzerland and the US	Sensitive to unemployment levels	– Personal & Corporate Banking – Global Wealth Management
Commodity trade finance	Working capital financing of commodity traders, generally extended on a self-liquidating transactional basis	Sensitive primarily to the strength of individual transaction structures and collateral values (price volatility of commodities), as the primary source for debt service is directly linked to the shipments financed	– Personal & Corporate Banking
Financial intermediaries and hedge funds	Lending to financial institutions and pension funds, including exposures to broker-dealers and clearing houses	Sensitive to GDP development, the interest rate environment, price and volatility risks in financial markets, and regulatory and political risk	– Personal & Corporate Banking – Investment Bank

› Refer to Note 20f for more details regarding sensitivity

Note 9 Financial assets at amortized cost and other positions in scope of expected credit loss measurement (continued)

The tables below and on the following pages provide ECL exposure and ECL allowance and provision information about financial instruments and certain non-financial instruments that are subject to ECL.

USD million	31.12.21							
	Carrying amount ¹				ECL allowances			
	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3
Financial instruments measured at amortized cost								
Cash and balances at central banks	192,817	192,817	0	0	0	0	0	0
Loans and advances to banks	15,480	15,453	26	1	(8)	(7)	(1)	0
Receivables from securities financing transactions	75,012	75,012	0	0	(2)	(2)	0	0
Cash collateral receivables on derivative instruments	30,514	30,514	0	0	0	0	0	0
Loans and advances to customers	397,761	380,564	15,620	1,577	(850)	(126)	(152)	(572)
<i>of which: Private clients with mortgages</i>	<i>152,479</i>	<i>143,505</i>	<i>8,262</i>	<i>711</i>	<i>(132)</i>	<i>(28)</i>	<i>(71)</i>	<i>(33)</i>
<i>of which: Real estate financing</i>	<i>43,945</i>	<i>40,463</i>	<i>3,472</i>	<i>9</i>	<i>(60)</i>	<i>(19)</i>	<i>(40)</i>	<i>0</i>
<i>of which: Large corporate clients</i>	<i>13,990</i>	<i>12,643</i>	<i>1,037</i>	<i>310</i>	<i>(170)</i>	<i>(22)</i>	<i>(16)</i>	<i>(133)</i>
<i>of which: SME clients</i>	<i>14,004</i>	<i>12,076</i>	<i>1,492</i>	<i>436</i>	<i>(259)</i>	<i>(19)</i>	<i>(15)</i>	<i>(225)</i>
<i>of which: Lombard</i>	<i>149,283</i>	<i>149,255</i>	<i>0</i>	<i>27</i>	<i>(33)</i>	<i>(6)</i>	<i>0</i>	<i>(28)</i>
<i>of which: Credit cards</i>	<i>1,716</i>	<i>1,345</i>	<i>342</i>	<i>29</i>	<i>(36)</i>	<i>(10)</i>	<i>(9)</i>	<i>(17)</i>
<i>of which: Commodity trade finance</i>	<i>3,813</i>	<i>3,799</i>	<i>7</i>	<i>7</i>	<i>(114)</i>	<i>(6)</i>	<i>0</i>	<i>(108)</i>
Other financial assets measured at amortized cost	26,209	25,718	302	189	(109)	(27)	(7)	(76)
<i>of which: Loans to financial advisors</i>	<i>2,453</i>	<i>2,184</i>	<i>106</i>	<i>163</i>	<i>(86)</i>	<i>(19)</i>	<i>(3)</i>	<i>(63)</i>
Total financial assets measured at amortized cost	737,794	720,079	15,948	1,767	(969)	(161)	(160)	(647)
Financial assets measured at fair value through other comprehensive income	8,844	8,844	0	0	0	0	0	0
Total on-balance sheet financial assets in scope of ECL requirements	746,638	728,923	15,948	1,767	(969)	(161)	(160)	(647)
Off-balance sheet (in scope of ECL)	Total exposure				ECL provisions			
	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3
Guarantees	20,972	19,695	1,127	150	(41)	(18)	(8)	(15)
<i>of which: Large corporate clients</i>	<i>3,464</i>	<i>2,567</i>	<i>793</i>	<i>104</i>	<i>(6)</i>	<i>(3)</i>	<i>(3)</i>	<i>0</i>
<i>of which: SME clients</i>	<i>1,353</i>	<i>1,143</i>	<i>164</i>	<i>46</i>	<i>(8)</i>	<i>(1)</i>	<i>(1)</i>	<i>(7)</i>
<i>of which: Financial intermediaries and hedge funds</i>	<i>9,575</i>	<i>9,491</i>	<i>84</i>	<i>0</i>	<i>(17)</i>	<i>(13)</i>	<i>(4)</i>	<i>0</i>
<i>of which: Lombard</i>	<i>2,454</i>	<i>2,454</i>	<i>0</i>	<i>0</i>	<i>(1)</i>	<i>0</i>	<i>0</i>	<i>(1)</i>
<i>of which: Commodity trade finance</i>	<i>3,137</i>	<i>3,137</i>	<i>0</i>	<i>0</i>	<i>(1)</i>	<i>(1)</i>	<i>0</i>	<i>0</i>
Irrevocable loan commitments	39,478	37,097	2,335	46	(114)	(72)	(42)	0
<i>of which: Large corporate clients</i>	<i>23,922</i>	<i>21,811</i>	<i>2,102</i>	<i>9</i>	<i>(100)</i>	<i>(66)</i>	<i>(34)</i>	<i>0</i>
Forward starting reverse repurchase and securities borrowing agreements	1,444	1,444	0	0	0	0	0	0
Committed unconditionally revocable credit lines	40,778	38,207	2,508	63	(38)	(28)	(10)	0
<i>of which: Real estate financing</i>	<i>7,328</i>	<i>7,046</i>	<i>281</i>	<i>0</i>	<i>(5)</i>	<i>(4)</i>	<i>(1)</i>	<i>0</i>
<i>of which: Large corporate clients</i>	<i>5,358</i>	<i>4,599</i>	<i>736</i>	<i>23</i>	<i>(7)</i>	<i>(4)</i>	<i>(3)</i>	<i>0</i>
<i>of which: SME clients</i>	<i>5,160</i>	<i>4,736</i>	<i>389</i>	<i>35</i>	<i>(15)</i>	<i>(11)</i>	<i>(3)</i>	<i>0</i>
<i>of which: Lombard</i>	<i>8,670</i>	<i>8,670</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>of which: Credit cards</i>	<i>9,466</i>	<i>9,000</i>	<i>462</i>	<i>4</i>	<i>(6)</i>	<i>(5)</i>	<i>(2)</i>	<i>0</i>
<i>of which: Commodity trade finance</i>	<i>117</i>	<i>117</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
Irrevocable committed prolongation of existing loans	5,611	5,527	36	48	(3)	(3)	0	0
Total off-balance sheet financial instruments and credit lines	108,284	101,971	6,006	307	(196)	(121)	(60)	(15)
Total allowances and provisions					(1,165)	(282)	(220)	(662)

¹ The carrying amount of financial assets measured at amortized cost represents the total gross exposure net of the respective ECL allowances.

Note 9 Financial assets at amortized cost and other positions in scope of expected credit loss measurement (continued)

USD million	31.12.20							
	Carrying amount ¹				ECL allowances			
	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3
Financial instruments measured at amortized cost								
Cash and balances at central banks	158,231	158,231	0	0	0	0	0	0
Loans and advances to banks	15,444	15,260	184	0	(16)	(9)	(5)	(1)
Receivables from securities financing transactions	74,210	74,210	0	0	(2)	(2)	0	0
Cash collateral receivables on derivative instruments	32,737	32,737	0	0	0	0	0	0
Loans and advances to customers	379,528	356,948	20,341	2,240	(1,060)	(142)	(215)	(703)
<i>of which: Private clients with mortgages</i>	148,175	138,769	8,448	959	(166)	(35)	(93)	(39)
<i>of which: Real estate financing</i>	43,429	37,568	5,838	23	(63)	(15)	(44)	(4)
<i>of which: Large corporate clients</i>	15,161	12,658	2,029	474	(279)	(27)	(40)	(212)
<i>of which: SME clients</i>	14,872	11,990	2,254	628	(310)	(19)	(23)	(268)
<i>of which: Lombard</i>	133,850	133,795	0	55	(36)	(5)	0	(31)
<i>of which: Credit cards</i>	1,558	1,198	330	30	(38)	(11)	(11)	(16)
<i>of which: Commodity trade finance</i>	3,269	3,214	43	12	(106)	(5)	0	(101)
Other financial assets measured at amortized cost	27,194	26,377	348	469	(133)	(34)	(9)	(90)
<i>of which: Loans to financial advisors</i>	2,569	1,982	137	450	(108)	(27)	(5)	(76)
Total financial assets measured at amortized cost	687,345	663,763	20,873	2,709	(1,211)	(187)	(229)	(795)
Financial assets measured at fair value through other comprehensive income	8,258	8,258	0	0	0	0	0	0
Total on-balance sheet financial assets in scope of ECL requirements	695,603	672,021	20,873	2,709	(1,211)	(187)	(229)	(795)
Off-balance sheet (in scope of ECL)								
Guarantees	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3
	17,081	14,687	2,225	170	(63)	(14)	(15)	(34)
<i>of which: Large corporate clients</i>	3,710	2,048	1,549	113	(20)	(4)	(5)	(12)
<i>of which: SME clients</i>	1,310	936	326	48	(13)	(1)	(1)	(11)
<i>of which: Financial intermediaries and hedge funds</i>	7,637	7,413	224	0	(17)	(7)	(9)	0
<i>of which: Lombard</i>	641	633	0	8	(2)	0	0	(2)
<i>of which: Commodity trade finance</i>	1,441	1,416	25	0	(2)	(1)	0	0
Irrevocable loan commitments	41,372	36,894	4,374	104	(142)	(74)	(68)	0
<i>of which: Large corporate clients</i>	24,209	20,195	3,950	64	(121)	(63)	(58)	0
Forward starting reverse repurchase and securities borrowing agreements	3,247	3,247	0	0	0	0	0	0
Committed unconditionally revocable credit lines	40,134	35,233	4,792	108	(50)	(29)	(21)	0
<i>of which: Real estate financing</i>	6,328	5,811	517	0	(12)	(5)	(7)	0
<i>of which: Large corporate clients</i>	4,909	2,783	2,099	27	(9)	(2)	(7)	0
<i>of which: SME clients</i>	5,827	4,596	1,169	63	(16)	(12)	(4)	0
<i>of which: Lombard</i>	9,671	9,671	0	0	0	(1)	0	0
<i>of which: Credit cards</i>	8,661	8,220	430	11	(8)	(6)	(2)	0
<i>of which: Commodity trade finance</i>	242	242	0	0	0	0	0	0
Irrevocable committed prolongation of existing loans	3,282	3,277	5	0	(2)	(2)	0	0
Total off-balance sheet financial instruments and credit lines	105,116	93,337	11,396	382	(257)	(119)	(104)	(34)
Total allowances and provisions					(1,468)	(306)	(333)	(829)

¹ The carrying amount of financial assets measured at amortized cost represents the total gross exposure net of the respective ECL allowances.

Note 9 Financial assets at amortized cost and other positions in scope of expected credit loss measurement (continued)

Coverage ratios are calculated for the core loan portfolio by taking ECL allowances and provisions divided by the gross carrying amount of the exposures. Core loan exposure is defined as the sum of *Loans and advances to customers* and *Loans to financial advisors*.

These ratios are influenced by the following key factors:

- Lombard loans are generally secured with marketable securities in portfolios that are, as a rule, highly diversified, with strict lending policies that are intended to ensure that credit risk is minimal under most circumstances;
- mortgage loans to private clients and real estate financing are controlled by conservative eligibility criteria, including low loan-to-value ratios and strong debt service capabilities;
- the amount of unsecured retail lending (including credit cards) is insignificant;

- lending in Switzerland includes government-backed COVID-19 loans;
- contractual maturities in the loan portfolio, which are a factor in the calculation of ECLs, are generally short, with Lombard lending typically having average contractual maturities of 12 months or less, real estate lending generally between 2 years and 3 years in Switzerland with longer dated maturities in the US and corporate lending between 1 to 2 years with related loan commitments up to 4 years; and
- write-offs of ECL allowances against the gross loan balances when all or part of a financial asset is deemed uncollectible or forgiven, reduces the coverage ratios.

Coverage ratios for core loan portfolio

	31.12.21							
	Gross carrying amount (USD million)				ECL coverage (bps)			
	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3
On-balance sheet								
Private clients with mortgages	152,610	143,533	8,333	744	9	2	85	446
Real estate financing	44,004	40,483	3,512	10	14	5	114	231
Large corporate clients	14,161	12,665	1,053	443	120	18	148	2,997
SME clients	14,263	12,095	1,507	661	182	16	103	3,402
Lombard	149,316	149,261	0	55	2	0	0	5,026
Credit cards	1,752	1,355	351	46	204	72	255	3,735
Commodity trade finance	3,927	3,805	7	115	290	15	3	9,388
Other loans and advances to customers	18,578	17,493	1,010	75	25	9	15	3,730
Loans to financial advisors	2,539	2,203	109	226	338	88	303	2,791
Total¹	401,150	382,893	15,882	2,374	23	4	98	2,673
Off-balance sheet								
	Gross exposure (USD million)				ECL coverage (bps)			
	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3
Private clients with mortgages	9,123	8,798	276	49	3	3	9	15
Real estate financing	8,766	8,481	285	0	9	7	88	0
Large corporate clients	32,748	28,981	3,630	136	34	25	110	1
SME clients	8,077	7,276	688	114	38	19	151	585
Lombard	14,438	14,438	0	0	1	0	0	0
Credit cards	9,466	9,000	462	4	7	5	34	0
Commodity trade finance	3,262	3,262	0	0	4	4	0	0
Financial intermediaries and hedge funds	12,153	11,784	369	0	15	12	120	0
Other off-balance sheet commitments	8,806	8,507	296	4	15	6	30	0
Total²	106,840	100,527	6,006	307	18	12	100	486

¹ Includes Loans and advances to customers of USD 398,611 million and Loans to financial advisors of USD 2,539 million which are presented on the balance sheet line Other assets measured at amortized cost.

² Excludes Forward starting reverse repurchase and securities borrowing agreements.

Note 9 Financial assets at amortized cost and other positions in scope of expected credit loss measurement (continued)

Coverage ratios for core loan portfolio				31.12.20				
	Gross carrying amount (USD million)			ECL coverage (bps)				
	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3
On-balance sheet								
Private clients with mortgages	148,341	138,803	8,540	998	11	2	108	390
Real estate financing	43,492	37,583	5,883	27	15	4	75	1,414
Large corporate clients	15,440	12,684	2,069	686	181	21	192	3,089
SME clients	15,183	12,010	2,277	896	204	16	101	2,991
Lombard	133,886	133,800	0	86	3	0	0	3,592
Credit cards	1,596	1,209	342	46	240	91	333	3,488
Commodity trade finance	3,375	3,219	43	113	315	16	2	8,939
Other loans and advances to customers	19,274	17,781	1,402	91	31	14	25	3,563
Loans to financial advisors	2,677	2,009	142	526	404	135	351	1,446
Total¹	383,266	359,099	20,697	3,470	30	5	106	2,247
Off-balance sheet				Gross exposure (USD million)				
	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3
Private clients with mortgages	6,285	6,083	198	3	7	6	16	197
Real estate financing	7,056	6,576	481	0	21	9	185	0
Large corporate clients	32,828	25,026	7,598	205	46	27	92	565
SME clients	9,121	7,239	1,734	148	40	19	63	779
Lombard	14,178	14,170	0	8	2	1	0	1,941
Credit cards	8,661	8,220	430	11	9	8	44	0
Commodity trade finance	1,683	1,658	25	0	10	8	15	8,279
Financial intermediaries and hedge funds	7,690	7,242	448	0	26	13	248	166
Other off-balance sheet commitments	14,366	13,876	482	8	13	7	11	12,414
Total²	101,869	90,090	11,396	382	25	13	91	894

¹ Includes Loans and advances to customers of USD 380,589 million and Loans to financial advisors of USD 2,677 million which are presented on the balance sheet line Other assets measured at amortized cost.

² Excludes Forward starting reverse repurchase and securities borrowing agreements.

Note 10 Derivative instruments

Overview

Over-the-counter (OTC) derivative contracts are usually traded under a standardized International Swaps and Derivatives Association (ISDA) master agreement between UBS and its counterparties. Terms are negotiated directly with counterparties and the contracts have industry-standard settlement mechanisms prescribed by ISDA. Other OTC derivatives are cleared through clearing houses, in particular interest rate swaps with LCH, where a settled-to-market method has been generally adopted, under which cash collateral exchanged on a daily basis is considered to legally settle the market value of the derivatives. Regulators in various jurisdictions have begun a phased introduction of rules requiring the payment and collection of initial and variation margins on certain OTC derivative contracts, which may have a bearing on price and other relevant terms. Due to challenges brought on by COVID-19, the International Organization of Securities Commissions (IOSCO) has extended the deadline for completion of the final phase-in of margin requirements for non-centrally cleared derivatives, to 1 September 2022.

Other derivative contracts are standardized in terms of their amounts and settlement dates, and are bought and sold on regulated exchanges. These are commonly referred to as exchange-traded derivatives (ETD) contracts. Exchanges offer the benefits of pricing transparency, standardized daily settlement of changes in value and, consequently, reduced credit risk.

Most of the Group's derivative transactions relate to sales and market-making activity. Sales activities include the structuring and marketing of derivative products to customers to enable them to take, transfer, modify or reduce current or expected risks. Market-making aims to directly support the facilitation and execution of client activity, and involves quoting bid and offer prices to other market participants with the aim of generating revenues based on spread and volume. The Group also uses various derivative instruments for hedging purposes.

- › Refer to Notes 16 and 21 for more information about derivative instruments
- › Refer to Note 26 for more information about derivatives designated in hedge accounting relationships

Risks of derivative instruments

The derivative financial assets shown on the balance sheet can be an important component of the Group's credit exposure; however, the positive replacement values related to a respective counterparty are rarely an adequate reflection of the Group's credit exposure in its derivatives business with that counterparty. This is generally the case because, on the one hand, replacement values can increase over time (potential future exposure), while, on the other hand, exposure may be mitigated by entering into master netting agreements and bilateral collateral arrangements. Both the exposure measures used internally by the Group to control credit risk and the capital requirements imposed by regulators reflect these additional factors.

- › Refer to Note 22 for more information about derivative financial assets and liabilities after consideration of netting potential allowed under enforceable netting arrangements
- › Refer to the "Risk management and control" section of this report for more information about the risks arising from derivative instruments

Note 10 Derivative instruments (continued)

Derivative instruments

	31.12.21					31.12.20				
	USD billion	Derivative financial assets	Notional amounts related to derivative financial assets ^{2,3}	Derivative financial liabilities	Notional amounts related to derivative financial liabilities ^{2,3}	Other notional amounts ^{2,4}	Derivative financial assets	Notional amounts related to derivative financial assets ^{2,3}	Derivative financial liabilities	Notional amounts related to derivative financial liabilities ^{2,3}
Interest rate contracts	33.2	991.2	28.7	943.1	8,675.1	50.9	928.0	43.9	880.4	11,291.5
of which: forward contracts (OTC) ¹	0.1	29.4	0.2	28.6	443.6	0.0	19.8	0.4	21.9	2,602.5
of which: swaps (OTC)	26.4	394.3	19.2	344.1	7,549.4	40.8	407.0	30.9	364.8	8,105.2
of which: options (OTC)	6.6	545.2	9.2	553.6		10.1	447.5	12.5	460.5	
of which: futures (ETD)				525.0						480.6
of which: options (ETD)	0.0	22.4	0.0	16.8	157.1	0.0	53.6	0.0	33.1	103.3
Credit derivative contracts	1.4	44.7	1.8	46.3		2.4	57.6	2.9	64.8	
of which: credit default swaps (OTC)	1.3	39.4	1.6	44.1		2.2	53.6	2.6	62.3	
of which: total return swaps (OTC)	0.1	1.3	0.2	1.7		0.1	1.9	0.3	2.5	
Foreign exchange contracts	53.3	3,030.8	54.1	2,938.8	1.2	68.7	2,951.1	70.5	2,820.4	1.4
of which: forward contracts (OTC)	23.8	1,008.9	23.8	1,043.2		27.3	779.1	29.0	853.3	
of which: swaps (OTC)	24.3	1,606.3	24.9	1,480.3		34.3	1,727.3	34.4	1,567.3	
of which: options (OTC)	5.2	412.6	5.3	408.6		7.1	440.9	7.1	394.7	
Equity contracts	28.2	456.9	34.9	603.9	80.1	34.8	449.6	41.2	581.3	91.3
of which: swaps (OTC)	4.7	105.7	9.3	154.8		6.4	89.4	9.8	108.4	
of which: options (OTC)	4.6	61.4	6.5	102.3		7.0	87.1	10.9	146.2	
of which: futures (ETD)				71.2						67.9
of which: options (ETD)	10.2	289.6	9.8	346.3	8.8	10.7	273.1	11.3	326.8	23.5
of which: client-cleared transactions (ETD)	8.6		9.4			10.7		9.1		
Commodity contracts	1.6	57.8	1.6	56.4	14.7	2.2	57.8	2.0	49.7	10.1
of which: swaps (OTC)	0.5	19.9	0.8	25.4		0.5	17.7	0.8	18.0	
of which: options (OTC)	0.4	14.0	0.2	10.4		1.0	23.5	0.7	17.8	
of which: futures (ETD)				13.9						9.3
of which: forward contracts (ETD)	0.0	18.1	0.0	15.2		0.0	8.0	0.0	6.3	
of which: client-cleared transactions (ETD)	0.6		0.4			0.5		0.3		
Loan commitments measured at FVTPL (OTC)	0.0	0.8	0.0	8.2				0.0	10.2	
Unsettled purchases of non-derivative financial instruments⁵	0.1	13.3	0.2	10.6		0.3	18.3	0.2	10.0	
Unsettled sales of non-derivative financial instruments⁵	0.2	18.2	0.1	9.4		0.2	17.2	0.3	12.9	
Total derivative instruments, based on IFRS netting⁶	118.1	4,613.8	121.3	4,616.6	8,771.1	159.6	4,479.5	161.1	4,429.7	11,394.4

¹ Includes certain forward starting repurchase and reverse repurchase agreements that are classified as measured at fair value through profit or loss and are recognized within derivative instruments. ² In cases where derivative financial instruments are presented on a net basis on the balance sheet, the respective notional amounts of the netted derivative financial instruments are still presented on a gross basis. ³ Notional amounts of client-cleared ETD and OTC transactions through central clearing counterparties are not disclosed, as they have significantly different risk profile. ⁴ Other notional amounts relate to derivatives that are cleared through either a central counterparty or an exchange. The fair value of these derivatives is presented on the balance sheet net of the corresponding cash margin under Cash collateral receivables on derivative instruments and Cash collateral payables on derivative instruments and was not material for all periods presented. ⁵ Changes in the fair value of purchased and sold non-derivative financial instruments between trade date and settlement date are recognized as derivative financial instruments. ⁶ Derivative financial assets and liabilities are presented net on the balance sheet if UBS has the unconditional and legally enforceable right to offset the recognized amounts, both in the normal course of business and in the event of default, bankruptcy or insolvency of the entity and all of the counterparties, and intends either to settle on a net basis or to realize the asset and settle the liability simultaneously. Refer to Note 22 for more information on netting arrangements.

On a notional amount basis, approximately 40% of OTC interest rate contracts held as of 31 December 2021 (31 December 2020: 50%) mature within one year, 36% (31 December 2020: 30%) within one to five years and 25% (31 December 2020: 20%) after five years.

Notional amounts of interest rate contracts cleared through either a central counterparty or an exchange that are legally settled on a daily basis are presented under *Other notional*

amounts in the table above and are categorized into maturity buckets on the basis of contractual maturities of the cleared underlying derivative contracts. Other notional amounts related to interest rate contracts decreased by USD 2.6 trillion compared with 31 December 2020, mainly reflecting trade compressions, which included activity as part of the ongoing transition to alternative reference rates, and maturities.

Note 11 Financial assets measured at fair value through other comprehensive income

<i>USD million</i>	31.12.21	31.12.20
Financial assets measured at fair value through other comprehensive income¹		
Debt instruments		
Governments and government agencies	8,522	8,155
of which: USA	7,507	7,727
Banks	322	103
Total financial assets measured at fair value through other comprehensive income	8,844	8,258
Unrealized gains / (losses) recognized in Other comprehensive income		
Unrealized gains, before tax	67	204
Unrealized (losses), before tax	(80)	(4)
Net unrealized gains / (losses), before tax	(13)	200
Net unrealized gains / (losses), after tax	(7)	151

¹ Refer to Note 21c for more information about product type and fair value hierarchy categorization. Refer also to Note 9 and Note 20 for more information about expected credit loss measurement.

Note 12 Property, equipment and software**At historical cost less accumulated depreciation**

<i>USD million</i>	Owned properties and equipment ¹	Leased properties and equipment ²	Software	Projects in progress	2021	2020
Historical cost						
Balance at the beginning of the year	13,185	4,249	7,768	1,036	26,238	24,431
Additions	273	213	228	1,376	2,090	2,312
Disposals / write-offs ³	(430)	(223)	(98)	0	(751)	(990)
Reclassifications ⁴	323	0	808	(1,149)	(18)	(590)
Foreign currency translation	(303)	(66)	(64)	(12)	(445)	1,074
Balance at the end of the year	13,048	4,174	8,642	1,250	27,113	26,238
Accumulated depreciation						
Balance at the beginning of the year	8,060	1,082	3,987	0	13,129	11,628
Depreciation	635	498	945	0	2,078	1,997
Impairment ⁵	9	1	0	0	10	72
Disposals / write-offs ³	(424)	(215)	(98)	0	(737)	(855)
Reclassifications ⁴	(12)	0	0	0	(12)	(328)
Foreign currency translation	(196)	(20)	(28)	0	(243)	616
Balance at the end of the year	8,072	1,346	4,807	0	14,225	13,129
Net book value						
Net book value at the beginning of the year	5,126	3,167	3,780	1,036	13,109	12,804
Net book value at the end of the year	4,976	2,828	3,835	1,250⁶	12,888	13,109

¹ Includes leasehold improvements and IT hardware. ² Represents right-of-use assets recognized by UBS as lessee. UBS predominantly enters into lease contracts, or contracts that include lease components, in relation to real estate, including offices, retail branches and sales offices. The total cash outflow for leases during 2021 was USD 657 million (2020: USD 679 million). Interest expense on lease liabilities is included within Interest expense from financial instruments measured at amortized cost and Lease liabilities are included within Other financial liabilities measured at amortized cost. Refer to Notes 3 and 19a, respectively. There were no material gains or losses arising from sale-and-leaseback transactions in 2021 (2020: USD 140 million). ³ Includes write-offs of fully depreciated assets. ⁴ The total reclassification amount for the respective periods represents net reclassifications to Properties and other non-current assets held for sale. ⁵ Impairment charges recorded in 2021 generally relate to assets that are no longer used, for which the recoverable amount based on a value in use approach was determined to be zero. ⁶ Consists of USD 1,087 million related to software and USD 163 million related to Owned properties and equipment.

Note 13 Goodwill and intangible assets

Introduction

UBS performs an impairment test on its goodwill assets on an annual basis or when indicators of impairment exist.

UBS considers Asset Management, as it is reported in Note 2a, as a separate cash-generating unit (a CGU), as that is the level at which the performance of investment (and the related goodwill) is reviewed and assessed by management. Given that a significant amount of goodwill in Global Wealth Management relates to the PaineWebber acquisition in 2000, which mainly affected the Americas portion of the business, this goodwill remains separately monitored by the Americas, despite the formation of Global Wealth Management in 2018. Therefore, goodwill for Global Wealth Management is separately considered for impairment at the level of two CGUs: Americas; and Switzerland and International (consisting of EMEA, Asia Pacific and Global).

The impairment test is performed for each CGU to which goodwill is allocated by comparing the recoverable amount, based on its value in use, with the carrying amount of the respective CGU. An impairment charge is recognized if the carrying amount exceeds the recoverable amount.

As of 31 December 2021, total goodwill recognized on the balance sheet was USD 6.1 billion, of which USD 3.7 billion was carried by the Global Wealth Management Americas CGU, USD 1.2 billion was carried by the Global Wealth Management Switzerland and International CGU, and USD 1.2 billion was carried by Asset Management. Based on the impairment testing methodology described below, UBS concluded that the goodwill balances as of 31 December 2021 allocated to these CGUs are not impaired.

Methodology for goodwill impairment testing

The recoverable amounts are determined using a discounted cash flow model, which has been adapted to use inputs that consider features of the banking business and its regulatory environment. The recoverable amount of a CGU is the sum of the discounted earnings attributable to shareholders from the first three forecast years and the terminal value, adjusted for the effect of the capital assumed to be needed over the next three years and to support growth beyond that period. The terminal value, which covers all periods beyond the third year, is calculated on the basis of the forecast of third-year profit, the discount rate and the long-term growth rate, as well as the implied perpetual capital growth.

The carrying amount for each CGU is determined by reference to the Group's equity attribution framework. Within this framework, which is described in the "Capital, liquidity and funding, and balance sheet" section of this report, UBS attributes equity to the businesses on the basis of their risk-weighted assets and leverage ratio denominator (both metrics include resource allocations from Group Functions to the business divisions), their goodwill and their intangible assets, as well as attributed equity related to certain CET1 deduction items. The framework is primarily used for the purpose of measuring the performance of the businesses and includes certain management assumptions. Attributed equity is equal to the capital a CGU requires to conduct its business and is currently considered a reasonable approximation of the carrying amount of the CGUs. The attributed equity methodology is also applied in the business planning process, the inputs from which are used in calculating the recoverable amounts of the respective CGU.

➤ Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information about the equity attribution framework

Assumptions

Valuation parameters used within the Group's impairment test model are linked to external market information, where applicable. The model used to determine the recoverable amount is most sensitive to changes in the forecast earnings available to shareholders in years one to three, to changes in the discount rates and to changes in the long-term growth rate. The applied long-term growth rate is based on long-term economic growth rates for different regions worldwide. Earnings available to shareholders are estimated on the basis of forecast results, which are part of the business plan approved by the Board of Directors.

The discount rates are determined by applying a capital asset pricing model-based approach, as well as considering quantitative and qualitative inputs from both internal and external analysts and the view of management. They also take into account regional differences in risk-free rates at the level of the individual CGUs. In line with discount rates, long-term growth rates are determined at the regional level based on nominal or real GDP growth rate forecasts.

Note 13 Goodwill and intangible assets (continued)

Key assumptions used to determine the recoverable amounts of each CGU are tested for sensitivity by applying a reasonably possible change to those assumptions. Forecast earnings available to shareholders were changed by 20%, the discount rates were changed by 1.5 percentage points, and the long-term growth rates were changed by 0.75 percentage points. Under all scenarios, reasonably possible changes in key assumptions did not result in an impairment of goodwill or intangible assets reported by Global Wealth Management Americas, Global Wealth Management Switzerland and International, and Asset Management.

If the estimated earnings and other assumptions in future periods deviate from the current outlook, the value of goodwill attributable to Global Wealth Management Americas, Global Wealth Management Switzerland and International, and Asset Management may become impaired in the future, giving rise to losses in the income statement. Recognition of any impairment of goodwill would reduce IFRS equity and net profit. It would not affect cash flows and, as goodwill is required to be deducted from capital under the Basel III capital framework, no effect would be expected on the Group's capital ratios.

Discount and growth rates

In %	Discount rates		Growth rates	
	31.12.21	31.12.20	31.12.21	31.12.20
Global Wealth Management Americas	9.5	9.5	4.0	5.1
Global Wealth Management Switzerland and International	8.5	8.5	3.1	3.7
Asset Management	8.5	8.5	2.9	3.5

USD million**Historical cost**

	Goodwill	Intangible assets ¹	2021	2020
Balance at the beginning of the year	6,182	1,683	7,865	7,820
Additions		1	1	147
Disposals	(3)		(3)	(158)
Write-offs		(41)	(41)	(35)
Foreign currency translation	(53)	(30)	(83)	91
Balance at the end of the year	6,126	1,612	7,739	7,865
Accumulated amortization and impairment				
Balance at the beginning of the year	1,385		1,385	1,351
Amortization	31		31	55
Impairment / (reversal of impairment) ²	(1)		(1)	2
Disposals		0	0	0
Write-offs	(41)	(41)	(41)	(35)
Foreign currency translation	(13)	(13)	(13)	11
Balance at the end of the year	1,360		1,360	1,385
Net book value at the end of the year	6,126	252	6,378	6,480
of which: Global Wealth Management Americas	3,720	41	3,760	3,770
of which: Global Wealth Management Switzerland and International	1,204	72	1,276	1,320
of which: Asset Management	1,202		1,202	1,226
of which: Investment Bank	139		139	161
of which: Group Functions		0	0	4

¹ Intangible assets mainly include customer relationships, contractual rights and the fully amortized branch network intangible asset recognized in connection with the acquisition of PaineWebber Group, Inc.

² Impairment charges recorded in 2020 relate to assets for which the recoverable amount was determined considering their value in use (recoverable amount of the impaired intangible assets: USD 5 million for 2020).

The table below presents estimated aggregated amortization expenses for intangible assets.

USD million	Intangible assets
Estimated aggregated amortization expenses for:	
2022	29
2023	27
2024	23
2025	23
2026	23
Thereafter	126
Not amortized due to indefinite useful life	2
Total	252

Note 14 Other assets

a) Other financial assets measured at amortized cost

	31.12.21	31.12.20
USD million		
Debt securities	18,858	18,801
<i>of which: government bills / bonds</i>	9,833	9,789
Loans to financial advisors	2,453	2,569
Fee- and commission-related receivables	1,972	2,014
Finance lease receivables	1,356	1,447
Settlement and clearing accounts	455	614
Accrued interest income	520	591
Other	594	1,158
Total other financial assets measured at amortized cost	26,209	27,194

b) Other non-financial assets

	31.12.21	31.12.20
USD million		
Precious metals and other physical commodities	5,258	6,264
Deposits and collateral provided in connection with litigation, regulatory and similar matters ¹	1,526	1,418
Prepaid expenses	1,108	1,081
VAT and other tax receivables	638	433
Properties and other non-current assets held for sale	32	246
Assets of disposal groups held for sale ²	1,093	
Other	621	326
Total other non-financial assets	10,277	9,768

¹ Refer to Note 18 for more information. ² Refer to Note 30 for more information.

Note 15 Amounts due to banks and customer deposits

	31.12.21	31.12.20
USD million		
Amounts due to banks	13,101	11,050
Customer deposits	542,007	524,605
<i>of which: demand deposits</i>	246,417	236,447
<i>of which: retail savings / deposits</i>	247,224	220,898
<i>of which: time deposits¹</i>	48,365	67,260
Total amounts due to banks and customer deposits	555,108	535,655

¹ Includes customer deposits in UBS AG Jersey Branch placed by UBS Switzerland AG on behalf of its clients.

Note 16 Debt issued designated at fair value

USD million	31.12.21	31.12.20
Issued debt instruments		
Equity-linked ¹	47,059	41,069
Rates-linked	16,369	11,038
Credit-linked	1,723	1,933
Fixed-rate	2,868	3,604
Commodity-linked	2,911	1,497
Other	2,868	2,101
<i>of which: debt that contributes to total loss-absorbing capacity</i>	2,136	1,190
Total debt issued designated at fair value	73,799	61,243
<i>of which: issued by UBS AG with original maturity greater than one year²</i>	57,967	46,427
<i>of which: life-to-date own credit (gain) / loss</i>	347	418

¹ Includes investment fund unit-linked instruments issued. ² Based on original contractual maturity without considering any early redemption features. As of 31 December 2021, 100% of the balance was unsecured (31 December 2020: 100%).

As of 31 December 2021 and 31 December 2020, the contractual redemption amount at maturity of debt issued designated at fair value through profit or loss was not materially different from the carrying amount.

The table below shows the residual contractual maturity of the carrying amount of debt issued designated at fair value, split between fixed-rate and floating-rate instruments based on the contractual terms, and does not consider any early redemption features. Interest rate ranges for future interest payments related

to debt issued designated at fair value have not been included in the table below, as the majority of the debt instruments issued are structured products and therefore the future interest payments are highly dependent upon the embedded derivative and prevailing market conditions at the point in time that each interest payment is made.

➤ Refer to Note 24 for maturity information on an undiscounted cash flow basis

Contractual maturity of carrying amount

USD million	2022	2023	2024	2025	2026	2027–2031	Thereafter	Total 31.12.21	Total 31.12.20
UBS Group AG¹									
Non-subordinated debt									
Fixed-rate	0	0	0	0	0	0	2,340	2,340	1,375
UBS AG²									
Non-subordinated debt									
Fixed-rate	4,296	1,658	716	495	226	273	1,732	9,397	9,409
Floating-rate	19,338	15,621	5,067	5,816	3,840	8,364	3,238	61,284	49,528
Subtotal	23,635	17,279	5,783	6,311	4,066	8,637	4,971	70,682	58,937
Other subsidiaries³									
Non-subordinated debt									
Fixed-rate	6	0	0	0	0	423	0	429	539
Floating-rate	150	47	145	0	0	0	7	349	392
Subtotal	156	47	145	0	0	423	7	778	931
Total	23,791	17,325	5,929	6,311	4,066	9,060	7,317	73,799	61,243

¹ Consists of instruments issued by the legal entity UBS Group AG. ² Consists of instruments issued by the legal entity UBS AG. ³ Consists of instruments issued by subsidiaries of UBS AG.

Note 17 Debt issued measured at amortized cost

USD million	31.12.21	31.12.20
Certificates of deposit and commercial paper	40,640	41,151
Other short-term debt	2,458	5,515
Short-term debt¹	43,098	46,666
Senior unsecured debt that contributes to total loss-absorbing capacity (TLAC)	38,984	36,611
Senior unsecured debt other than TLAC	27,590	21,340
<i>of which: issued by UBS AG with original maturity greater than one year²</i>	<i>23,307</i>	<i>18,464</i>
Covered bonds	1,389	2,796
Subordinated debt	18,640	22,157
<i>of which: high-trigger loss-absorbing additional tier 1 capital instruments</i>	<i>11,052</i>	<i>11,837</i>
<i>of which: low-trigger loss-absorbing additional tier 1 capital instruments</i>	<i>2,425</i>	<i>2,577</i>
<i>of which: low-trigger loss-absorbing tier 2 capital instruments</i>	<i>2,596</i>	<i>7,201</i>
<i>of which: non-Basel III-compliant tier 2 capital instruments</i>	<i>547</i>	<i>543</i>
Debt issued through the Swiss central mortgage institutions	9,454	9,660
Other long-term debt	0	3
Long-term debt³	96,057	92,566
Total debt issued measured at amortized cost⁴	139,155	139,232

¹ Debt with an original contractual maturity of less than one year. ² Based on original contractual maturity without considering any early redemption features. As of 31 December 2021, 100% of the balance was unsecured (31 December 2020: 100%). ³ Debt with an original contractual maturity greater than or equal to one year. The classification of debt issued into short-term and long-term does not consider any early redemption features. ⁴ Net of bifurcated embedded derivatives, the fair value of which was not material for the periods presented.

The Group uses interest rate and foreign exchange derivatives to manage the risks inherent in certain debt instruments held at amortized cost. In some cases, the Group applies hedge accounting for interest rate risk as discussed in item 2j in Note 1a and Note 26. As a result of applying hedge accounting, the life-to-date adjustment to the carrying amount of debt issued was an increase of USD 478 million as of 31 December 2021 and an increase of USD 2,401 million as of 31 December 2020, reflecting changes in fair value due to interest rate movements.

Subordinated debt consists of unsecured debt obligations that are contractually subordinated in right of payment to all other present and future non-subordinated obligations of the respective

issuing entity. All of the subordinated debt instruments outstanding as of 31 December 2021 pay a fixed rate of interest.

The table below shows the residual contractual maturity of the carrying amount of debt issued, split between fixed-rate and floating-rate based on the contractual terms, and does not consider any early redemption features. The effects from interest rate swaps, which are used to hedge various fixed-rate debt issuances by changing the repricing characteristics into those similar to floating-rate debt, are also not considered in the table below.

➤ Refer to Note 24 for maturity information on an undiscounted cash flow basis

Contractual maturity of carrying amount

USD million	2022	2023	2024	2025	2026	2027–2031	Thereafter	Total 31.12.21	Total 31.12.20
UBS Group AG¹									
Non-subordinated debt									
Fixed-rate	3,769	4,027	5,145	5,052	6,748	12,534	3,294	40,569	33,578
Floating-rate	492	2,183	0	0	0	0	0	2,676	5,890
Subordinated debt									
Fixed-rate	0	0	0	0	0	0	13,477	13,477	14,413
Subtotal	4,261	6,211	5,145	5,052	6,748	12,534	16,771	56,722	53,881
UBS AG²									
Non-subordinated debt									
Fixed-rate	38,647	5,578	1,964	349	3,439	1,381	1,213	52,571	52,618
Floating-rate	9,807	2,093	1,922	907	508	0	0	15,238	15,299
Subordinated debt									
Fixed-rate	2,020	0	2,596	337	210	0	0	5,163	7,744
Subtotal	50,474	7,671	6,482	1,594	4,158	1,381	1,213	72,972	75,661
Other subsidiaries³									
Non-subordinated debt									
Fixed-rate	907	1,007	1,072	1,173	1,045	3,674	582	9,460	9,690
Subtotal	907	1,007	1,072	1,173	1,045	3,674	582	9,460	9,690
Total	55,642	14,889	12,698	7,818	11,951	17,590	18,566	139,155	139,232

¹ Consists of debt issued by the legal entity UBS Group AG. ² Consists of debt issued by the legal entity UBS AG. ³ Consists of debt issued by subsidiaries of UBS AG.

Note 18 Provisions and contingent liabilities**a) Provisions**

The table below presents an overview of total provisions.

USD million	31.12.21	31.12.20
Provisions other than provisions for expected credit losses	3,322	2,571
Provisions for expected credit losses	196	257
Total provisions	3,518	2,828

The following table presents additional information for provisions other than provisions for expected credit losses.

USD million	Litigation, regulatory and similar matters ¹	Restructuring	Other ³	Total 2021
Balance at the beginning of the year	2,135	72	363	2,571
Increase in provisions recognized in the income statement	986	297	78	1,361
Release of provisions recognized in the income statement	(74)	(30)	(32)	(136)
Provisions used in conformity with designated purpose	(189)	(165)	(80)	(434)
Capitalized reinstatement costs	0	0	32	32
Foreign currency translation / unwind of discount	(59)	(3)	(10)	(72)
Balance at the end of the year	2,798	172²	352	3,322

¹ Consists of provisions for losses resulting from legal, liability and compliance risks. ² Primarily consists of personnel-related restructuring provisions of USD 125 million as of 31 December 2021 (31 December 2020: USD 18 million) and provisions for onerous contracts of USD 47 million as of 31 December 2021 (31 December 2020: USD 49 million). ³ Mainly includes provisions related to real estate, employee benefits and operational risks.

Restructuring provisions primarily relate to personnel-related provisions and onerous contracts. Personnel-related restructuring provisions are used within a short period of time but potential changes in amount may be triggered when natural staff attrition reduces the number of people affected by a restructuring event and therefore the estimated costs. Onerous contracts for property are recognized when UBS is committed to pay for non-lease

components, such as utilities, service charges, taxes and maintenance, when a property is vacated or not fully recovered from sub-tenants.

Information about provisions and contingent liabilities in respect of litigation, regulatory and similar matters, as a class, is included in Note 18b. There are no material contingent liabilities associated with the other classes of provisions.

b) Litigation, regulatory and similar matters

The Group operates in a legal and regulatory environment that exposes it to significant litigation and similar risks arising from disputes and regulatory proceedings. As a result, UBS (which for purposes of this Note may refer to UBS Group AG and/or one or more of its subsidiaries, as applicable) is involved in various disputes and legal proceedings, including litigation, arbitration, and regulatory and criminal investigations.

Such matters are subject to many uncertainties, and the outcome and the timing of resolution are often difficult to predict, particularly in the earlier stages of a case. There are also situations where the Group may enter into a settlement agreement. This may occur in order to avoid the expense, management distraction or reputational implications of continuing to contest liability, even for those matters for which the Group believes it should be exonerated. The uncertainties inherent in all such matters affect the amount and timing of any potential outflows for both matters with respect to which provisions have been established and other contingent liabilities. The Group makes provisions for such matters brought against it when, in the opinion of management after seeking legal advice, it is more likely than not that the Group has a present legal or constructive obligation as a result of past

events, it is probable that an outflow of resources will be required, and the amount can be reliably estimated. Where these factors are otherwise satisfied, a provision may be established for claims that have not yet been asserted against the Group, but are nevertheless expected to be, based on the Group's experience with similar asserted claims. If any of those conditions is not met, such matters result in contingent liabilities. If the amount of an obligation cannot be reliably estimated, a liability exists that is not recognized even if an outflow of resources is probable. Accordingly, no provision is established even if the potential outflow of resources with respect to such matters could be significant. Developments relating to a matter that occur after the relevant reporting period, but prior to the issuance of financial statements, which affect management's assessment of the provision for such matter (because, for example, the developments provide evidence of conditions that existed at the end of the reporting period), are adjusting events after the reporting period under IAS 10 and must be recognized in the financial statements for the reporting period.

Note 18 Provisions and contingent liabilities (continued)

Specific litigation, regulatory and other matters are described below, including all such matters that management considers to be material and others that management believes to be of significance due to potential financial, reputational and other effects. The amount of damages claimed, the size of a transaction or other information is provided where available and appropriate in order to assist users in considering the magnitude of potential exposures.

In the case of certain matters below, we state that we have established a provision, and for the other matters, we make no such statement. When we make this statement and we expect disclosure of the amount of a provision to prejudice seriously our position with other parties in the matter because it would reveal what UBS believes to be the probable and reliably estimable outflow, we do not disclose that amount. In some cases we are subject to confidentiality obligations that preclude such disclosure. With respect to the matters for which we do not state whether we have established a provision, either: (a) we have not established a provision, in which case the matter is treated as a contingent liability under the applicable accounting standard; or (b) we have established a provision but expect disclosure of that fact to prejudice seriously our position with other parties in the matter because it would reveal the fact that UBS believes an outflow of resources to be probable and reliably estimable.

With respect to certain litigation, regulatory and similar matters for which we have established provisions, we are able to estimate the expected timing of outflows. However, the aggregate amount of the expected outflows for those matters for which we are able to estimate expected timing is immaterial relative to our current and expected levels of liquidity over the relevant time periods.

The aggregate amount provisioned for litigation, regulatory and similar matters as a class is disclosed in the "Provisions" table in Note 18a above. It is not practicable to provide an aggregate estimate of liability for our litigation, regulatory and similar matters as a class of contingent liabilities. Doing so would require UBS to provide speculative legal assessments as to claims and proceedings that involve unique fact patterns or novel legal theories, that have not yet been initiated or are at early stages of adjudication, or as to which alleged damages have not been quantified by the claimants. Although UBS therefore cannot provide a numerical estimate of the future losses that could arise from litigation, regulatory and similar matters, UBS believes that the aggregate amount of possible future losses from this class that are more than remote substantially exceeds the level of current provisions.

Litigation, regulatory and similar matters may also result in non-monetary penalties and consequences. A guilty plea to, or conviction of, a crime could have material consequences for UBS. Resolution of regulatory proceedings may require UBS to obtain waivers of regulatory disqualifications to maintain certain operations, may entitle regulatory authorities to limit, suspend or terminate licenses and regulatory authorizations, and may permit financial market utilities to limit, suspend or terminate UBS's participation in such utilities. Failure to obtain such waivers, or any limitation, suspension or termination of licenses, authorizations or participations, could have material consequences for UBS.

The risk of loss associated with litigation, regulatory and similar matters is a component of operational risk for purposes of determining capital requirements. Information concerning our capital requirements and the calculation of operational risk for this purpose is included in the "Capital, liquidity and funding, and balance sheet" section of this report.

Provisions for litigation, regulatory and similar matters by business division and in Group Functions¹

USD million	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	Total 2021
Balance at the beginning of the year	861	115	0	227	932	2,135
Increase in provisions recognized in the income statement	754	84	9	107	32	986
Release of provisions recognized in the income statement	(60)	(11)	0	(4)	0	(74)
Provisions used in conformity with designated purpose	(175)	(1)	(1)	(10)	(2)	(189)
Foreign currency translation / unwind of discount	(42)	(6)	0	(11)	0	(59)
Balance at the end of the year	1,338	181	8	310	962	2,798

¹ Provisions, if any, for the matters described in items 3 and 4 of this Note are recorded in Global Wealth Management, and provisions, if any, for the matters described in item 2 are recorded in Group Functions. Provisions, if any, for the matters described in items 1 and 6 of this Note are allocated between Global Wealth Management and Personal & Corporate Banking, and provisions, if any, for the matters described in item 5 are allocated between the Investment Bank and Group Functions.

Note 18 Provisions and contingent liabilities (continued)**1. Inquiries regarding cross-border wealth management businesses**

Tax and regulatory authorities in a number of countries have made inquiries, served requests for information or examined employees located in their respective jurisdictions relating to the cross-border wealth management services provided by UBS and other financial institutions. It is possible that the implementation of automatic tax information exchange and other measures relating to cross-border provision of financial services could give rise to further inquiries in the future. UBS has received disclosure orders from the Swiss Federal Tax Administration (FTA) to transfer information based on requests for international administrative assistance in tax matters. The requests concern a number of UBS account numbers pertaining to current and former clients and are based on data from 2006 and 2008. UBS has taken steps to inform affected clients about the administrative assistance proceedings and their procedural rights, including the right to appeal. The requests are based on data received from the German authorities, who seized certain data related to UBS clients booked in Switzerland during their investigations and have apparently shared this data with other European countries. UBS expects additional countries to file similar requests.

Since 2013, UBS (France) S.A., UBS AG and certain former employees have been under investigation in France for alleged complicity in unlawful solicitation of clients on French territory, regarding the laundering of proceeds of tax fraud, and banking and financial solicitation by unauthorized persons. In connection with this investigation, the investigating judges ordered UBS AG to provide bail ("caution") of EUR 1.1 billion and UBS (France) S.A. to post bail of EUR 40 million, which was reduced on appeal to EUR 10 million.

On 20 February 2019, the court of first instance returned a verdict finding UBS AG guilty of unlawful solicitation of clients on French territory and aggravated laundering of the proceeds of tax fraud, and UBS (France) S.A. guilty of aiding and abetting unlawful solicitation and of laundering the proceeds of tax fraud. The court imposed fines aggregating EUR 3.7 billion on UBS AG and UBS (France) S.A. and awarded EUR 800 million of civil damages to the French state. A trial in the French Court of Appeal took place in March 2021. On 13 December 2021, the Court of Appeal found UBS AG guilty of unlawful solicitation and aggravated laundering of the proceeds of tax fraud. The court ordered a fine of EUR 3.75 million, the confiscation of EUR 1 billion, and awarded civil damages to the French state of EUR 800 million. The court also found UBS (France) SA guilty of the aiding and abetting of unlawful solicitation and ordered it to pay a fine of EUR 1.875 million. UBS AG has filed an appeal with the French Supreme Court to preserve its rights. The appeal enables UBS AG to thoroughly assess the verdict of the Court of Appeal and to determine next steps in the best interest of its stakeholders. The fine and confiscation imposed by the Court of Appeal are suspended during the appeal. The civil damages award has been paid to the French state (EUR 99 million of which was deducted from the bail), subject to the result of UBS's appeal.

Our balance sheet at 31 December 2021 reflected provisions with respect to this matter in an amount of EUR 1.1 billion (USD 1.252 billion at 31 December 2021). The wide range of possible outcomes in this case contributes to a high degree of estimation uncertainty and the provision reflects our best estimate of possible financial implications, although actual penalties and civil damages could exceed (or may be less than) the provision amount.

In 2016, UBS was notified by the Belgian investigating judge that it was under formal investigation ("*inculpé*") regarding the allegations of laundering of proceeds of tax fraud, banking and financial solicitation by unauthorized persons, and serious tax fraud. In November 2021, the Council Chamber approved a settlement with the Brussels Prosecution Office for EUR 49 million without recognition of guilt with regard to the allegations of banking and financial solicitation by unauthorized persons and serious tax fraud. The allegation of laundering of proceeds of tax fraud was dismissed.

Our balance sheet at 31 December 2021 reflected provisions with respect to matters described in this item 1 in an amount that UBS believes to be appropriate under the applicable accounting standard. As in the case of other matters for which we have established provisions, the future outflow of resources in respect of such matters cannot be determined with certainty based on currently available information and accordingly may ultimately prove to be substantially greater (or may be less) than the provision that we have recognized.

2. Claims related to sales of residential mortgage-backed securities and mortgages

From 2002 through 2007, prior to the crisis in the US residential loan market, UBS was a substantial issuer and underwriter of US residential mortgage-backed securities (RMBS) and was a purchaser and seller of US residential mortgages.

In November 2018, the DOJ filed a civil complaint in the District Court for the Eastern District of New York. The complaint seeks unspecified civil monetary penalties under the Financial Institutions Reform, Recovery and Enforcement Act of 1989 related to UBS's issuance, underwriting and sale of 40 RMBS transactions in 2006 and 2007. UBS moved to dismiss the civil complaint on 6 February 2019. On 10 December 2019, the district court denied UBS's motion to dismiss.

Our balance sheet at 31 December 2021 reflected a provision with respect to matters described in this item 2 in an amount that UBS believes to be appropriate under the applicable accounting standard. As in the case of other matters for which we have established provisions, the future outflow of resources in respect of this matter cannot be determined with certainty based on currently available information and accordingly may ultimately prove to be substantially greater (or may be less) than the provision that we have recognized.

Note 18 Provisions and contingent liabilities (continued)

3. Madoff

In relation to the Bernard L. Madoff Investment Securities LLC (BMIS) investment fraud, UBS AG, UBS (Luxembourg) S.A. (now UBS Europe SE, Luxembourg branch) and certain other UBS subsidiaries have been subject to inquiries by a number of regulators, including the Swiss Financial Market Supervisory Authority (FINMA) and the Luxembourg Commission de Surveillance du Secteur Financier. Those inquiries concerned two third-party funds established under Luxembourg law, substantially all assets of which were with BMIS, as well as certain funds established in offshore jurisdictions with either direct or indirect exposure to BMIS. These funds faced severe losses, and the Luxembourg funds are in liquidation. The documentation establishing both funds identifies UBS entities in various roles, including custodian, administrator, manager, distributor and promoter, and indicates that UBS employees serve as board members.

In 2009 and 2010, the liquidators of the two Luxembourg funds filed claims against UBS entities, non-UBS entities and certain individuals, including current and former UBS employees, seeking amounts totaling approximately EUR 2.1 billion, which includes amounts that the funds may be held liable to pay the trustee for the liquidation of BMIS (BMIS Trustee).

A large number of alleged beneficiaries have filed claims against UBS entities (and non-UBS entities) for purported losses relating to the Madoff fraud. The majority of these cases have been filed in Luxembourg, where decisions that the claims in eight test cases were inadmissible have been affirmed by the Luxembourg Court of Appeal, and the Luxembourg Supreme Court has dismissed a further appeal in one of the test cases.

In the US, the BMIS Trustee filed claims against UBS entities, among others, in relation to the two Luxembourg funds and one of the offshore funds. The total amount claimed against all defendants in these actions was not less than USD 2 billion. In 2014, the US Supreme Court rejected the BMIS Trustee's motion for leave to appeal decisions dismissing all claims except those for the recovery of approximately USD 125 million of payments alleged to be fraudulent conveyances and preference payments. In 2016, the bankruptcy court dismissed these claims against the UBS entities. In February 2019, the Court of Appeals reversed the dismissal of the BMIS Trustee's remaining claims, and the US Supreme Court subsequently denied a petition seeking review of the Court of Appeals' decision. The case has been remanded to the Bankruptcy Court for further proceedings.

4. Puerto Rico

Declines since 2013 in the market prices of Puerto Rico municipal bonds and of closed-end funds (funds) that are sole-managed and co-managed by UBS Trust Company of Puerto Rico and distributed by UBS Financial Services Incorporated of Puerto Rico (UBS PR) led to multiple regulatory inquiries, which in 2014 and 2015, led to settlements with the Office of the Commissioner of Financial Institutions for the Commonwealth of Puerto Rico, the US Securities and Exchange Commission (SEC) and the Financial Industry Regulatory Authority.

Since then, UBS clients in Puerto Rico who own the funds or Puerto Rico municipal bonds and/or who used their UBS account assets as collateral for UBS non-purpose loans filed customer complaints and arbitration demands seeking aggregate damages of USD 3.4 billion, of which USD 3.1 billion have been resolved through settlements, arbitration or withdrawal of claims. Allegations include fraud, misrepresentation and unsuitability of the funds and of the loans.

A shareholder derivative action was filed in 2014 against various UBS entities and current and certain former directors of the funds, alleging hundreds of millions of US dollars in losses in the funds. In 2021, the parties reached an agreement to settle this matter for USD 15 million, subject to court approval.

In 2011, a purported derivative action was filed on behalf of the Employee Retirement System of the Commonwealth of Puerto Rico (System) against over 40 defendants, including UBS PR, which was named in connection with its underwriting and consulting services. Plaintiffs alleged that defendants violated their purported fiduciary duties and contractual obligations in connection with the issuance and underwriting of USD 3 billion of bonds by the System in 2008 and sought damages of over USD 800 million. In 2016, the court granted the System's request to join the action as a plaintiff. In 2017, the court denied defendants' motion to dismiss the complaint. In 2020, the court denied plaintiffs' motion for summary judgment.

Beginning in 2015, certain agencies and public corporations of the Commonwealth of Puerto Rico (Commonwealth) defaulted on certain interest payments on Puerto Rico bonds. In 2016, US federal legislation created an oversight board with power to oversee Puerto Rico's finances and to restructure its debt. The oversight board has imposed a stay on the exercise of certain creditors' rights. In 2017, the oversight board placed certain of the bonds into a bankruptcy-like proceeding under the supervision of a Federal District Judge.

In May 2019, the oversight board filed complaints in Puerto Rico federal district court bringing claims against financial, legal and accounting firms that had participated in Puerto Rico municipal bond offerings, including UBS, seeking a return of underwriting and swap fees paid in connection with those offerings. UBS estimates that it received approximately USD 125 million in fees in the relevant offerings.

In August 2019, and February and November 2020, four US insurance companies that insured issues of Puerto Rico municipal bonds sued UBS and several other underwriters of Puerto Rico municipal bonds in three separate cases. The actions collectively seek recovery of an aggregate of USD 955 million in damages from the defendants. The plaintiffs in these cases claim that defendants failed to reasonably investigate financial statements in the offering materials for the insured Puerto Rico bonds issued between 2002 and 2007, which plaintiffs argue they relied upon in agreeing to insure the bonds notwithstanding that they had no contractual relationship with the underwriters. Defendants' motions to dismiss were granted in two of the cases; those decisions are being appealed by the plaintiffs. In the third case, defendants' motion to dismiss was denied, but on appeal that ruling was reversed and the motion to dismiss was granted.

Note 18 Provisions and contingent liabilities (continued)

Our balance sheet at 31 December 2021 reflected provisions with respect to matters described in this item 4 in amounts that UBS believes to be appropriate under the applicable accounting standard. As in the case of other matters for which we have established provisions, the future outflow of resources in respect of such matters cannot be determined with certainty based on currently available information and accordingly may ultimately prove to be substantially greater (or may be less) than the provisions that we have recognized.

5. Foreign exchange, LIBOR and benchmark rates, and other trading practices

Foreign exchange-related regulatory matters: Beginning in 2013, numerous authorities commenced investigations concerning possible manipulation of foreign exchange markets and precious metals prices. As a result of these investigations, UBS entered into resolutions with Swiss, US and United Kingdom regulators and the European Commission. UBS was granted conditional immunity by the Antitrust Division of the DOJ and by authorities in other jurisdictions in connection with potential competition law violations relating to foreign exchange and precious metals businesses.

Foreign exchange-related civil litigation: Putative class actions have been filed since 2013 in US federal courts and in other jurisdictions against UBS and other banks on behalf of putative classes of persons who engaged in foreign currency transactions with any of the defendant banks. UBS has resolved US federal court class actions relating to foreign currency transactions with the defendant banks and persons who transacted in foreign exchange futures contracts and options on such futures under a settlement agreement that provides for UBS to pay an aggregate of USD 141 million and provide cooperation to the settlement classes. Certain class members have excluded themselves from that settlement and have filed individual actions in US and English courts against UBS and other banks, alleging violations of US and European competition laws and unjust enrichment.

In 2015, a putative class action was filed in federal court against UBS and numerous other banks on behalf of persons and businesses in the US who directly purchased foreign currency from the defendants and alleged co-conspirators for their own end use. In March 2017, the court granted UBS's (and the other banks') motions to dismiss the complaint. The plaintiffs filed an amended complaint in August 2017. In March 2018, the court denied the defendants' motions to dismiss the amended complaint.

LIBOR and other benchmark-related regulatory matters: Numerous government agencies conducted investigations regarding potential improper attempts by UBS, among others, to manipulate LIBOR and other benchmark rates at certain times. UBS reached settlements or otherwise concluded investigations relating to benchmark interest rates with the investigating authorities. UBS was granted conditional leniency or conditional immunity from authorities in certain jurisdictions, including the Antitrust Division of the DOJ and the Swiss Competition Commission (WEKO), in connection with potential antitrust or

competition law violations related to certain rates. However, UBS has not reached a final settlement with WEKO, as the Secretariat of WEKO has asserted that UBS does not qualify for full immunity.

LIBOR and other benchmark-related civil litigation: A number of putative class actions and other actions are pending in the federal courts in New York against UBS and numerous other banks on behalf of parties who transacted in certain interest rate benchmark-based derivatives. Also pending in the US and in other jurisdictions are a number of other actions asserting losses related to various products whose interest rates were linked to LIBOR and other benchmarks, including adjustable rate mortgages, preferred and debt securities, bonds pledged as collateral, loans, depository accounts, investments and other interest-bearing instruments. The complaints allege manipulation, through various means, of certain benchmark interest rates, including USD LIBOR, Euroyen TIBOR, Yen LIBOR, EURIBOR, CHF LIBOR, GBP LIBOR, SGD SIBOR and SOR and Australian BBSW, and seek unspecified compensatory and other damages under varying legal theories.

USD LIBOR class and individual actions in the US: In 2013 and 2015, the district court in the USD LIBOR actions dismissed, in whole or in part, certain plaintiffs' antitrust claims, federal racketeering claims, CEA claims, and state common law claims, and again dismissed the antitrust claims in 2016 following an appeal. In December 2021, the Second Circuit affirmed the district court's dismissal in part and reversed in part and remanded to the district court for further proceedings. The Second Circuit, among other things, held that there was personal jurisdiction over UBS and other foreign defendants based on allegations that at least one alleged co-conspirator undertook an overt act in the United States. Separately, in 2018, the Second Circuit reversed in part the district court's 2015 decision dismissing certain individual plaintiffs' claims and certain of these actions are now proceeding. In 2018, the district court denied plaintiffs' motions for class certification in the USD class actions for claims pending against UBS, and plaintiffs sought permission to appeal that ruling to the Second Circuit. In July 2018, the Second Circuit denied the petition to appeal of the class of USD lenders and in November 2018 denied the petition of the USD exchange class. In January 2019, a putative class action was filed in the District Court for the Southern District of New York against UBS and numerous other banks on behalf of US residents who, since 1 February 2014, directly transacted with a defendant bank in USD LIBOR instruments. The complaint asserts antitrust claims. The defendants moved to dismiss the complaint in August 2019. On 26 March 2020 the court granted defendants' motion to dismiss the complaint in its entirety. Plaintiffs have appealed the dismissal. In August 2020, an individual action was filed in the Northern District of California against UBS and numerous other banks alleging that the defendants conspired to fix the interest rate used as the basis for loans to consumers by jointly setting the USD LIBOR rate and monopolized the market for LIBOR-based consumer loans and credit cards. Defendants moved to dismiss the complaint in September 2021.

Note 18 Provisions and contingent liabilities (continued)

Other benchmark class actions in the US:

Yen LIBOR / Euroyen TIBOR – In 2014, 2015 and 2017, the court in one of the Yen LIBOR / Euroyen TIBOR lawsuits dismissed certain of the plaintiffs' claims, including the plaintiffs' federal antitrust and racketeering claims. In August 2020, the court granted defendants' motion for judgment on the pleadings and dismissed the lone remaining claim in the action as impermissibly extraterritorial. Plaintiffs have appealed. In 2017, the court dismissed the other Yen LIBOR / Euroyen TIBOR action in its entirety on standing grounds. In April 2020, the appeals court reversed the dismissal and in August 2020 plaintiffs in that action filed an amended complaint focused on Yen LIBOR. The court granted in part and denied in part defendants' motion to dismiss the amended complaint in September 2021 and plaintiffs and the remaining defendants have moved for reconsideration.

CHF LIBOR – In 2017, the court dismissed the CHF LIBOR action on standing grounds and failure to state a claim. Plaintiffs filed an amended complaint, and the court granted a renewed motion to dismiss in September 2019. Plaintiffs appealed. In September 2021, the Second Circuit granted the parties' joint motion to vacate the dismissal and remand the case for further proceedings.

EURIBOR – In 2017, the court in the EURIBOR lawsuit dismissed the case as to UBS and certain other foreign defendants for lack of personal jurisdiction. Plaintiffs have appealed.

SIBOR / SOR – In October 2018, the court in the SIBOR / SOR action dismissed all but one of plaintiffs' claims against UBS. Plaintiffs filed an amended complaint, and the court granted a renewed motion to dismiss in July 2019. Plaintiffs appealed. In March 2021, the Second Circuit reversed the dismissal. Plaintiffs filed an amended complaint in October 2021, which defendants have moved to dismiss.

BBSW – In November 2018, the court dismissed the BBSW lawsuit as to UBS and certain other foreign defendants for lack of personal jurisdiction. Plaintiffs filed an amended complaint in April 2019, which UBS and other defendants moved to dismiss. In February 2020, the court granted in part and denied in part defendants' motions to dismiss the amended complaint. In August 2020, UBS and other BBSW defendants joined a motion for judgment on the pleadings, which the court denied in May 2021.

GBP LIBOR – The court dismissed the GBP LIBOR action in August 2019. Plaintiffs have appealed.

Government bonds: Putative class actions have been filed since 2015 in US federal courts against UBS and other banks on behalf of persons who participated in markets for US Treasury securities since 2007. A consolidated complaint was filed in 2017 in the US District Court for the Southern District of New York alleging that the banks colluded with respect to, and manipulated prices of, US Treasury securities sold at auction and in the secondary market and asserting claims under the antitrust laws and for unjust enrichment.

Defendants' motions to dismiss the consolidated complaint was granted in March 2021. Plaintiffs filed an amended complaint, which defendants moved to dismiss in June 2021. Similar class actions have been filed concerning European government bonds and other government bonds.

In May 2021, the European Commission issued a decision finding that UBS and six other banks breached European Union antitrust rules in 2007–2011 relating to European government bonds. The European Commission fined UBS EUR 172 million. UBS is appealing the amount of the fine.

With respect to additional matters and jurisdictions not encompassed by the settlements and orders referred to above, our balance sheet at 31 December 2021 reflected a provision in an amount that UBS believes to be appropriate under the applicable accounting standard. As in the case of other matters for which we have established provisions, the future outflow of resources in respect of such matters cannot be determined with certainty based on currently available information and accordingly may ultimately prove to be substantially greater (or may be less) than the provision that we have recognized.

6. Swiss retrocessions

The Federal Supreme Court of Switzerland ruled in 2012, in a test case against UBS, that distribution fees paid to a firm for distributing third-party and intra-group investment funds and structured products must be disclosed and surrendered to clients who have entered into a discretionary mandate agreement with the firm, absent a valid waiver. FINMA issued a supervisory note to all Swiss banks in response to the Supreme Court decision. UBS has met the FINMA requirements and has notified all potentially affected clients.

The Supreme Court decision has resulted, and continues to result, in a number of client requests for UBS to disclose and potentially surrender retrocessions. Client requests are assessed on a case-by-case basis. Considerations taken into account when assessing these cases include, among other things, the existence of a discretionary mandate and whether or not the client documentation contained a valid waiver with respect to distribution fees.

Our balance sheet at 31 December 2021 reflected a provision with respect to matters described in this item 6 in an amount that UBS believes to be appropriate under the applicable accounting standard. The ultimate exposure will depend on client requests and the resolution thereof, factors that are difficult to predict and assess. Hence, as in the case of other matters for which we have established provisions, the future outflow of resources in respect of such matters cannot be determined with certainty based on currently available information and accordingly may ultimately prove to be substantially greater (or may be less) than the provision that we have recognized.

Note 19 Other liabilities**a) Other financial liabilities measured at amortized cost**

<i>USD million</i>	31.12.21	31.12.20
Other accrued expenses	1,876	1,696
Accrued interest expenses	1,094	1,355
Settlement and clearing accounts	1,304	1,199
Lease liabilities	3,558	3,927
Other	1,167	1,553
Total other financial liabilities measured at amortized cost	9,001	9,729

b) Other financial liabilities designated at fair value

<i>USD million</i>	31.12.21	31.12.20
Financial liabilities related to unit-linked investment contracts	21,466	20,975
Securities financing transactions	6,377	7,317
Over-the-counter debt instruments	2,128	2,060
Other	103	35
Total other financial liabilities designated at fair value	30,074	30,387
<i>of which: life-to-date own credit (gain) / loss</i>	(32)	(36)

c) Other non-financial liabilities

<i>USD million</i>	31.12.21	31.12.20
Compensation-related liabilities	7,257	7,468
<i>of which: Deferred Contingent Capital Plan</i>	1,628	1,858
<i>of which: financial advisor compensation plans</i>	1,512	1,500
<i>of which: other compensation plans</i>	2,846	2,740
<i>of which: net defined benefit liability</i>	633	722
<i>of which: other compensation-related liabilities¹</i>	638	648
Deferred tax liabilities	300	564
Current tax liabilities	1,398	1,009
VAT and other tax payables	590	523
Deferred income	240	228
Liabilities of disposal groups held for sale ²	1,298	
Other	68	61
Total other non-financial liabilities	11,151	9,854

¹ Includes liabilities for payroll taxes and untaken vacation. ² Refer to Note 30 for more information.

Additional information

Note 20 Expected credit loss measurement

a) Expected credit losses in the period

Total net credit loss releases were USD 148 million in 2021, reflecting net credit loss releases of USD 123 million related to stage 1 and 2 positions and USD 25 million net credit loss releases related to credit-impaired (stage 3) positions.

Stage 1 and 2 net credit loss releases of USD 123 million included a USD 68 million partial net release of a post-model adjustment, due to the continued positive trend in macroeconomic scenario input data during the year, a USD 45 million net release from a number of model and methodology changes and a residual USD 10 million net release from remeasurements within the loan book, derecognized transactions, partially offset by expenses from new transactions.

Stage 3 net releases of USD 25 million were recognized across a number of defaulted positions with a USD 24 million net release in Personal & Corporate Banking.

› Refer to Note 20b for more information regarding changes to ECL model, scenarios, scenario weights and the post-model adjustment and to Note 20c for more information regarding the development of ECL allowances and provisions

Credit loss (expense) / release

USD million	Global Wealth Management	Personal & Corporate Banking	Asset Management	Investment Bank	Group Functions	Total
For the year ended 31.12.21						
Stages 1 and 2	28	62	0	34	0	123
Stage 3	1	24	(1)	0	0	25
Total credit loss (expense) / release	29	86	(1)	34	0	148
For the year ended 31.12.20						
Stages 1 and 2	(48)	(129)	0	(88)	0	(266)
Stage 3	(40)	(128)	(2)	(217)	(42)	(429)
Total credit loss (expense) / release	(88)	(257)	(2)	(305)	(42)	(694)
For the year ended 31.12.19						
Stages 1 and 2	3	23	0	(4)	0	22
Stage 3	(23)	(44)	0	(26)	(7)	(100)
Total credit loss (expense) / release	(20)	(21)	0	(30)	(7)	(78)

Note 20 Expected credit loss measurement (continued)**b) Changes to ECL models, scenarios, scenario weights and key inputs**

Refer to Note 1a for information about the principles governing expected credit loss (ECL) models, scenarios, scenario weights and key inputs applied.

Governance

Comprehensive cross-functional and cross-divisional governance processes are in place and are used to discuss and approve scenario updates and weights, to assess whether significant increases in credit risk resulted in stage transfers, to review model outputs and to reach conclusions regarding post-model adjustments.

Model changes

During 2021, the model review and enhancement process led to adjustments of the probability of default (PD), loss given default (LGD) and credit conversion factor (CCF) models, resulting in a USD 45 million decrease in ECL allowances. An amount of USD 25 million related to the *Large corporate clients* segment in the Investment Bank. The remainder related to various segments in Personal & Corporate Banking and Global Wealth Management.

Scenario and key input updates

During 2021, the scenarios and related macroeconomic factors were updated from those that were applied at the end of 2020 by taking into account the prevailing economic and political conditions and uncertainty. As the economic development was more positive than anticipated following the COVID-19-related downturn, the forward-looking scenarios benefited from an improved forecast starting level.

The projections of the baseline scenario, which are aligned to the economic and market assumptions used for UBS's business planning purposes, are broadly in line with external data, such as from Bloomberg Consensus, Oxford Economics and the International Monetary Fund World Economic Outlook. The economic performance during 2021 in relevant markets, especially in the US and in Switzerland, highlighted an accelerated improvement after the COVID-19-related shocks. The scenario assumes continued growth in 2022 in all key markets, albeit at a slower rate than seen in 2021, and unemployment rates are not expected to fall noticeably below the current levels. Interest rates are expected to remain low in line with the central bank policies pursued in the Eurozone and Switzerland, and any potential rises in the US would be limited in the foreseeable future. House prices are expected to reflect the momentum and continue to rise, especially in Switzerland and, to a lesser degree, in the US.

The narrative of the hypothetical severe downside scenario, which is the Group's binding stress scenario, has been adapted and assumes that, while the immediate risks from COVID-19 have decreased, the associated disruptions and the consequences of the unprecedented monetary and fiscal stimulus measures will remain critical. Concerns regarding the sustainability of public debt, following the marked deterioration of fiscal positions, lead to a loss of confidence and market turbulence, while protectionism results in a fall in global trade. Governments and central banks have limited scope to support the economies. As a consequence, the Eurozone and China suffer a hard landing, under this scenario which severely affects the Swiss export-oriented economy, and the US economy contracts as global demand is significantly affected. Given the severity of the macroeconomic impact, unemployment rates rise to historical highs and real estate sectors contract sharply.

With effect from the second quarter, the hypothetical upside and mild downside scenarios, which were viewed as less plausible as of 31 December 2020 and had a probability weight of zero attached, were redesigned and reintroduced in the ECL calculation. These two scenarios have become more relevant following this update, as they better reflect a more positive outlook with regard to COVID-19 and market expectations regarding a potential change in central bank policies, respectively.

The upside scenario is based on positive developments following COVID-19 and strong economic activity supported by pent-up demand in certain sectors, as well as the expectation that interest rates will remain relatively low in the near future. Asset prices rise significantly, but a view that currently observed higher inflation rates are temporary and spare economic capacity would mean that consumer prices remain moderate in the first year of the scenario.

The mild downside scenario focuses on the implications of rising concerns regarding inflationary trends following a recovery from COVID-19. Higher-than-expected inflation data triggers a steepening of yield curves across the globe and leads to market volatility. Higher interest rates lead to a sell-off in assets and a period of deleveraging under this scenario. With inflation remaining high, central banks start hiking their policy rates after a few quarters, leading to further increases in interest rates and impacting corporate and private debt sustainability. A recessionary period is the consequence.

The table on the following page details the key assumptions for the four scenarios applied as of 31 December 2021.

Note 20 Expected credit loss measurement (continued)

Scenario weights and post-model adjustments

With the weighting of four scenarios above 0% and considering the generally more positive outlook regarding an abating effect on the world economy from the COVID-19 pandemic, the distribution of weights shifted during 2021. As of 31 December 2021, 5 percentage points of the weight of the baseline scenario and 10 percentage points of the severe downside scenario were redistributed to the upside scenario (5%) and the mild downside scenario (10%), as shown in the table below.

Although the scenarios and weight allocation were established in line with the general market sentiment that COVID-19 has passed its peak and a gradual return to normal is the most likely path, significant uncertainties still remain. Models, which are based on supportable statistical information from past experiences regarding interdependencies of macroeconomic factors and their implications for credit risk portfolios, cannot comprehensively reflect extraordinary events, such as a pandemic or a fundamental change in the world political order. Especially in these uncertain times, it is in the realm of possibilities that the generally accepted view that the effects of COVID-19 are abating may prove to be disappointed by the emergence of new variants of the virus, which may be more harmful and may undermine current vaccination efforts. Political events involving tensions between major global forces may introduce unforeseen challenges, such as disruptions in the global supply chain and a

distortion of energy markets. Such events could affect economies severely and change the baseline assumptions significantly. Rather than creating multiple additional scenarios to gauge these risks and applying model parameters that lack supportable information and cannot be robustly validated, management continued to apply significant post-model adjustments. These adjustments were benchmarked against coverage ratio levels as of 30 June 2021, when a partial net release of USD 91 million was recognized, corresponding to one third of the accumulated effect of scenario improvements, following comprehensive expert assessment and judgment, and were also deemed appropriate for year-end 2021 reporting. The post-model adjustments relating to COVID-19 amounted to USD 224 million as of 31 December 2021 (2020: USD 117 million in addition to overlays of USD 16 million for other aspects, where model results were deemed to be uncertain).

ECL scenario	Assigned weights in %	
	31.12.21	31.12.20
Upside	5.0	0.0
Baseline	55.0	60.0
Mild downside	10.0	0.0
Severe downside	30.0	40.0

Scenario assumptions

31.12.21	Upside	One year			Three years cumulative			
		Baseline	Mild downside	Severe downside	Upside	Baseline	Mild downside	Severe downside
Real GDP growth (% change)								
United States	9.1	4.4	(0.1)	(5.9)	17.8	10.1	1.8	(3.8)
Eurozone	9.4	3.9	(0.1)	(8.7)	17.3	7.5	0.9	(10.3)
Switzerland	5.5	2.4	(0.9)	(6.6)	13.1	5.8	(0.1)	(5.7)
Consumer price index (% change)								
United States	3.1	2.2	5.7	(1.2)	9.5	6.3	13.0	0.4
Eurozone	2.3	1.4	4.2	(1.3)	8.0	4.8	10.4	(1.7)
Switzerland	1.8	0.3	3.5	(1.8)	6.1	1.7	9.0	(1.6)
Unemployment rate (end-of-period level, %)								
United States	3.0	3.9	6.1	10.9	3.0	3.5	7.2	10.8
Eurozone	6.2	7.4	8.7	12.9	6.0	7.2	9.1	15.1
Switzerland	2.3	2.5	3.4	5.2	1.6	2.3	4.2	5.9
Fixed income: 10-year government bonds (change in yields, basis points)								
USD	50.0	16.5	259.2	(50.0)	170.0	41.2	329.2	(15.0)
EUR	40.0	11.1	283.8	(35.0)	140.0	34.9	349.3	(25.0)
CHF	50.0	12.1	245.5	(70.0)	150.0	34.4	307.3	(35.0)
Equity indices (% change)								
S&P 500	12.0	14.1	(27.0)	(50.2)	35.5	24.7	(21.8)	(40.1)
EuroStoxx 50	16.0	12.3	(23.4)	(57.6)	41.6	20.7	(19.9)	(50.4)
SPI	14.0	12.1	(22.9)	(53.6)	37.9	19.1	(19.6)	(44.2)
Swiss real estate (% change)								
Single-Family Homes	5.1	4.4	(4.3)	(17.0)	15.5	7.4	(8.8)	(30.0)
Other real estate (% change)								
United States (S&P / Case-Shiller)	10.0	3.5	(2.3)	(9.5)	21.7	7.1	(8.7)	(26.3)
Eurozone (House Price Index)	8.4	5.1	(4.0)	(5.4)	17.8	9.6	(7.6)	(10.8)

Note 20 Expected credit loss measurement (continued)

Scenario assumptions	One year		Three years cumulative	
	Baseline	Severe downside	Baseline	Severe downside
31.12.20				
Real GDP growth (% change)				
United States	2.7	(5.9)	9.1	(3.8)
Eurozone	2.5	(8.7)	9.9	(10.3)
Switzerland	3.3	(6.6)	9.0	(5.7)
Consumer price index (% change)				
United States	1.7	(1.2)	5.5	0.4
Eurozone	1.4	(1.3)	3.9	(1.7)
Switzerland	0.3	(1.8)	0.9	(1.6)
Unemployment rate (end-of-period level, %)				
United States	5.5	12.1	4.5	9.9
Eurozone	9.5	14.1	8.0	16.4
Switzerland	3.8	6.1	3.2	6.8
Fixed income: 10-year government bonds (change in yields, basis points)				
USD	22.0	(50.0)	46.0	(15.0)
EUR	4.0	(35.0)	21.0	(25.0)
CHF	13.0	(70.0)	31.0	(35.0)
Equity indices (% change)				
S&P 500	(2.9)	(50.2)	(1.7)	(40.1)
EuroStoxx 50	3.8	(57.6)	13.5	(50.4)
SPI	(0.8)	(53.6)	5.8	(44.2)
Swiss real estate (% change)				
Single-Family Homes	3.4	(17.0)	7.1	(30.0)
Other real estate (% change)				
United States (S&P / Case-Shiller)	2.5	(15.3)	9.2	(28.7)
Eurozone (House Price Index)	1.1	(22.9)	7.2	(35.4)

c) Development of ECL allowances and provisions

The ECL allowances and provisions recognized in the period are impacted by a variety of factors, such as:

- origination of new instruments during the period;
- effect of passage of time as the ECLs on an instrument for the remaining lifetime decrease (all other factors remaining the same);
- discount unwind within ECLs as it is measured on a present value basis;
- derecognition of instruments in the period;
- change in individual asset quality of instruments;
- effect of updating forward-looking scenarios and the respective weights;

- movements from a maximum 12-month ECL to the recognition of lifetime ECLs (and vice versa) following transfers between stages 1 and 2;
- movements from stages 1 and 2 to stage 3 (credit-impaired status) when default has become certain and PD increases to 100% (or vice versa);
- changes in models or updates to model parameters;
- write-off; and
- foreign exchange translations for assets denominated in foreign currencies and other movements.

Note 20 Expected credit loss measurement (continued)

The following table explains the changes in the ECL allowances and provisions for on- and off-balance sheet financial instruments and credit lines in scope of ECL requirements between the beginning and the end of the period due to the factors listed on the previous page.

Development of ECL allowances and provisions

USD million	Total	Stage 1	Stage 2	Stage 3
Balance as of 31 December 2020	(1,468)	(306)	(333)	(829)
Net movement from new and derecognized transactions¹	(59)	(72)	13	0
of which: Private clients with mortgages	(7)	(10)	3	0
of which: Real estate financing	(7)	(11)	4	0
of which: Large corporate clients	(13)	(21)	7	0
of which: SME clients	(8)	(8)	0	0
of which: Other	(24)	(23)	(2)	0
of which: Financial intermediaries and hedge funds	(21)	(18)	(4)	0
of which: Loans to financial advisors	0	(1)	1	0
Remeasurements with stage transfers²	(40)	8	0	(49)
of which: Private clients with mortgages	(9)	4	(13)	0
of which: Real estate financing	(3)	1	(4)	0
of which: Large corporate clients	2	(2)	12	(8)
of which: SME clients	(27)	5	4	(36)
of which: Other	(3)	0	2	(4)
of which: Financial intermediaries and hedge funds	2	(1)	3	0
of which: Loans to financial advisors	0	1	(1)	0
Remeasurements without stage transfers³	203	55	74	74
of which: Private clients with mortgages	33	8	26	(11)
of which: Real estate financing	30	13	13	3
of which: Large corporate clients	44	5	21	17
of which: SME clients	53	(11)	1	53
of which: Other	44	29	14	2
of which: Financial intermediaries and hedge funds	27	15	12	0
of which: Loans to financial advisors	6	8	1	(3)
Model changes⁴	45	29	16	0
Movements with profit or loss impact⁵	148	19	104	25
Movements without profit or loss impact (write-off, FX and other)⁶	154	5	9	141
Balance as of 31 December 2021	(1,165)	(282)	(220)	(662)

¹ Represents the increase and decrease in allowances and provisions resulting from financial instruments (including guarantors and facilities) that were newly originated, purchased or renewed and from the final derecognition of loans or facilities on their maturity date or earlier. ² Represents the remeasurement between 12-month and lifetime ECL due to stage transfers. ³ Represents the change in allowances and provisions related to changes in model inputs or assumptions, including changes in forward-looking macroeconomic conditions, changes in the exposure profile, PD and LGD changes, and unwinding of the time value.

⁴ Represents the change in the allowances and provisions related to changes in models and methodologies. ⁵ Includes ECL movements from new and derecognized transactions, remeasurement changes, model and methodology changes. ⁶ Represents the decrease in allowances and provisions resulting from write-offs of the ECL allowance against the gross carrying amount when all or part of a financial asset is deemed uncollectible or forgiven and movements in foreign exchange rates.

In 2021, ECL allowances and provisions decreased by USD 148 million from net credit loss releases impacting profit or loss:

- a USD 59 million net increase from new and derecognized transactions that resulted from a USD 72 million stage 1 increase primarily in the corporate lending and real estate lending portfolio, offset by a USD 13 million net release from stage 2 positions, driven by positions that were terminated before their contractual maturity;
- a USD 163 million net decrease from book quality movements that resulted from a USD 203 million net decrease from remeasurements without stage transfers, with approximately half of that related to corporate lending – another significant portion related to real estate-related lending, primarily due to the partial release of a post-model adjustment, partially offset

by USD 40 million from transactions moving from stages 1 and 2 into stages 2 and 3, respectively, primarily related to SME clients; and

- a USD 45 million net decrease that resulted from a number of model changes. An amount of USD 25 million related to the *Large corporate clients* segment in the Investment Bank. The remainder related to various segments in Personal & Corporate Banking and Global Wealth Management.

In addition to the movements impacting profit or loss, allowances decreased by USD 154 million as a result of USD 137 million of write-offs and USD 18 million from foreign exchange and other movements, both of which did not impact the income statement.

Note 20 Expected credit loss measurement (continued)**Development of ECL allowances and provisions**

USD million	Total	Stage 1	Stage 2	Stage 3
Balance as of 31 December 2019	(1,029)	(181)	(160)	(688)
Net movement from new and derecognized transactions ¹	(28)	(90)	17	46
of which: Private clients with mortgages	(2)	(3)	2	0
of which: Real estate financing	(3)	(5)	2	0
of which: Large corporate clients	(32)	(29)	(4)	0
of which: SME clients	(16)	(14)	(3)	0
of which: Other	26	(39)	20	46
of which: Securities financing transactions REIT	32	(1)	15	17
of which: Loans to financial advisors	9	(1)	9	0
of which: Lombard loans	23	(6)	0	29
of which Financial intermediaries	(20)	(15)	(5)	0
Remeasurements with stage transfers ²	(427)	45	(134)	(338)
of which: Private clients with mortgages	(19)	(2)	(17)	0
of which: Real estate financing	(6)	3	(9)	0
of which: Large corporate clients	(224)	34	(83)	(175)
of which: SME clients	(43)	(1)	(11)	(31)
of which: Other	(134)	11	(14)	(131)
of which: Securities financing transactions REIT	(36)	0	(18)	(19)
of which: Loans to financial advisors	(12)	7	(7)	(11)
of which: Lombard loans	(36)	0	0	(36)
of which Commodity trade finance	(59)	0	0	(59)
Remeasurements without stage transfers ³	(271)	(88)	(47)	(136)
of which: Private clients with mortgages	(34)	(19)	(8)	(7)
of which: Real estate financing	(14)	(4)	(11)	1
of which: Large corporate clients	(149)	(53)	(17)	(79)
of which: SME clients	(13)	0	(7)	(6)
of which: Other	(60)	(11)	(4)	(44)
of which: Loans to financial advisors	(18)	(12)	(3)	(3)
of which: Lombard loans	(3)	6	0	(9)
of which: Credit cards	(12)	0	0	(12)
Model changes ⁴	32	21	11	0
Movements with profit or loss impact ⁵	(694)	(112)	(154)	(429)
Movements without profit or loss impact (write-off, FX and other) ⁶	254	(14)	(19)	287
Balance as of 31 December 2020	(1,468)	(306)	(333)	(829)

¹ Represents the increase and decrease in allowances and provisions resulting from financial instruments (including guarantees and facilities) that were newly originated, purchased or renewed and from the final derecognition of loans or facilities on their maturity date or earlier. ² Represents the remeasurement between 12-month and lifetime ECL due to stage transfers. ³ Represents the change in allowances and provisions related to changes in model inputs or assumptions, including changes in forward-looking macroeconomic conditions, changes in the exposure profile, PD and LGD changes, and unwinding of the time value.

⁴ Represents the change in the allowances and provisions related to changes in models and methodologies. ⁵ Includes ECL movements from new and derecognized transactions, remeasurement changes, model and methodology changes. ⁶ Represents the decrease in allowances and provisions resulting from write-offs of the ECL allowance against the gross carrying amount when all or part of a financial asset is deemed uncollectible or forgiven and movements in foreign exchange rates.

As explained in Note 1a, the assessment of a significant increase in credit risk (SICR) considers a number of qualitative and quantitative factors to determine whether a stage transfer between stage 1 and stage 2 is required, although the primary

assessment considers changes in PD based on rating analyses and economic outlook. Additionally, UBS takes into consideration counterparties that have moved to a credit watch list and those with payments that are at least 30 days past due.

ECL stage 2 ("significant deterioration in credit risk") allowances / provisions as of 31 December 2021 – classification by trigger

USD million	Stage 2	of which: PD layer	of which: watch list	of which: ≥30 days past due
On-and off-balance sheet	(220)	(158)	(22)	(39)
of which: Private clients with mortgages	(71)	(54)	0	(17)
of which: Real estate financing	(43)	(38)	0	(4)
of which: Large corporate clients	(55)	(40)	(15)	0
of which: SME clients	(30)	(19)	(7)	(4)
of which: Financial intermediaries and hedge funds	(6)	(6)	0	0
of which: Loans to financial advisors	(3)	0	0	(3)
of which: Credit cards	(11)	0	0	(11)
of which: Other	(1)	(1)	0	0

Note 20 Expected credit loss measurement (continued)

d) Maximum exposure to credit risk

The tables below provide the Group's maximum exposure to credit risk for financial instruments subject to ECL requirements and the respective collateral and other credit enhancements mitigating credit risk for these classes of financial instruments.

The maximum exposure to credit risk includes the carrying amounts of financial instruments recognized on the balance sheet subject to credit risk and the notional amounts for off-balance sheet arrangements. Where information is available, collateral is

presented at fair value. For other collateral, such as real estate, a reasonable alternative value is used. Credit enhancements, such as credit derivative contracts and guarantees, are included at their notional amounts. Both are capped at the maximum exposure to credit risk for which they serve as security. The "Risk management and control" section of this report describes management's view of credit risk and the related exposures, which can differ in certain respects from the requirements of IFRS.

Maximum exposure to credit risk

USD billion	Maximum exposure to credit risk	31.12.21						Exposure to credit risk after collateral and credit enhancements	
		Collateral ^{1,2}			Credit enhancements ¹				
		Cash collateral received	Collateralized by securities	Secured by real estate	Other collateral ³	Netting	Credit derivative contracts	Guarantees	
Financial assets measured at amortized cost on the balance sheet									
Cash and balances at central banks	192.8							192.8	
Loans and advances to banks ⁴	15.5		0.1				0.1	15.3	
Receivables from securities financing transactions	75.0	0.0	68.0		6.9			0.0	
Cash collateral receivables on derivative instruments ^{5,6}	30.5					18.4		12.1	
Loans and advances to customers ⁷	397.8	37.5	128.7	191.3	20.2		4.0	16.2	
Other financial assets measured at amortized cost	26.2	0.2	0.1	0.0	1.3			24.6	
Total financial assets measured at amortized cost	737.8	37.7	196.9	191.3	28.4	18.4	0.0	4.0	261.0
Financial assets measured at fair value through other comprehensive income – debt									
	8.8							8.8	
Total maximum exposure to credit risk reflected on the balance sheet in scope of ECL									
Guarantees ⁸	20.9	1.3	6.5	0.2	2.5		2.3	8.1	
Loan commitments ⁸	39.4	0.5	4.0	2.4	7.3		0.3	1.7	
Forward starting transactions, reverse repurchase and securities borrowing agreements	1.4		1.4					0.0	
Committed unconditionally revocable credit lines	40.7	0.3	9.0	6.2	3.9		0.5	20.9	
Total maximum exposure to credit risk not reflected on the balance sheet, in scope of ECL	102.5	2.2	20.9	8.7	13.7	0.0	0.3	4.5	52.1
31.12.20									
USD billion	Maximum exposure to credit risk	Collateral ^{1,2}			Credit enhancements ¹		Exposure to credit risk after collateral and credit enhancements		
		Cash collateral received	Collateralized by securities	Secured by real estate	Other collateral ³	Netting	Credit derivative contracts		
							Guarantees		
Financial assets measured at amortized cost on the balance sheet									
Cash and balances at central banks	158.2							158.2	
Loans and advances to banks ⁴	15.4		0.1					15.3	
Receivables from securities financing transactions	74.2	0.0	67.1		7.0			0.0	
Cash collateral receivables on derivative instruments ^{5,6}	32.7					21.1		11.6	
Loans and advances to customers ⁷	379.5	25.8	118.2	194.6	21.7		4.4	14.8	
Other financial assets measured at amortized cost	27.2	0.1	0.2		1.3			25.5	
Total financial assets measured at amortized cost	687.3	26.0	185.7	194.6	30.1	21.1	0.0	4.4	225.5
Financial assets measured at fair value through other comprehensive income – debt									
	8.3							8.3	
Total maximum exposure to credit risk reflected on the balance sheet in scope of ECL									
Guarantees ⁸	17.0	0.7	5.0	0.2	1.7		2.5	7.0	
Loan commitments ⁸	41.2	0.0	4.2	2.1	6.8		0.4	2.4	
Forward starting transactions, reverse repurchase and securities borrowing agreements	3.2		3.2					0.0	
Committed unconditionally revocable credit lines	40.1	0.1	10.3	6.2	2.7		0.0	20.7	
Total maximum exposure to credit risk not reflected on the balance sheet, in scope of ECL	101.6	0.8	22.7	8.5	11.2	0.0	0.4	4.9	53.0

¹ Of which: USD 1,443 million for 31 December 2021 (31 December 2020: USD 1,983 million) relates to total credit-impaired financial assets measured at amortized cost and USD 130 million for 31 December 2021 (31 December 2020: USD 154 million) to total off-balance sheet financial instruments and credit lines for credit-impaired positions. ² Collateral arrangements generally incorporate a range of collateral, including cash, securities, real estate and other collateral. UBS applies a risk-based approach that generally prioritizes collateral according to its liquidity profile. ³ Includes but is not limited to life insurance contracts, inventory, mortgage loans, gold and other commodities. ⁴ Loans and advances to banks include amounts held with third-party banks on behalf of clients. The credit risk associated with these balances may be borne by those clients. ⁵ Included within Cash collateral receivables on derivative instruments are margin balances due from exchanges or clearing houses. Some of these margin balances reflect amounts transferred on behalf of clients who retain the associated credit risk. ⁶ The amount shown in the "Netting" column represents the netting potential not recognized on the balance sheet. Refer to Note 22 for more information. ⁷ In 2021, the collateral allocation was updated to reflect additional cash collateral and custody accounts that are also available as security for certain on-balance sheet lending. This resulted in an increase in loans secured by cash, with an offsetting reduction in loans secured by real estate and loans secured by securities. ⁸ The amount shown in the "Guarantees" column includes sub-participations.

Note 20 Expected credit loss measurement (continued)**e) Financial assets subject to credit risk by rating category**

The table below shows the credit quality and the maximum exposure to credit risk based on the Group's internal credit rating system and year-end stage classification. Under IFRS 9, the credit risk rating reflects the Group's assessment of the probability of

default of individual counterparties, prior to substitutions. The amounts presented are gross of impairment allowances.

» Refer to the "Risk management and control" section of this report for more details regarding the Group's internal grading system

Financial assets subject to credit risk by rating category

							31.12.21		
Rating category ¹	0–1	2–3	4–5	6–8	9–13	Credit-impaired (defaulted)	Total gross carrying amount	ECL allowances	Net carrying amount (maximum exposure to credit risk)
Financial assets measured at amortized cost									
Cash and balances at central banks	191,015	1,802	0	0	0	0	192,817	0	192,817
of which: stage 1	191,015	1,802	0	0	0	0	192,817	0	192,817
Loans and advances to banks	407	12,623	1,171	795	490	1	15,488	(8)	15,480
of which: stage 1	407	12,623	1,146	795	488	0	15,460	(7)	15,453
of which: stage 2	0	0	24	0	2	0	27	(1)	26
of which: stage 3	0	0	0	0	0	1	1	0	1
Receivables from securities financing transactions	34,386	11,267	10,483	17,440	1,439	0	75,014	(2)	75,012
of which: stage 1	34,386	11,267	10,483	17,440	1,439	0	75,014	(2)	75,012
Cash collateral receivables on derivative instruments	7,466	13,476	5,878	3,647	47	0	30,514	0	30,514
of which: stage 1	7,466	13,476	5,878	3,647	47	0	30,514	0	30,514
Loans and advances to customers	5,295	232,233	67,620	69,892	21,423	2,148	398,611	(850)	397,761
of which: stage 1	5,295	231,153	65,084	62,796	16,362	0	380,690	(126)	380,564
of which: stage 2	0	1,080	2,536	7,096	5,061	0	15,773	(152)	15,620
of which: stage 3	0	0	0	0	0	2,148	2,148	(572)	1,577
Other financial assets measured at amortized cost	12,564	6,702	321	6,072	394	264	26,318	(109)	26,209
of which: stage 1	12,564	6,693	307	5,863	317	0	25,745	(27)	25,718
of which: stage 2	0	10	13	209	77	0	309	(7)	302
of which: stage 3	0	0	0	0	0	264	264	(76)	189
Total financial assets measured at amortized cost	251,133	278,103	85,472	97,846	23,793	2,414	738,762	(969)	737,794
On-balance sheet financial instruments									
Financial assets measured at FVOCI – debt instruments	3,996	4,771	0	77	0	0	8,844	0	8,844
Total on-balance sheet financial instruments	255,130	282,874	85,472	97,923	23,793	2,414	747,606	(969)	746,638

Off-balance sheet positions subject to expected credit loss by rating category

							31.12.21	
Rating category ¹	0–1	2–3	4–5	6–8	9–13	Credit-impaired (defaulted)	Total off-balance sheet exposure (maximum exposure to credit risk)	ECL provisions
Off-balance sheet financial instruments								
Guarantees	4,457	7,064	4,535	3,757	1,009	150	20,972	(41)
of which: stage 1	4,457	7,037	4,375	3,075	752	0	19,695	(18)
of which: stage 2	0	27	160	682	258	0	1,127	(8)
of which: stage 3	0	0	0	0	0	150	150	(15)
Irrevocable loan commitments	2,797	14,183	7,651	8,298	6,502	46	39,478	(114)
of which: stage 1	2,797	13,917	7,416	7,127	5,840	0	37,097	(72)
of which: stage 2	0	266	235	1,171	663	0	2,335	(42)
of which: stage 3	0	0	0	0	0	46	46	0
Forward starting reverse repurchase and securities borrowing agreements	0	0	55	1,389	0	0	1,444	0
Total off-balance sheet financial instruments	7,254	21,247	12,241	13,444	7,512	196	61,894	(155)
Credit lines								
Committed unconditionally revocable credit lines	2,636	15,594	8,627	9,752	4,107	63	40,778	(38)
of which: stage 1	2,636	15,250	8,304	8,346	3,671	0	38,207	(28)
of which: stage 2	0	344	323	1,406	436	0	2,508	(10)
of which: stage 3	0	0	0	0	0	63	63	0
Irrevocable committed prolongation of existing loans	17	2,438	1,422	1,084	602	48	5,611	(3)
of which: stage 1	17	2,438	1,422	1,082	568	0	5,527	(3)
of which: stage 2	0	0	0	1	34	0	36	0
of which: stage 3	0	0	0	0	0	48	48	0
Total credit lines	2,653	18,032	10,049	10,836	4,709	111	46,390	(41)

¹ Refer to the "Internal UBS rating scale and mapping of external ratings" table in the "Risk management and control" section of this report for more information on rating categories.

Note 20 Expected credit loss measurement (continued)

Financial assets subject to credit risk by rating category

	USD million						31.12.20	Net carrying amount (maximum exposure to credit risk)
Rating category ¹	0–1	2–3	4–5	6–8	9–13	Credit-impaired (defaulted)	Total gross carrying amount allowances	ECL
Financial assets measured at amortized cost								
Cash and balances at central banks	156,250	1,981	0	0	0	0	158,231	0
of which: stage 1	156,250	1,981	0	0	0	0	158,231	0
Loans and advances to banks	543	12,129	1,344	1,182	260	1	15,460	(16)
of which: stage 1	543	12,074	1,277	1,145	231	0	15,269	(9)
of which: stage 2	0	55	67	37	29	0	189	(5)
of which: stage 3	0	0	0	0	0	1	1	(1)
Receivables from securities financing transactions	22,998	16,009	15,367	17,995	1,842	0	74,212	(2)
of which: stage 1	22,998	16,009	15,367	17,995	1,842	0	74,212	(2)
Cash collateral receivables on derivative instruments	8,196	13,477	7,733	3,243	88	0	32,737	0
of which: stage 1	8,196	13,477	7,733	3,243	88	0	32,737	0
Loans and advances to customers	5,813	214,307	67,270	69,217	21,038	2,943	380,589	(1,060)
of which: stage 1	5,813	212,970	63,000	59,447	15,860	0	357,090	(142)
of which: stage 2	0	1,338	4,269	9,770	5,178	0	20,556	(215)
of which: stage 3	0	0	0	0	0	2,943	2,943	(703)
Other financial assets measured at amortized cost	15,404	4,018	280	6,585	481	560	27,327	(133)
of which: stage 1	15,404	4,015	269	6,334	389	0	26,410	(34)
of which: stage 2	0	3	11	251	91	0	357	(9)
of which: stage 3	0	0	0	0	0	560	560	(90)
Total financial assets measured at amortized cost	209,204	261,922	91,993	98,223	23,709	3,505	688,556	(1,211)
On-balance sheet financial instruments								
Financial assets measured at FVOCI – debt instruments	3,212	5,014	0	32	0	0	8,258	0
Total on-balance sheet financial instruments	212,417	266,936	91,993	98,255	23,709	3,505	696,815	(1,211)
Off-balance sheet positions subject to expected credit loss by rating category								
							31.12.20	
USD million								
Rating category ¹	0–1	2–3	4–5	6–8	9–13	Credit-impaired (defaulted)	Total off-balance sheet exposure (maximum exposure to credit risk)	ECL provisions
Off-balance sheet financial instruments								
Guarantees	3,482	4,623	3,522	4,293	991	170	17,081	(63)
of which: stage 1	3,482	4,219	2,688	3,558	739	0	14,687	(14)
of which: stage 2	0	404	834	736	252	0	2,225	(15)
of which: stage 3	0	0	0	0	0	170	170	(34)
Irrevocable loan commitments	3,018	14,516	8,583	9,302	5,850	104	41,372	(142)
of which: stage 1	3,018	13,589	6,873	8,739	4,676	0	36,894	(74)
of which: stage 2	0	927	1,711	563	1,174	0	4,374	(68)
of which: stage 3	0	0	0	0	0	104	104	0
Forward starting reverse repurchase and securities borrowing agreements	82	150	0	3,015	0	0	3,247	0
Total off-balance sheet financial instruments	6,583	19,289	12,105	16,610	6,840	273	61,700	(205)
Credit lines								
Committed unconditionally revocable credit lines	574	13,505	5,958	8,488	11,501	108	40,134	(50)
of which: stage 1	574	12,940	4,517	6,609	10,593	0	35,233	(29)
of which: stage 2	0	565	1,441	1,879	908	0	4,792	(21)
of which: stage 3	0	0	0	0	0	108	108	0
Irrevocable committed prolongation of existing loans	14	1,349	931	632	357	0	3,282	(2)
of which: stage 1	14	1,349	930	630	355	0	3,277	(2)
of which: stage 2	0	1	1	2	1	0	5	0
of which: stage 3	0	0	0	0	0	0	0	0
Total credit lines	588	14,854	6,889	9,119	11,858	109	43,416	(52)

¹ Refer to the "Internal UBS rating scale and mapping of external ratings" table in the "Risk management and control" section of this report for more information on rating categories.

Note 20 Expected credit loss measurement (continued)**f) Sensitivity information**

As outlined in Note 1a, ECL estimates involve significant uncertainties at the time they are made.

ECL model

The models applied to determine point-in-time PD and LGD rely on market and statistical data, which has been found to correlate well with historically observed defaults in sufficiently homogeneous segments. The risk sensitivities for each of the ECL reporting segments to such factors are summarized in Note 9.

Forward-looking scenarios

Depending on the scenario selection and related macro-economic assumptions for the risk factors, the components of the relevant weighted average ECL change. This is particularly relevant for

interest rates, which can move in both directions under a given growth assumption (for example, low growth with high interest rates in a stagflation scenario, versus low growth and falling interest rates in a recession). Management generally looks for scenario narratives that reflect the key risk drivers of a given credit portfolio.

As forecasting models are complex, due to the combination of multiple factors, simple what-if analyses involving a change of individual parameters do not necessarily provide realistic information on the exposure of segments to changes in the macroeconomy. Portfolio-specific analyses based on their key risk factors would also not be meaningful, as potential compensatory effects in other segments would be ignored. The table below indicates some sensitivities to ECLs if a key macroeconomic variable for the forecasting period is amended across all scenarios with all other factors remaining unchanged.

Potential effect on stage 1 and stage 2 positions from changing key parameters as of 31 December 2021

<i>USD million</i>	Baseline	Upside	Mild downside	Severe downside	Weighted average
Change in key parameters					
Fixed income: Government bonds (absolute change)					
-0.50%	(1)	0	(29)	(9)	(4)
+0.50%	1	1	39	11	5
+1.00%	4	2	88	23	14
Unemployment rate (absolute change)					
-1.00%	(2)	(2)	(30)	(48)	(13)
-0.50%	(1)	(1)	(17)	(27)	(7)
+0.50%	1	1	21	31	8
+1.00%	3	2	47	68	18
Real GDP growth (relative change)					
-2.00%	4	2	8	17	10
-1.00%	2	1	4	8	5
+1.00%	(1)	0	(10)	(8)	(4)
+2.00%	(2)	0	(14)	(16)	(7)
House Price Index (relative change)					
-5.00%	6	4	50	73	24
-2.50%	3	2	24	34	12
+2.50%	(2)	(1)	(26)	(31)	(11)
+5.00%	(4)	(3)	(46)	(31)	(13)
Equity (S&P500, EuroStoxx, SMI) (relative change)					
-10.00%	2	2	5	6	5
-5.00%	1	0	2	3	2
+5.00%	(1)	0	(2)	(3)	(2)
+10.00%	(2)	0	(4)	(6)	(3)

Note 20 Expected credit loss measurement (continued)

Sensitivities can be more meaningfully assessed in the context of coherent scenarios with consistently developed macroeconomic factors. The table on the previous page outlines favorable and unfavorable effects, based on reasonably possible alternative changes to the economic conditions for stage 1 and stage 2 positions. The ECL impact is calculated for material portfolios and disclosed for each scenario.

The forecasting horizon is limited to three years, with a model-based mean reversion of PD and LGD assumed thereafter. Changes to these timelines may have an effect on ECLs: depending on the cycle, a longer or shorter forecasting horizon will lead to different annualized lifetime PD and average LGD estimations. This is currently not deemed to be material for UBS, as a large proportion of loans, including mortgages in Switzerland, have maturities that are within the forecasting horizon.

Scenario weights

ECL is sensitive to changing scenario weights, in particular if narratives and parameters are selected that are not close to the baseline scenario, highlighting the non-linearity of credit losses.

As shown in the table on the bottom of this page, the ECL for stage 1 and stage 2 positions would have been USD 387 million (31 December 2020: USD 442 million) instead of USD 503 million (31 December 2020: USD 639 million) if ECL had been determined solely on the baseline scenario. The weighted average ECL therefore amounts to 130% (31 December 2020: 145%) of the baseline value. The effects of weighting each of the four scenarios 100% are shown in the table below.

Stage allocation and SICR

The determination of what constitutes an SICR is based on management judgment, as explained in Note 1a. Changing the SICR trigger will have a direct effect on ECLs, as more or fewer positions would be subject to lifetime ECLs under any scenario.

The relevance of the SICR trigger on overall ECL is demonstrated in the table below with the indication that the ECL allowances and provisions for stage 1 and stage 2 positions would have been USD 1,060 million if all non-impaired positions across the portfolio had been measured for lifetime ECLs irrespective of their actual SICR status. This amount compares to actual stage 1 and 2 allowances and provisions of USD 503 million as of 31 December 2021.

Potential effect on stage 1 and stage 2 positions from changing scenario weights or moving to an ECL lifetime calculation as of 31 December 2021

Scenarios <i>USD million, except where indicated</i>	Actual ECL allowances and provisions, including staging (as per Note 9)	Pro forma ECL allowances and provisions, including staging and assuming application of 100% scenario weighting				Pro forma ECL allowances and provisions, assuming all positions being subject to lifetime ECL
		Weighted average	100% Baseline	100% Upside	100% Mild downside	100% Severe downside
Segmentation						
Private clients with mortgages	(95)	(53)	(52)	(119)	(207)	(277)
Real estate financing	(62)	(50)	(48)	(101)	(97)	(118)
Large corporate clients	(150)	(116)	(107)	(148)	(244)	(257)
SME clients	(65)	(56)	(55)	(71)	(91)	(117)
Other segments	(130)	(112)	(108)	(135)	(166)	(291)
Total	(503)	(387)	(370)	(574)	(806)	(1,060)

Maturity profile

The maturity profile is an important driver for changes in ECL due to transfers to stage 2 and from stage 2 to stage 1. The current maturity profile of most lending books is relatively short; hence a movement to stage 2 may have a moderate effect on ECLs. A significant portion of our lending to SMEs is documented under multi-purpose credit agreements, which allow for various forms of utilization but are unconditionally cancelable by UBS at any time. For drawings under such agreements with a fixed maturity,

the respective term is applied for ECL calculations, or a maximum of 12 months in stage 1. For unused credit lines and all drawings that have no fixed maturity (e.g., current accounts), UBS generally applies a 12-month maturity from the reporting date, given the credit review policies, which require either continuous monitoring of key indicators and behavioral patterns for smaller positions or an annual formal review for any other limit. The ECLs for these products are sensitive to shortening or extending the maturity assumption.

Note 21 Fair value measurement**a) Valuation principles**

All financial and non-financial assets and liabilities measured or disclosed at fair value are categorized into one of three fair value hierarchy levels in accordance with IFRS. The fair value hierarchy is based on the transparency of inputs to the valuation of an asset or liability as of the measurement date. In certain cases, the inputs used to measure fair value may fall within different levels of the fair value hierarchy. For disclosure purposes, the level in the hierarchy within which an instrument is classified in its entirety is based on the lowest level input that is significant to the position's fair value measurement:

- Level 1 – quoted prices (unadjusted) in active markets for identical assets and liabilities;
- Level 2 – valuation techniques for which all significant inputs are, or are based on, observable market data; or
- Level 3 – valuation techniques for which significant inputs are not based on observable market data.

Fair values are determined using quoted prices in active markets for identical assets or liabilities, where available. Where the market for a financial instrument or non-financial asset or liability is not active, fair value is established using a valuation technique, including pricing models. Valuation adjustments may be made to allow for additional factors, including model, liquidity, credit and funding risks, which are not explicitly captured within the valuation technique, but which would nevertheless be considered by market participants when establishing a price. The limitations inherent in a particular valuation technique are considered in the determination of the classification of an asset or liability within the fair value hierarchy. Generally, the unit of account for a financial instrument is the individual instrument, and UBS applies valuation adjustments at an individual instrument level, consistent with that unit of account. However, if certain conditions are met, UBS may estimate the fair value of a portfolio of financial assets and liabilities with substantially similar and offsetting risk exposures on the basis of the net open risks.

» Refer to Note 21d for more information

b) Valuation governance

UBS's fair value measurement and model governance framework includes numerous controls and other procedural safeguards that are intended to maximize the quality of fair value measurements reported in the financial statements. New products and valuation techniques must be reviewed and approved by key stakeholders from the risk and finance control functions. Responsibility for the ongoing measurement of financial and non-financial instruments at fair value is with the business divisions.

Fair value estimates are validated by the risk and finance control functions, which are independent of the business divisions. Independent price verification is performed by Finance through benchmarking the business divisions' fair value estimates with observable market prices and other independent sources. A governance framework and associated controls are in place in order to monitor the quality of third-party pricing sources where used. For instruments where valuation models are used to determine fair value, independent valuation and model control groups within Finance and Risk Control evaluate UBS's models on a regular basis, including valuation and model input parameters, as well as pricing. As a result of the valuation controls employed, valuation adjustments may be made to the business divisions' estimates of fair value to align with independent market data and the relevant accounting standard.

» Refer to Note 21d for more information

Note 21 Fair value measurement (continued)

c) Fair value hierarchy

The table below provides the fair value hierarchy classification of financial and non-financial assets and liabilities measured at fair value. The narrative that follows describes valuation techniques used in measuring their fair value of different product types

(including significant valuation inputs and assumptions used), and the factors considered in determining their classification within the fair value hierarchy.

Determination of fair values from quoted market prices or valuation techniques¹

USD million	31.12.21				31.12.20			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
Financial assets measured at fair value on a recurring basis								
Financial assets at fair value held for trading	113,697	14,825	2,299	130,821	107,507	15,553	2,337	125,397
of which:								
Equity instruments	97,958	1,090	149	99,197	90,307	1,101	171	91,579
Government bills / bonds	7,135	1,351	10	8,496	9,028	2,207	10	11,245
Investment fund units	7,843	1,364	21	9,229	7,374	1,794	23	9,192
Corporate and municipal bonds	708	7,604	556	8,868	789	8,356	817	9,961
Loans	0	3,099	1,443	4,542	0	1,860	1,134	2,995
Asset-backed securities	53	317	120	489	8	236	181	425
Derivative financial instruments	522	116,479	1,140	118,142	795	157,068	1,754	159,617
of which:								
Foreign exchange contracts	255	53,043	7	53,305	319	68,424	5	68,749
Interest rate contracts	0	32,747	494	33,241	0	50,353	537	50,890
Equity / Index contracts	0	27,861	384	28,245	0	33,990	853	34,842
Credit derivative contracts	0	1,179	236	1,414	0	2,008	350	2,358
Commodity contracts	0	1,590	16	1,606	0	2,211	6	2,217
Brokerage receivables	0	21,839	0	21,839	0	24,659	0	24,659
Financial assets at fair value not held for trading ²	27,278	28,622	4,180	60,080	40,986	35,435	3,942	80,364
of which:								
Financial assets for unit-linked investment contracts	21,110	187	6	21,303	20,628	101	2	20,731
Corporate and municipal bonds	123	13,937	306	14,366	290	16,957	372	17,619
Government bills / bonds	5,624	3,236	0	8,860	19,704	3,593	0	23,297
Loans	0	4,982	892	5,874	0	7,699	862	8,561
Securities financing transactions	0	5,704	100	5,804	0	6,629	122	6,751
Auction rate securities	0	0	1,585	1,585	0	0	1,527	1,527
Investment fund units	338	574	117	1,028	278	447	105	831
Equity instruments	83	2	681	765	86	0	544	631
Other	0	0	495	495	0	10	408	418
Financial assets measured at fair value through other comprehensive income on a recurring basis								
Financial assets measured at fair value through other comprehensive income ²	2,704	6,140	0	8,844	1,144	7,114	0	8,258
of which:								
Asset-backed securities	0	4,849	0	4,849	0	6,624	0	6,624
Government bills / bonds	2,658	27	0	2,686	1,103	47	0	1,150
Corporate and municipal bonds	45	1,265	0	1,310	40	444	0	485
Non-financial assets measured at fair value on a recurring basis								
Precious metals and other physical commodities	5,258	0	0	5,258	6,264	0	0	6,264
Non-financial assets measured at fair value on a non-recurring basis								
Other non-financial assets ³	0	0	26	26	0	1	245	246
Total assets measured at fair value	149,459	187,905	7,645	345,010	156,696	239,831	8,278	404,805

Note 21 Fair value measurement (continued)**Determination of fair values from quoted market prices or valuation techniques (continued)¹**

USD million	31.12.21				31.12.20			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
Financial liabilities measured at fair value on a recurring basis								
Financial liabilities at fair value held for trading	25,413	6,170	105	31,688	26,888	6,652	55	33,595
of which:								
Equity instruments	18,328	513	83	18,924	22,519	425	40	22,985
Corporate and municipal bonds	30	4,219	17	4,266	31	4,048	9	4,089
Government bills / bonds	5,883	826	0	6,709	3,642	1,036	0	4,678
Investment fund units	1,172	555	6	1,733	696	1,127	5	1,828
Derivative financial instruments	509	118,558	2,242	121,309	746	156,884	3,471	161,102
of which:								
Foreign exchange contracts	258	53,800	21	54,078	316	70,149	61	70,527
Interest rate contracts	0	28,398	278	28,675	0	43,389	527	43,916
Equity / index contracts	0	33,438	1,511	34,949	0	38,870	2,306	41,176
Credit derivative contracts	0	1,412	341	1,753	0	2,403	528	2,931
Commodity contracts	0	1,503	63	1,566	0	2,003	24	2,027
Financial liabilities designated at fair value on a recurring basis								
Brokerage payables designated at fair value	0	44,045	0	44,045	0	38,742	0	38,742
Debt issued designated at fair value ²	0	59,606	14,194	73,799	0	50,273	10,970	61,243
Other financial liabilities designated at fair value ²	0	29,258	816	30,074	0	29,671	716	30,387
of which:								
Financial liabilities related to unit-linked investment contracts	0	21,466	0	21,466	0	20,975	0	20,975
Securities financing transactions	0	6,375	2	6,377	0	7,317	0	7,317
Over-the-counter debt instruments	0	1,334	794	2,128	0	1,363	697	2,060
Total liabilities measured at fair value	25,922	257,637	17,357	300,916	27,635	282,222	15,212	325,069

¹ Bifurcated embedded derivatives are presented on the same balance sheet lines as their host contracts and are not included in this table. The fair value of these derivatives was not material for the periods presented.

² As of 31 December 2021, USD 17 billion (31 December 2020: USD 21 billion) of Financial assets at fair value not held for trading, USD 8 billion (31 December 2020: USD 8 billion) of Financial assets measured at fair value through other comprehensive income, USD 36 billion (31 December 2020: USD 16 billion) of Debt issued designated at fair value and USD 1 billion (31 December 2020: USD 1 billion) of Other financial liabilities designated at fair value are expected to be recovered or settled after 12 months. ³ Other non-financial assets primarily consist of properties and other non-current assets held for sale, which are measured at the lower of their net carrying amount or fair value less costs to sell.

Note 21 Fair value measurement (continued)

Valuation techniques

UBS uses widely recognized valuation techniques for determining the fair value of financial and non-financial instruments that are not actively traded and quoted. The most frequently applied valuation techniques include discounted value of expected cash flows, relative value and option pricing methodologies.

Discounted value of expected cash flows is a valuation technique that measures fair value using estimated expected future cash flows from assets or liabilities and then discounts these cash flows using a discount rate or discount margin that reflects the credit and / or funding spreads required by the market for instruments with similar risk and liquidity profiles to produce a present value. When using such valuation techniques, expected future cash flows are estimated using an observed or implied market price for the future cash flows or by using industry-standard cash flow projection models. The discount factors within the calculation are generated using industry-standard yield curve modeling techniques and models.

Relative value models measure fair value based on the market prices of equivalent or comparable assets or liabilities, making adjustments for differences between the characteristics of the observed instrument and the instrument being valued.

Option pricing models incorporate assumptions regarding the behavior of future price movements of an underlying referenced asset or assets to generate a probability-weighted future expected payoff for the option. The resulting probability-weighted expected payoff is then discounted using discount factors generated from industry-standard yield curve modeling

techniques and models. The option pricing model may be implemented using a closed-form analytical formula or other mathematical techniques (e.g., binomial tree or Monte Carlo simulation).

Where available, valuation techniques use market-observable assumptions and inputs. If such data is not available, inputs may be derived by reference to similar assets in active markets, from recent prices for comparable transactions or from other observable market data. In such cases, the inputs selected are based on historical experience and practice for similar or analogous instruments, derivation of input levels based on similar products with observable price levels, and knowledge of current market conditions and valuation approaches.

For more complex instruments, fair values may be estimated using a combination of observed transaction prices, consensus pricing services and relevant quotes. Consideration is given to the nature of the quotes (e.g., indicative or firm) and the relationship of recently evidenced market activity to the prices provided by consensus pricing services. UBS also uses internally developed models, which are typically based on valuation methods and techniques recognized as standard within the industry. Assumptions and inputs used in valuation techniques include benchmark interest rate curves, credit and funding spreads used in estimating discount rates, bond and equity prices, equity index prices, foreign exchange rates, levels of market volatility and correlation. Refer to Note 21f for more information. The discount curves used by the Group incorporate the funding and credit characteristics of the instruments to which they are applied.

Financial instruments excluding derivatives: valuation and classification in the fair value hierarchy

Product	Valuation and classification in the fair value hierarchy	
Government bills and bonds	Valuation	<ul style="list-style-type: none"> – Generally valued using prices obtained directly from the market. – Instruments not priced directly using active-market data are valued using discounted cash flow valuation techniques that incorporate market data for similar government instruments.
	Fair value hierarchy	<ul style="list-style-type: none"> – Generally traded in active markets with prices that can be obtained directly from these markets, resulting in classification as Level 1, while the remaining positions are classified as Level 2 and Level 3.
Corporate and municipal bonds	Valuation	<ul style="list-style-type: none"> – Generally valued using prices obtained directly from the market for the security, or similar securities, adjusted for seniority, maturity and liquidity. – When prices are not available, instruments are valued using discounted cash flow valuation techniques incorporating the credit spread of the issuer or similar issuers. – For convertible bonds without directly comparable prices, issuances may be priced using a convertible bond model.
	Fair value hierarchy	<ul style="list-style-type: none"> – Generally classified as Level 1 or Level 2, depending on the depth of trading activity behind price sources. – Level 3 instruments have no suitable pricing information available.
Traded loans and loans measured at fair value	Valuation	<ul style="list-style-type: none"> – Valued directly using market prices that reflect recent transactions or quoted dealer prices, where available. – Where no market price data is available, loans are valued by relative value benchmarking using pricing derived from debt instruments in comparable entities or different products in the same entity, or by using a credit default swap valuation technique, which requires inputs for credit spreads, credit recovery rates and interest rates. Recently originated commercial real estate loans are measured using a securitization approach based on rating agency guidelines.
	Fair value hierarchy	<ul style="list-style-type: none"> – Instruments with suitably deep and liquid pricing information are classified as Level 2. – Positions requiring the use of valuation techniques, or for which the price sources have insufficient trading depth, are classified as Level 3.

Note 21 Fair value measurement (continued)

Product	Valuation and classification in the fair value hierarchy	
Investment fund units	Valuation	<ul style="list-style-type: none"> – Predominantly exchange-traded, with readily available quoted prices in liquid markets. – Where market prices are not available, fair value may be measured using net asset values (NAVs).
	Fair value hierarchy	<ul style="list-style-type: none"> – Listed units are classified as Level 1, provided there is sufficient trading activity to justify active-market classification, while other positions are classified as Level 2. – Positions for which NAVs are not available are classified as Level 3.
Asset-backed securities (ABS)	Valuation	<ul style="list-style-type: none"> – For liquid securities, the valuation process will use trade and price data, updated for movements in market levels between the time of trading and the time of valuation. Less liquid instruments are measured using discounted expected cash flows incorporating price data for instruments or indices with similar risk profiles.
	Fair value hierarchy	<ul style="list-style-type: none"> – Residential mortgage-backed securities, commercial mortgage-backed securities and other ABS are generally classified as Level 2. However, if significant inputs are unobservable, or if market or fundamental data is not available, they are classified as Level 3.
Auction rate securities (ARS)	Valuation	<ul style="list-style-type: none"> – ARS are valued utilizing a discounted cash flow methodology. The model captures interest rate risk emanating from the note coupon, credit risk attributable to the underlying closed-end fund investments, liquidity risk as a function of the level of trading volume in these positions, and extension risk, as ARS are perpetual instruments that require an assumption regarding their maturity or issuer redemption date.
	Fair value hierarchy	<ul style="list-style-type: none"> – Granular and liquid pricing information is generally not available for ARS. As a result, these securities are classified as Level 3.
Equity instruments	Valuation	<ul style="list-style-type: none"> – Listed equity instruments are generally valued using prices obtained directly from the market. – Unlisted equity holdings, including private equity positions, are initially marked at their transaction price and are revalued when reliable evidence of price movement becomes available or when the position is deemed to be impaired.
	Fair value hierarchy	<ul style="list-style-type: none"> – The majority of equity securities are actively traded on public stock exchanges where quoted prices are readily and regularly available, resulting in Level 1 classification.
Financial assets for unit-linked investment contracts	Valuation	<ul style="list-style-type: none"> – The majority of assets are listed on exchanges and fair values are determined using quoted prices.
	Fair value hierarchy	<ul style="list-style-type: none"> – Most assets are classified as Level 1 if actively traded, or Level 2 if trading is not active. – Instruments for which prices are not readily available are classified as Level 3.
Securities financing transactions	Valuation	<ul style="list-style-type: none"> – These instruments are valued using discounted expected cash flow techniques. The discount rate applied is based on funding curves that are relevant to the collateral eligibility terms.
	Fair value hierarchy	<ul style="list-style-type: none"> – Collateral funding curves for these instruments are generally observable and, as a result, these positions are classified as Level 2. – Where the collateral terms are non-standard, the funding curve may be considered unobservable and these positions are classified as Level 3.
Brokerage receivables and payables	Valuation	<ul style="list-style-type: none"> – Fair value is determined based on the value of the underlying balances.
	Fair value hierarchy	<ul style="list-style-type: none"> – Due to their on-demand nature, these receivables and payables are deemed as Level 2.
Amounts due under unit-linked investment contracts	Valuation	<ul style="list-style-type: none"> – The fair values of investment contract liabilities are determined by reference to the fair value of the corresponding assets.
	Fair value hierarchy	<ul style="list-style-type: none"> – The liabilities themselves are not actively traded, but are mainly referenced to instruments that are actively traded and are therefore classified as Level 2.

Note 21 Fair value measurement (continued)

Derivative instruments: valuation and classification in the fair value hierarchy

The curves used for discounting expected cash flows in the valuation of collateralized derivatives reflect the funding terms associated with the relevant collateral arrangement for the instrument being valued. These collateral arrangements differ across counterparties with respect to the eligible currency and interest terms of the collateral. The majority of collateralized derivatives are measured using a discount curve based on funding rates derived from overnight interest in the cheapest eligible currency for the respective counterparty collateral agreement.

Uncollateralized and partially collateralized derivatives are discounted using the alternative reference rate (the ARR) (or equivalent) curve for the currency of the instrument. As described in Note 21d, the fair value of uncollateralized and partially collateralized derivatives is then adjusted by credit valuation adjustments (CVAs), debit valuation adjustments (DVAs) and funding valuation adjustments (FVAs), as applicable, to reflect an estimation of the effect of counterparty credit risk, UBS's own credit risk, and funding costs and benefits.

➤ Refer to Note 10 for more information about derivative instruments

Derivative product	Valuation and classification in the fair value hierarchy
Interest rate contracts	<p>Valuation</p> <ul style="list-style-type: none">– Interest rate swap contracts are valued by estimating future interest cash flows and discounting those cash flows using a rate that reflects the appropriate funding rate for the position being measured. The yield curves used to estimate future index levels and discount rates are generated using market-standard yield curve models using interest rates associated with current market activity. The key inputs to the models are interest rate swap rates, forward rate agreement rates, short-term interest rate futures prices, basis swap spreads and inflation swap rates.– Interest rate option contracts are valued using various market-standard option models, using inputs that include interest rate yield curves, inflation curves, volatilities and correlations.– When the maturity of an interest rate swap or option contract exceeds the term for which standard market quotes are observable for a significant input parameter, the contracts are valued by extrapolation from the last observable point using standard assumptions or by reference to another observable comparable input parameter to represent a suitable proxy for that portion of the term.
	<p>Fair value hierarchy</p> <ul style="list-style-type: none">– The majority of interest rate swaps are classified as Level 2, as the standard market contracts that form the inputs for yield curve models are generally traded in active and observable markets.– Options are generally treated as Level 2, as the calibration process enables the model output to be validated to active-market levels. Models calibrated in this way are then used to revalue the portfolio of both standard options and more exotic products.– Interest rate swap or option contracts are classified as Level 3 when the terms exceed standard market-observable quotes.– Exotic options for which appropriate volatility or correlation input levels cannot be implied from observable market data are classified as Level 3.
Credit derivative contracts	<p>Valuation</p> <ul style="list-style-type: none">– Credit derivative contracts are valued using industry-standard models based primarily on market credit spreads, upfront pricing points and implied recovery rates. Where a derivative credit spread is not directly available, it may be derived from the price of the reference cash bond.– Asset-backed credit derivatives are valued using a valuation technique similar to that of the underlying security with an adjustment to reflect the funding differences between cash and synthetic form. <p>Fair value hierarchy</p> <ul style="list-style-type: none">– Single-entity and portfolio credit derivative contracts are classified as Level 2 when credit spreads and recovery rates are determined from actively traded observable market data. Where the underlying reference name(s) are not actively traded and the correlation cannot be directly mapped to actively traded tranche instruments, these contracts are classified as Level 3.– Asset-backed credit derivatives follow the characteristics of the underlying security and are therefore distributed across Level 2 and Level 3.

Note 21 Fair value measurement (continued)

Derivative product	Valuation and classification in the fair value hierarchy
Foreign exchange contracts	Valuation
	<ul style="list-style-type: none"> – Open spot foreign exchange (FX) contracts are valued using the FX spot rate observed in the market. – Forward FX contracts are valued using the FX spot rate adjusted for forward pricing points observed from standard market-based sources. – Over-the-counter (OTC) FX option contracts are valued using market-standard option valuation models. The models used for shorter-dated options (i.e., maturities of five years or less) tend to be different than those used for longer-dated options because the models needed for longer-dated OTC FX contracts require additional consideration of interest rate and FX rate interdependency. – The valuation for multi-dimensional FX options uses a multi-local volatility model, which is calibrated to the observed FX volatilities for all relevant FX pairs.
Equity / index contracts	Fair value hierarchy
	<ul style="list-style-type: none"> – The markets for FX spot and FX forward pricing points are both actively traded and observable and therefore such FX contracts are generally classified as Level 2. – A significant proportion of OTC FX option contracts are classified as Level 2 as inputs are derived mostly from standard market contracts traded in active and observable markets. – OTC FX option contracts classified as Level 3 include multi-dimensional FX options and long-dated FX exotic option contracts where there is no active market from which to derive volatility or correlation inputs.
Commodity contracts	Valuation
	<ul style="list-style-type: none"> – Equity forward contracts have a single stock or index underlying and are valued using market-standard models. The key inputs to the models are stock prices, estimated dividend rates and equity funding rates (which are implied from prices of forward contracts observed in the market). Estimated cash flows are then discounted using market-standard discounted cash flow models using a rate that reflects the appropriate funding rate for that portion of the portfolio. When no market data is available for the instrument maturity, they are valued by extrapolation of available data, use of historical dividend data, or use of data for a related equity. – Equity option contracts are valued using market-standard models that estimate the equity forward level as described for equity forward contracts and incorporate inputs for stock volatility and for correlation between stocks within a basket. The probability-weighted expected option payoff generated is then discounted using market-standard discounted cash flow models applying a rate that reflects the appropriate funding rate for that portion of the portfolio. When volatility, forward or correlation inputs are not available, they are valued using extrapolation of available data, historical dividend, correlation or volatility data, or the equivalent data for a related equity.
	Fair value hierarchy
	<ul style="list-style-type: none"> – As inputs are derived mostly from standard market contracts traded in active and observable markets, a significant proportion of equity forward contracts are classified as Level 2. – Equity option positions for which inputs are derived from standard market contracts traded in active and observable markets are also classified as Level 2. Level 3 positions are those for which volatility, forward or correlation inputs are not observable.
	Valuation
	<ul style="list-style-type: none"> – Commodity forward and swap contracts are measured using market-standard models that use market forward levels on standard instruments. – Commodity option contracts are measured using market-standard option models that estimate the commodity forward level as described for commodity forward and swap contracts, incorporating inputs for the volatility of the underlying index or commodity. For commodity options on baskets of commodities or bespoke commodity indices, the valuation technique also incorporates inputs for the correlation between different commodities or commodity indices.
	Fair value hierarchy
	<ul style="list-style-type: none"> – Individual commodity contracts are typically classified as Level 2, because active forward and volatility market data is available.

Note 21 Fair value measurement (continued)

d) Valuation adjustments and other items

The output of a valuation technique is always an estimate of a fair value that cannot be measured with complete certainty. As a result, valuations are adjusted, where appropriate and when such factors would be considered by market participants in estimating fair value, to reflect close-out costs, credit exposure, model-driven

valuation uncertainty, funding costs and benefits, trading restrictions and other factors.

The table below summarizes the valuation adjustment reserves recognized on the balance sheet. Details about each category are provided further below.

Valuation adjustment reserves on the balance sheet

	As of	31.12.21	31.12.20	31.12.19
Life-to-date gain / (loss), USD million				
Deferred day-1 profit or loss reserves		418	269	146
Own credit adjustments on financial liabilities designated at fair value		(315)	(381)	(88)
CVAs, FVAs, DVAs and other valuation adjustments		(1,004)	(959)	(706)

Deferred day-1 profit or loss reserves

For new transactions where the valuation technique used to measure fair value requires significant inputs that are not based on observable market data, the financial instrument is initially recognized at the transaction price. The transaction price may differ from the fair value obtained using a valuation technique, where any such difference is deferred and not initially recognized in the income statement.

Deferred day-1 profit or loss is generally released into *Other net income from financial instruments measured at fair value through profit or loss* when pricing of equivalent products or the underlying parameters becomes observable or when the transaction is closed out.

The table below summarizes the changes in deferred day-1 profit or loss reserves during the respective period.

Deferred day-1 profit or loss reserves

USD million	2021	2020	2019
Reserve balance at the beginning of the year	269	146	255
Profit / (loss) deferred on new transactions	459	362	171
(Profit) / loss recognized in the income statement	(308)	(238)	(278)
Foreign currency translation	(2)	0	(2)
Reserve balance at the end of the year	418	269	146

Own credit

Own credit risk is reflected in the valuation of UBS's fair value option liabilities where this component is considered relevant for valuation purposes by UBS's counterparties and other market participants.

Changes in the fair value of financial liabilities designated at fair value through profit or loss related to own credit are recognized in *Other comprehensive income* directly within *Retained earnings*, with no reclassification to the income statement in future periods. This presentation does not create or increase an accounting mismatch in the income statement, as the Group does not hedge changes in own credit.

Own credit is estimated using own credit adjustment (OCA) curves, which incorporate observable market data, including market-observed secondary prices for UBS's debt, UBS's credit default swap spreads and debt curves of peers. In the table below, the change in unrealized own credit consists of changes in fair value that are attributable to the change in UBS's credit spreads, as well as the effect of changes in fair values attributable to factors other than credit spreads, such as redemptions, effects from time decay and changes in interest and other market rates. Realized own credit is recognized when an instrument with an associated unrealized OCA is repurchased prior to the contractual maturity date. Life-to-date amounts reflect the cumulative unrealized change since initial recognition.

Refer to Note 16 for more information about debt issued designated at fair value

Note 21 Fair value measurement (continued)**Own credit adjustments on financial liabilities designated at fair value**

USD million	Included in Other comprehensive income		
	For the year ended		
	31.12.21	31.12.20	31.12.19
Recognized during the period:			
Realized gain / (loss)	(14)	2	8
Unrealized gain / (loss)	60	(295)	(408)
Total gain / (loss), before tax	46	(293)	(400)
As of			
USD million	31.12.21	31.12.20	31.12.19
Recognized on the balance sheet as of the end of the period:			
Unrealized life-to-date gain / (loss)	(315)	(381)	(88)

Credit valuation adjustments

In order to measure the fair value of OTC derivative instruments, including funded derivative instruments that are classified as *Financial assets at fair value not held for trading*, CVAs are needed to reflect the credit risk of the counterparty inherent in these instruments. This amount represents the estimated fair value of protection required to hedge the counterparty credit risk of such instruments. A CVA is determined for each counterparty, considering all exposures with that counterparty, and is dependent on the expected future value of exposures, default probabilities and recovery rates, applicable collateral or netting arrangements, break clauses, funding spreads, and other contractual factors.

Funding valuation adjustments

FVAs reflect the costs and benefits of funding associated with uncollateralized and partially collateralized derivative receivables and payables and are calculated as the valuation effect from moving the discounting of the uncollateralized derivative cash flows from the ARR to OCA using the CVA framework, including the probability of counterparty default. An FVA is also applied to collateralized derivative assets in cases where the collateral cannot be sold or repledged.

Debit valuation adjustments

A DVA is estimated to incorporate own credit in the valuation of derivatives where an FVA is not already recognized. The DVA calculation is effectively consistent with the CVA framework, being determined for each counterparty, considering all exposures with that counterparty and taking into account collateral netting agreements, expected future mark-to-market movements and UBS's credit default spreads.

Other valuation adjustments

Instruments that are measured as part of a portfolio of combined long and short positions are valued at mid-market levels to ensure consistent valuation of the long- and short-component risks. A liquidity valuation adjustment is then made to the overall net long or short exposure to move the fair value to bid or offer as appropriate, reflecting current levels of market liquidity. The bid-offer spreads used in the calculation of this valuation adjustment are obtained from market transactions and other relevant sources and are updated periodically.

Uncertainties associated with the use of model-based valuations are incorporated into the measurement of fair value through the use of model reserves. These reserves reflect the amounts that the Group estimates should be deducted from valuations produced directly by models to incorporate uncertainties in the relevant modeling assumptions, in the model and market inputs used, or in the calibration of the model output to adjust for known model deficiencies. In arriving at these estimates, the Group considers a range of market practices, including how it believes market participants would assess these uncertainties. Model reserves are reassessed periodically in light of data from market transactions, consensus pricing services and other relevant sources.

Other items

In the first half of 2021, UBS incurred a loss of USD 861 million as a result of closing out a significant portfolio of swaps with a US-based client of its prime brokerage business and the unwinding of related hedges, following the client's default. This loss is presented within *Other net income from financial instruments measured at fair value through profit or loss*.

Valuation adjustments on financial instruments

	As of	
	31.12.21	31.12.20
Life-to-date gain / (loss), USD million	(44)	(66)
Credit valuation adjustments¹	(49)	(73)
Funding valuation adjustments	2	0
Debit valuation adjustments	(913)	(820)
Other valuation adjustments	(341)	(340)
of which: liquidity		
of which: model uncertainty	(571)	(479)

¹ Amounts do not include reserves against defaulted counterparties.

Note 21 Fair value measurement (continued)

e) Transfers between Level 1 and Level 2

Assets and liabilities transferred from Level 2 to Level 1 during 2021 were not material. Assets and liabilities transferred from Level 1 to Level 2 during 2021 were also not material.

f) Level 3 instruments: valuation techniques and inputs

The table below presents material Level 3 assets and liabilities, together with the valuation techniques used to measure fair value, the inputs used in a given valuation technique that are considered significant as of 31 December 2021 and unobservable, and a range of values for those unobservable inputs.

The range of values represents the highest- and lowest-level inputs used in the valuation techniques. Therefore, the range does not reflect the level of uncertainty regarding a particular input or an assessment of the reasonableness of the Group's estimates

and assumptions, but rather the different underlying characteristics of the relevant assets and liabilities held by the Group. The ranges will therefore vary from period to period and parameter to parameter based on characteristics of the instruments held at each balance sheet date. Furthermore, the ranges of unobservable inputs may differ across other financial institutions, reflecting the diversity of the products in each firm's inventory.

Valuation techniques and inputs used in the fair value measurement of Level 3 assets and liabilities

USD billion	Fair value				Significant unobservable input(s) ¹	Range of inputs						
	Assets		Liabilities			31.12.21			31.12.20			
	31.12.21	31.12.20	31.12.21	31.12.20		low	high	weighted average ²	low	high	weighted average ²	
Financial assets and liabilities at fair value held for trading and Financial assets at fair value not held for trading												
<i>Corporate and municipal bonds</i>												
0.9	1.2	0.0	0.0	Relative value to market comparable	Bond price equivalent	16	143	98	1	143	100	
				Discounted expected cash flows	Discount margin	434	434		268	268		
<i>Traded loans, loans measured at fair value, loan commitments and guarantees</i>												
2.8	2.4	0.0	0.0	Relative value to market comparable	Loan price equivalent	0	101	99	0	101	99	
				Discounted expected cash flows	Credit spread	175	800	436	190	800	398	
				Market comparable and securitization model	Credit spread	28	1,544	241	40	1,858	333	
				Discounted expected cash flows	Credit spread	115	197	153	100	188	140	
<i>Auction rate securities</i>												
1.6	1.5			Relative value to market comparable	Net asset value							
<i>Investment fund units³</i>												
0.1	0.1	0.0	0.0	Relative value to market comparable	Price							
<i>Equity instruments³</i>												
0.8	0.7	0.1	0.0	market comparable								
<i>Debt issued designated at fair value⁴</i>												
		14.2	11.0									
<i>Other financial liabilities designated at fair value</i>												
		0.8	0.7	Discounted expected cash flows	Funding spread	24	175		42	175		
<i>Derivative financial instruments</i>												
<i>Interest rate contracts</i>												
0.5	0.5	0.3	0.5	Option model	Volatility of interest rates	65	81		29	69		
				Discounted expected cash flows								
<i>Credit derivative contracts</i>												
0.2	0.3	0.3	0.5	Cash flows	Credit spreads	1	583		1	489		
					Bond price equivalent	2	136		0	100		
<i>Equity/index contracts</i>												
0.4	0.9	1.5	2.3	Option model	Equity dividend yields	0	11		0	13		
					Volatility of equity stocks, equity and other indices	4	98		4	100	%	
					Equity-to-FX correlation	(29)	76		(34)	65	%	
					Equity-to-equity correlation	(25)	100		(16)	100	%	

¹ The ranges of significant unobservable inputs are represented in points, percentages and basis points. Points are a percentage of par (e.g., 100 points would be 100% of par). ² Weighted averages are provided for most non-derivative financial instruments and were calculated by weighting inputs based on the fair values of the respective instruments. Weighted averages are not provided for inputs related to Other financial liabilities designated at fair value and Derivative financial instruments, as this would not be meaningful. ³ The range of inputs is not disclosed, as there is a dispersion of values given the diverse nature of the investments. ⁴ Debt issued designated at fair value primarily consists of UBS structured notes, which include variable maturity notes with various equity and foreign exchange underlying risks, rates-linked and credit-linked notes, all of which have embedded derivative parameters that are considered to be unobservable. The equivalent derivative instrument parameters are presented in the respective derivative financial instruments lines in this table.

Note 21 Fair value measurement (continued)**Significant unobservable inputs in Level 3 positions**

This section discusses the significant unobservable inputs used in the valuation of Level 3 instruments and assesses the potential effect that a change in each unobservable input in isolation may have on a fair value measurement. Relationships between observable and unobservable inputs have not been included in the summary below.

Input	Description
Bond price equivalent	<ul style="list-style-type: none"> – Where market prices are not available for a bond, fair value is measured by comparison with observable pricing data from similar instruments. Factors considered when selecting comparable instruments include credit quality, maturity and industry of the issuer. Fair value may be measured either by a direct price comparison or by conversion of an instrument price into a yield (either as an outright yield or as a spread to the relevant benchmark rate). – For corporate and municipal bonds, the range represents the range of prices from reference issuances used in determining fair value. Bonds priced at 0 are distressed to the point that no recovery is expected, while prices significantly in excess of 100 or par relate to inflation-linked or structured issuances that pay a coupon in excess of the market benchmark as of the measurement date. – For credit derivatives, the bond price range represents the range of prices used for reference instruments, which are typically converted to an equivalent yield or credit spread as part of the valuation process.
Loan price equivalent	<ul style="list-style-type: none"> – Where market prices are not available for a traded loan, fair value is measured by comparison with observable pricing data for similar instruments. Factors considered when selecting comparable instruments include industry segment, collateral quality, maturity and issuer-specific covenants. Fair value may be measured either by a direct price comparison or by conversion of an instrument price into a yield. The range represents the range of prices derived from reference issuances of a similar credit quality used to measure fair value for loans classified as Level 3. Loans priced at 0 are distressed to the point that no recovery is expected, while a current price of 100 represents a loan that is expected to be repaid in full.
Credit spread	<ul style="list-style-type: none"> – Valuation models for many credit derivatives require an input for the credit spread, which is a reflection of the credit quality of the associated referenced underlying. The credit spread of a particular security is quoted in relation to the yield on a benchmark security or reference rate, typically either US Treasury or ARR, and is generally expressed in terms of basis points. An increase / (decrease) in credit spread will increase / (decrease) the value of credit protection offered by credit default swaps and other credit derivative products. The income statement effect from such changes depends on the nature and direction of the positions held. Credit spreads may be negative where the asset is more creditworthy than the benchmark against which the spread is calculated. A wider credit spread represents decreasing creditworthiness. The range represents a diverse set of underlyings, with the lower end of the range representing credits of the highest quality and the upper end of the range representing greater levels of credit risk.
Discount margin	<ul style="list-style-type: none"> – The discount margin (DM) spread represents the discount rates applied to present value cash flows of an asset to reflect the market return required for uncertainty in the estimated cash flows. DM spreads are a rate or rates applied on top of a floating index (e.g., Secured Overnight Financing Rate (SOFR)) to discount expected cash flows. Generally, a decrease / (increase) in the DM in isolation would result in a higher / (lower) fair value. – The high end of the range relates to securities that are priced low within the market relative to the expected cash flow schedule. This indicates that the market is pricing an increased risk of credit loss into the security that is greater than what is being captured by the expected cash flow generation process. The low ends of the ranges are typical of funding rates on better-quality instruments.
Funding spread	<ul style="list-style-type: none"> – Structured financing transactions are valued using synthetic funding curves that best represent the assets that are pledged as collateral for the transactions. They are not representative of where UBS can fund itself on an unsecured basis, but provide an estimate of where UBS can source and deploy secured funding with counterparties for a given type of collateral. The funding spreads are expressed in terms of basis points, and if funding spreads widen, this increases the effect of discounting. – A small proportion of structured debt instruments and non-structured fixed-rate bonds within financial liabilities designated at fair value had an exposure to funding spreads that was longer in duration than the actively traded market.
Volatility	<ul style="list-style-type: none"> – Volatility measures the variability of future prices for a particular instrument and is generally expressed as a percentage, where a higher number reflects a more volatile instrument, for which future price movements are more likely to occur. Volatility is a key input into option models, where it is used to derive a probability-based distribution of future prices for the underlying instrument. The effect of volatility on individual positions within the portfolio is driven primarily by whether the option contract is a long or short position. In most cases, the fair value of an option increases as a result of an increase in volatility and is reduced by a decrease in volatility. Generally, volatility used in the measurement of fair value is derived from active-market option prices (referred to as implied volatility). A key feature of implied volatility is the volatility "smile" or "skew," which represents the effect of pricing options of different option strikes at different implied volatility levels. – Volatilities of low interest rates tend to be much higher than volatilities of high interest rates. In addition, different currencies may have significantly different implied volatilities.

Note 21 Fair value measurement (continued)

Input	Description
Correlation	<ul style="list-style-type: none"> Correlation measures the interrelationship between the movements of two variables. It is expressed as a percentage between -100% and +100%, where +100% represents perfectly correlated variables (meaning a movement of one variable is associated with a movement of the other variable in the same direction) and -100% implies that the variables are inversely correlated (meaning a movement of one variable is associated with a movement of the other variable in the opposite direction). The effect of correlation on the measurement of fair value depends on the specific terms of the instruments being valued, reflecting the range of different payoff features within such instruments. Equity-to-FX correlation is important for equity options based on a currency other than the currency of the underlying stock. Equity-to-equity correlation is particularly important for complex options that incorporate, in some manner, different equities in the projected payoff.
Equity dividend yields	<ul style="list-style-type: none"> The derivation of a forward price for an individual stock or index is important for measuring fair value for forward or swap contracts and for measuring fair value using option pricing models. The relationship between the current stock price and the forward price is based on a combination of expected future dividend levels and payment timings, and, to a lesser extent, the relevant funding rates applicable to the stock in question. Dividend yields are generally expressed as an annualized percentage of the share price, with the lowest limit of 0% representing a stock that is not expected to pay any dividend. The dividend yield and timing represent the most significant parameter in determining fair value for instruments that are sensitive to an equity forward price.

g) Level 3 instruments: sensitivity to changes in unobservable input assumptions

The table below summarizes those financial assets and liabilities classified as Level 3 for which a change in one or more of the unobservable inputs to reflect reasonably possible favorable and unfavorable alternative assumptions would change fair value significantly, and the estimated effect thereof. The table below does not represent the estimated effect of stress scenarios. Interdependencies between Level 1, 2 and 3 parameters have not been incorporated in the table. Furthermore, direct interrelationships between the Level 3 parameters discussed below are not a significant element of the valuation uncertainty.

Sensitivity data is estimated using a number of techniques, including the estimation of price dispersion among different market participants, variation in modeling approaches and

reasonably possible changes to assumptions used within the fair value measurement process. The sensitivity ranges are not always symmetrical around the fair values, as the inputs used in valuations are not always precisely in the middle of the favorable and unfavorable range.

Sensitivity data is determined at a product or parameter level and then aggregated assuming no diversification benefit. Diversification would incorporate estimated correlations across different sensitivity results and, as such, would result in an overall sensitivity that would be less than the sum of the individual component sensitivities. However, the Group believes that the diversification benefit is not significant to this analysis.

Sensitivity of fair value measurements to changes in unobservable input assumptions¹

USD million	31.12.21		31.12.20	
	Favorable changes	Unfavorable changes	Favorable changes	Unfavorable changes
Traded loans, loans designated at fair value, loan commitments and guarantees	19	(13)	29	(28)
Securities financing transactions	41	(53)	40	(52)
Auction rate securities	66 ²	(66) ²	105	(105)
Asset-backed securities	20	(20)	41	(41)
Equity instruments	173	(146)	129	(96)
Interest rate derivative contracts, net	29	(19)	11	(16)
Credit derivative contracts, net	5	(8)	10	(14)
Foreign exchange derivative contracts, net	19	(11)	20	(15)
Equity / index derivative contracts, net	368	(335)	318	(294)
Other	50	(73)	91	(107)
Total	790	(744)	794	(768)

¹ Sensitivity of issued and over-the-counter debt instruments is reported with the equivalent derivative or securities financing instrument. ² Includes refinements applied in estimating valuation uncertainty across various parameters and a change in assumptions regarding the underlying statistical distribution.

Note 21 Fair value measurement (continued)**h) Level 3 instruments: movements during the period**

The table below presents additional information about material movements in Level 3 assets and liabilities measured at fair value on a recurring basis, excluding any related hedging activity.

Assets and liabilities transferred into or out of Level 3 are presented as if those assets or liabilities had been transferred at the beginning of the year.

Movements of Level 3 instruments

	Balance as of 31 December 2019	Net gains / losses included in income ¹	Total gains / losses included in comprehensive income <i>of which:</i> <i>related to</i> <i>Level 3</i> <i>instruments</i>	held at the end of the reporting period			Purchases	Sales	Issuances	Settlements	Transfers into Level 3	Transfers out of Level 3	Foreign currency translation	Balance as of 31 December 2020
				Purchases	Sales	Issuances								
Financial assets at fair value held for trading														
of which:		1.8	(0.1)	(0.1)	0.8	(1.4)	1.0	0.0	0.0	0.3	0.0	0.0	2.3	
Investment fund units		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Corporate and municipal bonds		0.5	0.0	0.0	0.7	(0.5)	0.0	0.0	0.1	0.0	0.0	0.0	0.8	
Loans		0.8	0.0	(0.1)	0.0	(0.7)	1.0	0.0	0.1	0.0	0.0	0.0	1.1	
Other		0.4	0.0	0.0	0.1	(0.3)	0.0	0.0	0.2	0.0	0.0	0.0	0.4	
Derivative financial instruments – assets														
of which:		1.3	0.3	0.4	0.0	0.0	0.7	(0.5)	0.1	(0.2)	0.1	0.1	1.8	
Interest rate contracts		0.3	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	
Equity / index contracts		0.6	0.1	0.1	0.0	0.0	0.6	(0.3)	0.0	(0.1)	0.0	0.0	0.9	
Credit derivative contracts		0.4	0.0	0.0	0.0	0.0	0.1	(0.2)	0.1	0.0	0.0	0.0	0.3	
Other		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Financial assets at fair value not held for trading														
of which:		4.0	0.0	0.1	0.8	(0.9)	0.0	0.0	0.1	0.0	0.0	0.0	3.9	
Loans		1.2	0.0	0.0	0.3	(0.7)	0.0	0.0	0.0	0.0	0.0	0.0	0.9	
Auction rate securities		1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	
Equity instruments		0.5	0.0	0.0	0.1	(0.1)	0.0	0.0	0.0	0.0	0.0	0.0	0.5	
Other		0.7	0.0	0.0	0.4	(0.2)	0.0	0.0	0.0	0.0	0.0	0.0	1.0	
Derivative financial instruments – liabilities														
of which:		2.0	1.3	1.2	0.0	0.0	1.2	(0.9)	0.4	(0.6)	0.1	0.1	3.5	
Interest rate contracts		0.1	0.3	0.3	0.0	0.0	0.3	(0.2)	0.2	(0.2)	0.0	0.0	0.5	
Equity / index contracts		1.3	1.0	0.8	0.0	0.0	0.8	(0.6)	0.1	(0.2)	0.0	0.0	2.3	
Credit derivative contracts		0.5	0.0	0.0	0.0	0.0	0.1	(0.1)	0.1	(0.2)	0.0	0.0	0.5	
Other		0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	
Debt issued designated at fair value	9.9	0.2	0.0	0.0	0.0	0.0	7.6	(5.7)	0.5	(1.7)	0.2	0.2	11.0	
Other financial liabilities designated at fair value	0.8	0.1	0.1	0.0	0.0	0.0	0.3	(0.5)	0.0	0.0	0.0	0.0	0.7	

¹ Net gains / losses included in comprehensive income are composed of Net interest income, Other net income from financial instruments measured at fair value through profit or loss and Other income. ² Total Level 3 assets as of 31 December 2021 were USD 7.6 billion (31 December 2020: USD 8.3 billion). Total Level 3 liabilities as of 31 December 2021 were USD 17.4 billion (31 December 2020: USD 15.2 billion).

Note 21 Fair value measurement (continued)

Balance as of 31 December 2020 ²	Net gains / losses included in income ¹	Total gains / losses included in comprehensive income <i>of which:</i> <i>related to</i> <i>Level 3</i> <i>instruments</i> <i>held at the</i> <i>end of the</i> <i>reporting</i> <i>period</i>			Purchases	Sales	Issuances	Settlements	Transfers into Level 3	Transfers out of Level 3	Foreign currency translation	Balance as of 31 December 2021 ²
2.3	0.0	(0.1)	0.3	(1.6)	1.2	0.0	0.0	0.3	(0.3)	0.0	0.0	2.3
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.8	0.0	0.0	0.2	(0.4)	0.0	0.0	0.0	0.0	(0.1)	0.0	0.0	0.6
1.1	0.0	0.0	0.0	(0.8)	1.2	0.0	0.0	0.0	(0.2)	0.0	0.0	1.4
0.4	0.0	0.0	0.1	(0.4)	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.3
1.8	(0.2)	(0.1)	0.0	0.0	0.5	(0.7)	0.1	(0.3)	0.0	0.0	0.0	1.1
0.5	0.1	0.1	0.0	0.0	0.1	(0.2)	0.0	(0.1)	0.0	0.0	0.0	0.5
0.9	(0.1)	(0.1)	0.0	0.0	0.3	(0.4)	0.0	(0.2)	0.0	0.0	0.0	0.4
0.3	(0.1)	(0.1)	0.0	0.0	0.0	(0.1)	0.0	0.0	0.0	0.0	0.0	0.2
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
3.9	0.1	0.1	1.0	(0.6)	0.0	0.0	0.0	0.1	(0.3)	0.0	0.0	4.2
0.9	0.0	0.0	0.6	(0.3)	0.0	0.0	0.0	0.0	(0.3)	0.0	0.0	0.9
1.5	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.6
0.5	0.1	0.1	0.1	(0.1)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7
1.0	0.0	(0.1)	0.3	(0.2)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
3.5	0.2	0.0	0.0	0.0	0.9	(1.8)	0.0	(0.5)	0.0	0.0	0.0	2.2
0.5	(0.1)	(0.1)	0.0	0.0	0.0	(0.1)	0.0	0.0	0.0	0.0	0.0	0.3
2.3	0.3	0.1	0.0	0.0	0.8	(1.5)	0.0	(0.4)	0.0	0.0	0.0	1.5
0.5	(0.1)	(0.1)	0.0	0.0	0.0	0.0	0.0	(0.1)	0.0	0.0	0.0	0.3
0.1	0.1	0.0	0.0	0.0	0.0	(0.1)	0.0	0.0	0.0	0.0	0.0	0.1
11.0	0.7	0.6	0.0	0.0	8.0	(4.2)	0.2	(1.2)	(0.2)	0.0	0.0	14.2
0.7	0.0	0.0	0.0	0.0	0.4	(0.2)	0.0	0.0	0.0	0.0	0.0	0.8

Note 21 Fair value measurement (continued)**i) Maximum exposure to credit risk for financial instruments measured at fair value**

The tables below provide the Group's maximum exposure to credit risk for financial instruments measured at fair value and the respective collateral and other credit enhancements mitigating credit risk for these classes of financial instruments.

The maximum exposure to credit risk includes the carrying amounts of financial instruments recognized on the balance sheet subject to credit risk and the notional amounts for off-balance sheet arrangements. Where information is available, collateral is

presented at fair value. For other collateral, such as real estate, a reasonable alternative value is used. Credit enhancements, such as credit derivative contracts and guarantees, are included at their notional amounts. Both are capped at the maximum exposure to credit risk for which they serve as security. The "Risk management and control" section of this report describes management's view of credit risk and the related exposures, which can differ in certain respects from the requirements of IFRS.

Maximum exposure to credit risk

	USD billion	Maximum exposure to credit risk	Collateral			Credit enhancements		Exposure to credit risk after collateral and credit enhancements	31.12.21
			Cash collateral received	Collateralized by securities	Secured by real estate	Other collateral	Netting		
Financial assets measured at fair value on the balance sheet¹									
Financial assets at fair value held for trading – debt instruments ^{2,3}		22.4							22.4
Derivative financial instruments ^{4,5}		118.1		4.2			103.2		10.7
Brokerage receivables		21.8		21.6					0.2
Financial assets at fair value not held for trading – debt instruments ⁶		37.0		11.2					25.7
Total financial assets measured at fair value		199.4	0.0	37.1	0.0	0.0	103.2	0.0	59.1
Guarantees ⁷		0.2							0.0

	USD billion	Maximum exposure to credit risk	Collateral			Credit enhancements		Exposure to credit risk after collateral and credit enhancements	31.12.20
			Cash collateral received	Collateralized by securities	Secured by real estate	Other collateral	Netting		
Financial assets measured at fair value on the balance sheet¹									
Financial assets at fair value held for trading – debt instruments ^{2,3}		24.6							24.6
Derivative financial instruments ^{4,5}		159.6		6.0			138.4		15.2
Brokerage receivables		24.7		24.4					0.3
Financial assets at fair value not held for trading – debt instruments ⁶		58.2		13.2					45.0
Total financial assets measured at fair value		267.1	0.0	43.6	0.0	0.0	138.4	0.0	85.1
Guarantees ⁷		0.5					0.1		0.0

¹ The maximum exposure to loss is generally equal to the carrying amount and subject to change over time with market movements. ² These positions are generally managed under the market risk framework. For the purpose of this disclosure, collateral and credit enhancements were not considered. ³ Does not include investment fund units. ⁴ Includes USD 0 million (31 December 2020: USD 0 million) fair values of loan commitments and forward starting reverse repurchase agreements classified as derivatives. The full contractual committed amount of forward starting reverse repurchase agreements (generally highly collateralized) of USD 27.8 billion (31 December 2020: USD 21.9 billion) and derivative loan commitments (generally unsecured) of USD 8.2 billion, of which USD 0.8 billion has been sub-participated (31 December 2020: USD 9.4 billion, of which USD 0.8 billion had been sub-participated), is presented in Note 10 under notional amounts. ⁵ The amount shown in the "Netting" column represents the netting potential not recognized on the balance sheet. Refer to Note 22 for more information. ⁶ Financial assets at fair value not held for trading collateralized by securities consisted of structured loans and reverse repurchase and securities borrowing agreements. ⁷ The amount shown in the "Guarantees" column largely relates to sub-participations.

Note 21 Fair value measurement (continued)

j) Financial instruments not measured at fair value

The table below provides the estimated fair values of financial instruments not measured at fair value.

Financial instruments not measured at fair value

USD billion	31.12.21						31.12.20						
	Carrying amount	Fair value			Carrying amount	Fair value			Carrying amount	approximates fair value ¹	Level 1	Level 2	Level 3
		Carrying amount	approximates fair value ¹	Level 1		Level 2	Level 3	Total		Level 1	Level 2	Level 3	Total
Assets²													
Cash and balances at central banks	192.8	192.7	0.1	0.0	0.0	192.8	158.2	158.1	0.1	0.0	0.0	158.2	
Loans and advances to banks	15.5	14.8	0.0	0.7	0.0	15.5	15.4	14.7	0.0	0.6	0.1	15.4	
Receivables from securities financing transactions	75.0	71.6	0.0	1.3	2.1	75.0	74.2	64.9	0.0	7.6	1.7	74.2	
Cash collateral receivables on derivative instruments	30.5	30.5	0.0	0.0	0.0	30.5	32.7	32.7	0.0	0.0	0.0	32.7	
Loans and advances to customers	397.8	163.1	0.0	43.8	190.1	396.9	379.5	172.0	0.0	34.2	174.6	380.8	
Other financial assets measured at amortized cost	26.2	4.1	9.3	10.7	2.4	26.5	27.2	5.3	9.4	10.9	2.3	28.0	
Liabilities²													
Amounts due to banks	13.1	9.1	0.0	4.0	0.0	13.1	11.0	8.5	0.0	2.6	0.0	11.0	
Payables from securities financing transactions	5.5	4.1	0.0	1.5	0.0	5.5	6.3	6.0	0.0	0.3	0.0	6.3	
Cash collateral payables on derivative instruments	31.8	31.8	0.0	0.0	0.0	31.8	37.3	37.3	0.0	0.0	0.0	37.3	
Customer deposits	542.0	535.4	0.0	6.6	0.0	542.0	524.6	519.4	0.0	5.3	0.0	524.7	
Debt issued measured at amortized cost	139.2	15.8	0.0	125.3	0.0	141.1	139.2	16.4	0.0	125.5	0.0	141.9	
Other financial liabilities measured at amortized cost ³	5.4	5.4	0.0	0.0	0.0	5.4	5.8	5.7	0.0	0.0	0.1	5.8	

¹ Includes certain financial instruments where the carrying amount is a reasonable approximation of the fair value due to the instruments' short-term nature (instruments that are receivable or payable on demand, or with a remaining maturity (excluding the effects of callable features) of three months or less). ² As of 31 December 2021, USD 0 billion (31 December 2020: USD 0 billion) of Cash and balances at central banks, USD 0 billion (31 December 2020: USD 0 billion) of Loans and advances to banks, USD 1 billion (31 December 2020: USD 1 billion) of Receivables from securities financing transactions, USD 175 billion (31 December 2020: USD 163 billion) of Loans and advances to customers, USD 19 billion (31 December 2020: USD 20 billion) of Other financial assets measured at amortized cost, USD 1 billion (31 December 2020: USD 0 billion) of Amounts due to banks, USD 3 billion (31 December 2020: USD 2 billion) of Customer deposits, USD 84 billion (31 December 2020: USD 82 billion) of Debt issued measured at amortized cost and USD 3 billion (31 December 2020: USD 3 billion) of Other financial liabilities measured at amortized cost were expected to be recovered or settled after 12 months. ³ Excludes lease liabilities.

The fair values included in the table above have been calculated for disclosure purposes only. The valuation techniques and assumptions described below relate only to the fair value of UBS's financial instruments not measured at fair value. Other institutions may use different methods and assumptions for their fair value estimations, and therefore such fair value disclosures cannot necessarily be compared from one financial institution to another. The following principles were applied when determining fair value estimates for financial instruments not measured at fair value:

- For financial instruments with remaining maturities greater than three months, the fair value was determined from quoted market prices, if available.

- Where quoted market prices were not available, the fair values were estimated by discounting contractual cash flows using current market interest rates or appropriate yield curves for instruments with similar credit risk and maturity. These estimates generally include adjustments for counterparty credit risk or UBS's own credit.
- For short-term financial instruments with remaining maturities of three months or less, the carrying amount, which is net of credit loss allowances, is generally considered a reasonable estimate of fair value.

Note 22 Offsetting financial assets and financial liabilities

UBS enters into netting agreements with counterparties to manage the credit risks associated primarily with repurchase and reverse repurchase transactions, securities borrowing and lending, over-the-counter derivatives, and exchange-traded derivatives. These netting agreements and similar arrangements generally enable the counterparties to set off liabilities against available assets received in the ordinary course of business and / or in the event that the counterparties to the transaction are unable to fulfill their contractual obligations.

The tables on this page and the next page provide a summary of financial assets and financial liabilities subject to offsetting, enforceable master netting arrangements and similar agreements, as well as financial collateral received or pledged to mitigate credit exposures for these financial instruments.

The Group engages in a variety of counterparty credit risk mitigation strategies in addition to netting and collateral arrangements. Therefore the net amounts presented in the tables on this page and the next page do not purport to represent their actual credit risk exposure.

Financial assets subject to offsetting, enforceable master netting arrangements and similar agreements

	Assets subject to netting arrangements						Assets not subject to netting arrangements ⁴	Total assets	
	Netting recognized on the balance sheet		Netting potential not recognized on the balance sheet ³			Assets recognized on the balance sheet	Total assets after consideration of netting potential	Total assets recognized on the balance sheet	
	Gross assets before netting	Netting with gross liabilities ²	Net assets recognized on the balance sheet	Financial liabilities	Collateral received				
<i>As of 31.12.21, USD billion</i>									
Receivables from securities financing transactions	67.7	(13.8)	53.9	(2.9)	(51.0)	0.0	21.1	21.1	75.0
Derivative financial instruments	116.0	(3.6)	112.4	(88.9)	(18.5)	5.0	5.7	10.7	118.1
Cash collateral receivables on derivative instruments ¹	29.4	0.0	29.4	(15.2)	(3.3)	11.0	1.1	12.1	30.5
Financial assets at fair value not held for trading	93.1	(87.6)	5.5	(1.1)	(4.4)	0.0	54.6	54.6	60.1
<i>of which: reverse repurchase agreements</i>	<i>93.1</i>	<i>(87.6)</i>	<i>5.5</i>	<i>(1.1)</i>	<i>(4.4)</i>	<i>0.0</i>	<i>0.3</i>	<i>0.3</i>	<i>5.8</i>
Total assets	306.2	(105.0)	201.2	(108.1)	(77.2)	15.9	82.6	98.5	283.7
<i>As of 31.12.20, USD billion</i>									
Receivables from securities financing transactions	70.3	(13.4)	57.0	(1.7)	(55.3)	0.0	17.3	17.3	74.2
Derivative financial instruments	156.9	(5.0)	151.9	(117.2)	(27.2)	7.5	7.7	15.2	159.6
Cash collateral receivables on derivative instruments ¹	31.9	0.0	31.9	(19.6)	(1.5)	10.8	0.8	11.6	32.7
Financial assets at fair value not held for trading	85.6	(79.1)	6.5	(0.8)	(5.8)	0.0	73.9	73.9	80.4
<i>of which: reverse repurchase agreements</i>	<i>85.6</i>	<i>(79.1)</i>	<i>6.5</i>	<i>(0.8)</i>	<i>(5.8)</i>	<i>0.0</i>	<i>0.2</i>	<i>0.2</i>	<i>6.7</i>
Total assets	344.8	(97.5)	247.3	(139.3)	(89.8)	18.3	99.7	117.9	346.9

¹ The net amount of Cash collateral receivables on derivative instruments recognized on the balance sheet includes certain OTC derivatives that are net settled on a daily basis either legally or in substance under IAS 32 principles and exchange-traded derivatives that are economically settled on a daily basis. ² The logic of the table results in amounts presented in the "Netting with gross liabilities" column corresponding directly to the amounts presented in the "Netting with gross assets" column in the liabilities table presented on the following page. Netting in this column for reverse repurchase agreements presented within the lines "Receivables from securities financing transactions" and "Financial assets at fair value not held for trading" taken together corresponds to the amounts presented for repurchase agreements in the "Payables from securities financing transactions" and "Other financial liabilities designated at fair value" lines in the liabilities table presented on the following page. ³ For the purpose of this disclosure, the amounts of financial instruments and cash collateral presented have been capped so as not to exceed the net amount of financial assets presented on the balance sheet; i.e., over-collateralization, where it exists, is not reflected in the table. ⁴ Includes assets not subject to enforceable netting arrangements and other out-of-scope items.

Note 22 Offsetting financial assets and financial liabilities (continued)

Financial liabilities subject to offsetting, enforceable master netting arrangements and similar agreements

As of 31.12.21, USD billion	Liabilities subject to netting arrangements						Liabilities not subject to netting arrangements ⁴	Total liabilities	
	Netting recognized on the balance sheet			Netting potential not recognized on the balance sheet ³					
	Gross liabilities before netting	Netting with gross assets ²	Net liabilities recognized on the balance sheet	Financial assets	Collateral pledged	Liabilities after consideration of netting potential	Liabilities recognized on the balance sheet	Total liabilities after consideration of netting potential	Total liabilities recognized on the balance sheet
<i>As of 31.12.21, USD billion</i>									
Payables from securities financing transactions	16.9	(12.8)	4.1	(1.8)	(2.3)	0.0	1.4	1.4	5.5
Derivative financial instruments	118.4	(3.6)	114.9	(88.9)	(18.1)	7.9	6.4	14.3	121.3
Cash collateral payables on derivative instruments ¹	30.4	0.0	30.4	(13.1)	(3.3)	14.0	1.4	15.4	31.8
Other financial liabilities designated at fair value	94.8	(88.6)	6.2	(2.2)	(3.8)	0.2	23.9	24.1	30.1
of which: repurchase agreements	94.6	(88.6)	6.0	(2.2)	(3.8)	0.0	0.4	0.4	6.4
Total liabilities	260.6	(105.0)	155.6	(106.0)	(27.5)	22.1	33.1	55.2	188.7
<i>As of 31.12.20, USD billion</i>									
Payables from securities financing transactions	18.2	(13.3)	4.9	(1.6)	(3.3)	0.0	1.4	1.4	6.3
Derivative financial instruments	157.1	(5.0)	152.1	(117.2)	(23.9)	10.9	9.0	19.9	161.1
Cash collateral payables on derivative instruments ¹	35.6	0.0	35.6	(19.6)	(2.1)	13.9	1.7	15.7	37.3
Other financial liabilities designated at fair value	87.0	(79.2)	7.8	(0.8)	(6.3)	0.7	22.6	23.3	30.4
of which: repurchase agreements	86.2	(79.2)	7.0	(0.8)	(6.3)	0.0	0.3	0.3	7.3
Total liabilities	297.8	(97.5)	200.3	(139.2)	(35.5)	25.6	34.8	60.4	235.1

¹ The net amount of Cash collateral payables on derivative instruments recognized on the balance sheet includes certain OTC derivatives that are net settled on a daily basis either legally or in substance under IAS 32 principles and exchange-traded derivatives that are economically settled on a daily basis. ² The logic of the table results in amounts presented in the "Netting with gross assets" column corresponding to the amounts presented in the "Netting with gross liabilities" column in the assets table presented on the previous page. Netting in this column for repurchase agreements presented within the lines "Payables from securities financing transactions" and "Other financial liabilities designated at fair value" taken together corresponds to the amounts presented for reverse repurchase agreements in the "Receivables from securities financing transactions" and "Financial assets at fair value not held for trading" lines in the assets table presented on the previous page. ³ For the purpose of this disclosure, the amounts of financial instruments and cash collateral presented have been capped so as not to exceed the net amount of financial liabilities presented on the balance sheet; i.e., over-collateralization, where it exists, is not reflected in the table. ⁴ Includes liabilities not subject to enforceable netting arrangements and other out-of-scope items.

Note 23 Restricted and transferred financial assets

This Note provides information about restricted financial assets (Note 23a), transfers of financial assets (Note 23b and 23c) and financial assets that are received as collateral with the right to resell or repledge these assets (Note 23d).

a) Restricted financial assets

Restricted financial assets consist of assets pledged as collateral against an existing liability or contingent liability and other assets that are otherwise explicitly restricted such that they cannot be used to secure funding.

Financial assets are mainly pledged as collateral in securities lending transactions, in repurchase transactions, against loans from Swiss mortgage institutions and in connection with the issuance of covered bonds. The Group generally enters into repurchase and securities lending arrangements under standard market agreements. For securities lending, the cash received as collateral may be more or less than the fair value of the securities loaned, depending on the nature of the transaction. For repurchase agreements, the fair value of the collateral sold under an agreement to repurchase is generally in excess of the cash

borrowed. Pledged mortgage loans serve as collateral for existing liabilities against Swiss central mortgage institutions and for existing covered bond issuances of USD 10,843 million as of 31 December 2021 (31 December 2020: USD 12,456 million).

Other restricted financial assets include assets protected under client asset segregation rules, assets held by the Group's insurance entities to back related liabilities to the policy holders, assets held in certain jurisdictions to comply with explicit minimum local asset maintenance requirements. The carrying amount of the liabilities associated with these other restricted financial assets is generally equal to the carrying amount of the assets, with the exception of assets held to comply with local asset maintenance requirements, for which the associated liabilities are greater.

Restricted financial assets

	USD million	31.12.21	of which: assets pledged as collateral that may be sold or repledged by counterparties	31.12.20	of which: assets pledged as collateral that may be sold or repledged by counterparties	of which: mortgage loans ¹
Financial assets pledged as collateral						
Financial assets at fair value held for trading	63,725	43,397		64,367	47,098	
Loans and advances to customers	18,160		16,330	20,361		18,191
Financial assets at fair value not held for trading	961	961		2,140	2,140	
Debt securities classified as Other financial assets measured at amortized cost	2,234	1,870		2,506	2,506	
Financial assets measured at fair value through other comprehensive income	0	0		149	149	
Total financial assets pledged as collateral²	85,079			89,523		
Other restricted financial assets						
Loans and advances to banks	3,408			3,730		
Financial assets at fair value held for trading	392			741		
Cash collateral receivables on derivative instruments	4,747			3,765		
Loans and advances to customers	1,237			756		
Financial assets at fair value not held for trading	22,765			23,243		
Financial assets measured at fair value through other comprehensive income	894			0		
Other	97			110		
Total other restricted financial assets	33,540			32,345		
Total financial assets pledged and other restricted financial assets	118,619			121,868		

¹ All related to mortgage loans that serve as collateral for existing liabilities toward Swiss central mortgage institutions and for existing covered bond issuances. Of these pledged mortgage loans, approximately USD 2.7 billion as of 31 December 2021 (31 December 2020: approximately USD 2.7 billion) could be withdrawn or used for future liabilities or covered bond issuances without breaching existing collateral requirements. ² Does not include assets placed with central banks related to undrawn credit lines and for payment, clearing and settlement purposes (31 December 2021: USD 4.4 billion; 31 December 2020: USD 1.3 billion).

Note 23 Restricted and transferred financial assets (continued)

In addition to restrictions on financial assets, UBS Group AG and its subsidiaries are, in certain cases, subject to regulatory requirements that affect the transfer of dividends and capital within the Group, as well as intercompany lending. Supervisory authorities also may require entities to measure capital and leverage ratios on a stressed basis, such as the Federal Reserve Board's Comprehensive Capital Analysis and Review process, which may limit the relevant subsidiaries' ability to make distributions of capital based on the results of those tests.

Supervisory authorities generally have discretion to impose higher requirements or to otherwise limit the activities of subsidiaries.

Non-regulated subsidiaries are generally not subject to such requirements and transfer restrictions. However, restrictions can also be the result of different legal, regulatory, contractual, entity- or country-specific arrangements and / or requirements.

➤ Refer to the "Financial and regulatory key figures for our significant regulated subsidiaries and sub-groups" section of this report for financial information about significant regulated subsidiaries of the Group

b) Transferred financial assets that are not derecognized in their entirety

The table below presents information for financial assets that have been transferred but are subject to continued recognition in full, as well as recognized liabilities associated with those transferred assets.

Transferred financial assets subject to continued recognition in full

USD million	31.12.21	31.12.20		
	Carrying amount of transferred assets	Carrying amount of associated liabilities recognized on balance sheet	Carrying amount of transferred assets	Carrying amount of associated liabilities recognized on balance sheet
Financial assets at fair value held for trading that may be sold or repledged by counterparties	43,397	17,687	47,098	18,874
relating to securities lending and repurchase agreements in exchange for cash received	17,970	17,687	19,177	18,874
relating to securities lending agreements in exchange for securities received	24,146		27,595	
relating to other financial asset transfers	1,281		326	
Financial assets at fair value not held for trading that may be sold or repledged by counterparties	961	898	2,140	1,378
Debt securities classified as Other financial assets measured at amortized cost that may be sold or repledged by counterparties	1,870	1,725	2,506	1,963
Financial assets measured at fair value through other comprehensive income that may be sold or repledged by counterparties	0	0	149	148
Total financial assets transferred	46,227	20,311	51,893	22,363

Transactions in which financial assets are transferred, but continue to be recognized in their entirety on UBS's balance sheet include securities lending and repurchase agreements, as well as other financial asset transfers. Repurchase and securities lending arrangements are, for the most part, conducted under standard market agreements and are undertaken with counterparties subject to UBS's normal credit risk control processes.

➤ Refer to Note 1a item 2e for more information about repurchase and securities lending agreements

As of 31 December 2021, approximately 41% of the transferred financial assets were assets held for trading transferred in exchange for cash, in which case the associated recognized liability represents the amount to be repaid to counterparties. For securities lending and repurchase agreements, a haircut of between 0% and 15% is generally applied to the transferred assets, which results in associated liabilities having a carrying amount below the carrying amount of the transferred assets. The counterparties to the associated liabilities presented in the table above have full recourse to UBS.

In securities lending arrangements entered into in exchange for the receipt of other securities as collateral, neither the securities received nor the obligation to return them are recognized on UBS's balance sheet, as the risks and rewards of ownership are not transferred to UBS. In cases where such financial assets received are subsequently sold or repledged in another transaction, this is not considered to be a transfer of financial assets.

Other financial asset transfers primarily include securities transferred to collateralize derivative transactions, for which the carrying amount of associated liabilities is not provided in the table above, because those replacement values are managed on a portfolio basis across counterparties and product types, and therefore there is no direct relationship between the specific collateral pledged and the associated liability.

Transferred financial assets that are not subject to derecognition in full but remain on the balance sheet to the extent of the Group's continuing involvement were not material as of 31 December 2021 and as of 31 December 2020.

Note 23 Restricted and transferred financial assets (continued)**c) Transferred financial assets that are derecognized in their entirety with continuing involvement**

Continuing involvement in a transferred and fully derecognized financial asset may result from contractual provisions in the particular transfer agreement or from a separate agreement, with the counterparty or a third party, entered into in connection with the transfer.

The fair value and carrying amount of UBS's continuing involvement from transferred positions as of 31 December 2021 and 31 December 2020 was not material. Life-to-date losses reported in prior periods primarily relate to legacy positions in securitization vehicles which have been fully marked down, with no remaining exposure to loss.

d) Off-balance sheet assets received

The table below presents assets received from third parties that can be sold or repledged and that are not recognized on the balance sheet, but that are held as collateral, including amounts that have been sold or repledged.

Off-balance sheet assets received

USD million	31.12.21	31.12.20
Fair value of assets received that can be sold or repledged	497,828	500,689
<i>received as collateral under reverse repurchase, securities borrowing and lending arrangements, derivative and other transactions¹</i>	483,426	487,904
<i>received in unsecured borrowings</i>	14,402	12,785
Thereof sold or repledged ²	367,440	367,258
<i>in connection with financing activities</i>	319,176	315,603
<i>to satisfy commitments under short sale transactions</i>	31,688	33,595
<i>in connection with derivative and other transactions¹</i>	16,575	18,059

¹ Includes securities received as initial margin from its clients that UBS is required to remit to central counterparties, brokers and deposit banks through its exchange-traded derivative clearing and execution services.

² Does not include off-balance sheet securities (31 December 2021: USD 12.7 billion; 31 December 2020: USD 18.9 billion) placed with central banks related to undrawn credit lines and for payment, clearing and settlement purposes for which there are no associated liabilities or contingent liabilities.

Note 24 Maturity analysis of financial liabilities

The residual contractual maturities for non-derivative and non-trading financial liabilities as of 31 December 2021 are based on the earliest date on which UBS could be contractually required to pay. The total amounts that contractually mature in each time band are also shown for 31 December 2020. Derivative positions

and trading liabilities, predominantly made up of short sale transactions, are assigned to the *Due within 1 month* column, as this provides a conservative reflection of the nature of these trading activities. The residual contractual maturities may extend over significantly longer periods.

Maturity analysis of financial liabilities

USD billion	31.12.21					Total
	Due within 1 month	Due between 1 and 3 months	Due between 3 and 12 months	Due between 1 and 5 years	Due after 5 years	
Financial liabilities recognized on balance sheet¹						
Amounts due to banks	6.7	2.4	3.5	0.6		13.1
Payables from securities financing transactions	3.8	0.3	1.6	0.0		5.7
Cash collateral payables on derivative instruments	31.8					31.8
Customer deposits	530.1	5.2	3.3	3.2	0.4	542.3
Debt issued measured at amortized cost ²	4.0	12.7	41.1	53.5	37.6	148.9
Other financial liabilities measured at amortized cost	4.5	0.1	0.5	1.8	1.6	8.4
of which: lease liabilities	0.1	0.1	0.5	1.8	1.6	4.0
Total financial liabilities measured at amortized cost	580.9	20.8	49.9	59.2	39.5	750.2
Financial liabilities at fair value held for trading ^{3,4}	31.7					31.7
Derivative financial instruments ⁵	121.3					121.3
Brokerage payables designated at fair value	44.0					44.0
Debt issued designated at fair value ⁶	13.8	11.5	13.5	24.5	18.5	81.9
Other financial liabilities designated at fair value	28.1	0.4	0.5	0.4	1.1	30.5
Total financial liabilities measured at fair value through profit or loss	239.0	11.9	14.0	24.9	19.6	309.4
Total	819.8	32.7	63.9	84.1	59.1	1,059.6
Guarantees, commitments and forward starting transactions						
Loan commitments ⁷	38.3	0.5	0.7	0.0		39.5
Guarantees	21.2		0.0			21.2
Forward starting transactions, reverse repurchase and securities borrowing agreements ⁷	1.4					1.4
Total	60.9	0.5	0.7	0.0	0.0	62.1

USD billion	31.12.20					Total
	Due within 1 month	Due between 1 and 3 months	Due between 3 and 12 months	Due between 1 and 5 years	Due after 5 years	
Financial liabilities recognized on balance sheet¹						
Amounts due to banks	6.1	2.4	2.1	0.5	0.0	11.1
Payables from securities financing transactions	5.6	0.4	0.3	0.0	0.0	6.3
Cash collateral payables on derivative instruments	37.3					37.3
Customer deposits	512.8	6.6	3.5	1.8	0.2	524.9
Debt issued measured at amortized cost ²	9.0	8.3	41.9	53.7	35.6	148.5
Other financial liabilities measured at amortized cost	4.5	0.1	0.5	2.0	1.8	8.9
of which: lease liabilities	0.1	0.1	0.5	2.0	1.8	4.5
Total financial liabilities measured at amortized cost	575.3	17.9	48.2	58.0	37.7	737.1
Financial liabilities at fair value held for trading ^{3,4}	33.6					33.6
Derivative financial instruments ⁵	161.1					161.1
Brokerage payables designated at fair value	38.7					38.7
Debt issued designated at fair value ⁶	21.9	16.8	7.1	9.2	9.5	64.5
Other financial liabilities designated at fair value	27.9	0.6	0.6	0.7	1.1	30.9
Total financial liabilities measured at fair value through profit or loss	283.2	17.4	7.7	9.9	10.6	328.8
Total	858.5	35.3	56.0	67.9	48.3	1,065.9
Guarantees, commitments and forward starting transactions						
Loan commitments ⁷	40.5	0.5	0.4	0.0		41.4
Guarantees	17.5					17.5
Forward starting transactions, reverse repurchase and securities borrowing agreements ⁷	3.2					3.2
Total	61.3	0.5	0.4	0.0	0.0	62.2

¹ Except for financial liabilities at fair value held for trading and derivative financial instruments (see footnote 3), the amounts presented generally represent undiscounted cash flows of future interest and principal payments. ² The time-bucket Due after 5 years includes perpetual loss-absorbing additional tier 1 capital instruments. ³ Carrying amount is fair value. Management believes that this best represents the cash flows that would have to be paid if these positions had to be settled or closed out. ⁴ Contractual maturities of financial liabilities at fair value held for trading are: USD 30.8 billion due within 1 month (31 December 2020: USD 32.6 billion), USD 0.9 billion due between 1 month and 1 year (31 December 2020: USD 1.0 billion) and USD 0 billion due between 1 and 5 years (31 December 2020: USD 0 billion). ⁵ Includes USD 34 million (31 December 2020: USD 32 million) related to fair values of derivative loan commitments and forward starting reverse repurchase agreements classified as derivatives, presented within "Due within 1 month." The full contractual committed amount of USD 36.0 billion (31 December 2020: USD 31.3 billion) is presented in Note 10 under notional amounts. ⁶ Future interest payments on variable-rate liabilities are determined by reference to the applicable interest rate prevailing as of the reporting date. Future principal payments that are variable are determined by reference to the conditions existing at the relevant reporting date. ⁷ Excludes derivative loan commitments and forward starting reverse repurchase agreements measured at fair value (see footnote 5).

Note 25 Interest rate benchmark reform

Background

A market-wide reform of major interest rate benchmarks is being undertaken globally, with the Financial Conduct Authority (the FCA) announcing in March 2021 that the publication of London Interbank Offered Rates (LIBORs) would cease after 31 December 2021 for all non-US dollar LIBORs, as well as for one-week and two-month USD LIBOR. Publication of the remaining USD LIBOR tenors will cease immediately after 30 June 2023.

The majority of UBS's IBOR exposure was linked to CHF LIBOR and USD LIBOR. The alternative reference rate (the ARR) for CHF LIBOR is the Swiss Average Rate Overnight (SARON). The ARR for USD LIBOR is the Secured Overnight Financing Rate (SOFR); in addition, there are recommended ARRs for GBP LIBOR, JPY LIBOR and EUR LIBOR.

The Euro Interbank Offered Rate (EURIBOR) was reformed in 2019, with the reform consisting of a change in the underlying calculation method. Consequently, contracts linked to EURIBOR are not considered throughout the rest of this Note.

On 25 January 2021, the IBORFallbacks Supplement and IBORFallbacks Protocol, which amend the International Swaps and Derivatives Association (ISDA) standard definitions for interest rate derivatives to incorporate fallbacks for derivatives linked to certain IBORs, came into effect. From that date, all newly cleared and non-cleared derivatives between adhering parties that reference ISDA standard definitions now include these fallbacks. UBS adhered to the protocol in November 2020.

UBS's focus throughout 2021 was on transitioning existing contracts via bi-lateral and multi-lateral agreements, by leveraging industry solutions (e.g., the use of fallback provisions) and through third-party actions (those by clearing houses, agents, etc.). UBS has established a framework to address the transition of contracts that do not contain adequate fallback provisions. Furthermore, in line with regulatory guidance, UBS has implemented a framework to limit new contracts referencing IBORs.

Governance over the transition to alternative benchmark rates

UBS established a global cross-divisional, cross-functional governance structure and change program to address the scale and complexity of the transition. This global program is sponsored by the Group CFO and led by senior representatives from the business divisions and UBS's control and support functions. The program includes governance and execution structures within

each business division, together with cross-divisional teams from each control and support function. During 2021, progress was overseen centrally via a monthly operating committee and a monthly steering committee, as well as quarterly updates to the joint Audit and Risk Committees. A dedicated Group-wide forum, with an increased US regional focus, will oversee progress of the remaining USD LIBOR transition.

Risks

A core part of UBS's change program is the identification, management and monitoring of the risks associated with IBOR reform and transition. These risks include, but are not limited to, the following:

- economic risks to UBS and its clients, through the repricing of existing contracts, reduced transparency and / or liquidity of pricing information, market uncertainty or disruption;
- accounting risks, where the transition affects the accounting treatment, including hedge accounting and consequential income statement volatility;
- valuation risks arising from the variation between benchmarks that will cease and ARRs, affecting the risk profile of financial instruments;
- operational risks arising from changes to UBS's front-to-back processes and systems to accommodate the transition, e.g., data sourcing and processing and bulk migration of contracts; and
- legal and conduct risks relating to UBS's engagement with clients and market counterparties around new benchmark products and amendments required for existing contracts referencing benchmarks that will cease.

Overall, the effort required to transition is affected by multiple factors, including whether negotiations need to take place with multiple stakeholders (as is the case for syndicated loans or certain listed securities), market readiness – such as liquidity in ARR-equivalent products – and a client's technical readiness to handle ARR market conventions. UBS remains confident that it has the transparency, oversight and operational preparedness to progress with the IBOR transition consistent with market timelines, given the significant progress made as of 31 December 2021. UBS did not have and does not expect changes to its risk management approach and strategy as a result of interest rate benchmark reform.

Note 25 Interest rate benchmark reform (continued)

Transition progress

Non-derivative instruments

UBS's significant non-derivative exposures subject to IBOR reform primarily related to brokerage receivable and payable balances, corporate and private loans, and mortgages, linked to CHF and USD LIBORs. During 2020, UBS transitioned most of its CHF LIBOR-linked deposits to SARON. In that same year, UBS launched SARON-based mortgages and corporate loans based on all major ARRs in the Swiss market, as well as SOFR-based mortgages in the US market.

Throughout 2021, UBS transitioned substantially all of its private and corporate loans linked to non-USD IBORs, with the remaining CHF LIBOR-linked contracts planned to transition on their first roll date in 2022.

In addition, as of 31 December 2021 UBS had completed the transition of IBOR-linked non-derivative financial assets and liabilities related to brokerage accounts, except for balances originated in the US, which transitioned to SOFR in January 2022.

In March 2021, following the FCA announcement regarding the cessation timelines for IBORs, UBS initiated a centralized communication initiative for private mortgages linked to CHF LIBOR, with the objective of transitioning these exposures, either through the activation of existing fallbacks or the amendment of contractual terms where such fallbacks do not exist. During 2021, mortgages that were linked to CHF LIBOR were reduced to USD 21 billion as of 31 December 2021, with these remaining mortgages automatically transitioning to SARON from their next coupon roll date.

The transition of US securities-based lending to SOFR, amounting to USD 37 billion as of 31 December 2021, was for the most part completed in January 2022, with US mortgages linked to USD LIBOR planned to transition to SOFR in 2022–2023.

As of 31 December 2021, UBS had approximately USD 3 billion equivalent of Japanese yen- and US dollar-denominated publicly issued benchmark bonds that, per current contractual terms, if not called on their respective call dates, would reset based directly on JPY LIBOR and USD LIBOR. These bonds have robust IBOR fallback language and the confirmation of interest rate calculation mechanics will be communicated as market standards formalize and in advance of any rate resets. In addition, several US dollar-

and Swiss franc-denominated benchmark bonds publicly issued by UBS reference rates indirectly derived from IBORs, if they are not called on their respective call dates. UBS aims to transition those bonds in advance of their reset dates, with the transition of Swiss franc-denominated benchmark bonds completed in January 2022. These debt instruments have not been included in the table on the following page, given their current fixed-rate coupon.

As of 31 December 2021, UBS had approximately USD 5 billion of irrevocable commitments that may be drawn down in different currencies with IBOR-linked interest rates and that expire after the relevant benchmark cessation dates; approximately USD 3 billion of these contracts had transitioned for all IBORs, except USD LIBOR, and USD 2 billion of these commitments retained a non-USD IBOR interest rate as of 31 December 2021 with transition dependent upon the actions of other parties. To the extent non-USD IBOR-linked amounts are requested under these contracts, UBS will seek to renegotiate current terms or rely on legislative solutions.

Derivative instruments

UBS holds derivatives for trading and hedging purposes, including those designated in hedge accounting relationships. A significant number of interest rate and cross-currency swaps have floating legs that reference various benchmarks that are subject to IBOR reform.

The majority of derivatives are transacted with clearing houses, in particular LCH, with the transition of these non-USD IBOR-linked derivatives substantially completed in December 2021. UBS had also completed the transition of all non-USD IBOR-linked exchange-traded derivatives (ETDs) through participation in activities organized by respective exchanges by 31 December 2021.

For derivatives not transacted with clearing houses or exchanges, UBS and a significant proportion of UBS's counterparties have adhered to the ISDA IBOR Fallbacks Protocol, which builds in agreed fallbacks. The majority of these contracts had transitioned as of 31 December 2021, with a small number of contracts transitioned in January 2022, to ensure an orderly transition when converting high volumes of transactions at the time of cessation.

Note 25 Interest rate benchmark reform (continued)**Financial instruments yet to transition to alternative benchmarks**

The amounts included in the table below relate to financial instrument contracts across UBS's business divisions where UBS has material exposures subject to IBOR reform that have not yet transitioned to ARR, and that:

- contractually reference an interest rate benchmark that will transition to an alternative benchmark; and
- have a contractual maturity date (including open-ended contracts) after the agreed cessation dates.

Contracts where penalty terms reference IBORs, or where exposure to an IBOR is not the primary purpose of the contract, have not been included, as these contracts do not have a material impact on the transition process.

In line with information provided to management and external parties monitoring UBS's transition progress, the table below includes the following financial metrics for instruments external

to the Group that are subject to interest rate benchmark reform:

- gross carrying value / exposure for non-derivative financial instruments; and
- total trade count for derivative financial instruments.

The exposures included in the table below represent the maximum IBOR exposure, without regard for early termination rights, with the actual exposure being dependent upon client preferences and investment decisions.

As of 31 December 2021, UBS had made significant progress in transitioning LIBOR exposures to ARR. The remaining non-USD LIBOR-linked exposures included in the table below primarily relate to derivatives that successfully transitioned in January 2022 and CHF LIBOR mortgages that will automatically transition to SARON on their first roll date in 2022.

	Measure	LIBOR benchmark rates 31.12.21				
		CHF	USD	GBP	EUR ¹	JPY
Carrying value of non-derivative financial instruments						
Total non-derivative financial assets	USD million	21,616 ²	65,234 ³	45 ⁴	1	0
Total non-derivative financial liabilities	USD million	27 ⁴	1,985 ⁴	3 ⁴	5 ⁵	0
Trade count of derivative financial instruments						
Total derivative financial instruments	Trade count	829 ⁶	40,500 ⁷	183 ⁶	3,744 ⁶	184 ⁶
Off-balance sheet exposures						
Total irrevocable loan commitments	USD million	0	11,863 ⁸	0	0	0

¹ Relates primarily to EUR LIBOR positions. ² Relates primarily to CHF LIBOR mortgages, which will automatically transition to SARON on their first roll date in 2022. ³ Includes USD LIBOR securities-based lending and brokerage accounts, amounting to USD 37 billion, and USD 5 billion respectively, which for the most part transitioned to SOFR in January 2022, as well as USD 1 billion of loans related to revolving multi-currency credit lines, where IBOR transition efforts are complete, except for USD LIBOR. The remainder primarily relates to US mortgages and corporate lending. ⁴ Relates to floating-rate notes that per their contractual terms can reset to rates linked to LIBOR, with transition dependent upon the actions of respective issuers. ⁵ Relates to contracts that transitioned in January 2022. ⁶ Includes predominantly bilateral derivatives, which transitioned in January 2022, and an insignificant amount of cleared derivatives, where the respective clearing houses' organized transition happened in January 2022. ⁷ Includes approximately 5,000 cross-currency derivatives, of which approximately 500 have both a non-USD LIBOR leg and a USD LIBOR leg, where the non-USD leg transitioned in January 2022 before the next fixing date. The remainder represents cross-currency swaps with an ARR leg and a USD LIBOR leg. ⁸ Includes loan commitments that can be drawn in different currencies at the client's discretion, of which approximately USD 3 billion have only USD LIBOR exposure remaining and approximately USD 2 billion retain a non-USD LIBOR interest rate as of 31 December 2021, with transition dependent upon the actions of other parties. The remainder represents loan commitments that can be drawn in US dollars only and will transition in 2022–2023.

Note 26 Hedge accounting

Derivatives designated in hedge accounting relationships

The Group applies hedge accounting to interest rate risk and foreign exchange risk, including structural foreign exchange risk related to net investments in foreign operations.

- Refer to "Market risk" in the "Risk management and control" section of this report for more information about how risks arise and how they are managed by the Group

Hedging instruments and hedged risk

Interest rate swaps are designated in fair value hedges or cash flow hedges of interest rate risk arising solely from changes in benchmark interest rates. Fair value changes arising from such risk are usually the largest component of the overall change in the fair value of the hedged position in transaction currency.

Cross-currency swaps are designated as fair value hedges of foreign exchange risk. Foreign exchange forwards and foreign exchange swaps are mainly designated as hedges of structural foreign exchange risk related to net investments in foreign operations. In both cases the hedged risk arises solely from changes in spot foreign exchange rate.

The notional of the designated hedging instruments matches the notional of the hedged items, except when the interest rate swaps are re-designated in cash flow hedges, in which case the hedge ratio designated is determined based on the swap sensitivity.

Hedged items and hedge designation

Fair value hedges of interest rate risk related to debt instruments and loan assets

Fair value hedges of interest rate risk related to debt instruments and loan assets involve swapping fixed cash flows associated with the debt issued, debt securities held and, from 2021 onward, loan assets (principally long-term fixed-rate mortgage loans in Swiss francs formerly designated within "Fair value hedges of portfolio interest rate risk related to loans designated under IAS 39") to floating cash flows by entering into interest rate swaps that either receive fixed and pay floating cash flows or that pay fixed and receive floating cash flows.

Designations have been made in US dollars, euros, Swiss francs, Australian dollars, Japanese yen and Singapore dollars. For new hedging instruments and hedged risk designations entered into in 2021 in these currencies (with the exception of euro), the benchmark rate was the relevant alternative reference rate (ARR). Following the interbank offered rate (IBOR) transition for swaps with LCH (formerly the London Clearing House) in December 2021, the benchmark hedge rate for Swiss franc and Japanese yen designations was changed from an IBOR rate to the relevant ARR with the hedge relationship continuing in accordance with *Interest Rate Benchmark Reform – Phase 2 (Amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16)*.

Fair value hedges of portfolio interest rate risk related to loans designated under IAS 39

Prior to December 2021, the Group hedged an open portfolio of long-term fixed-rate mortgage loans in Swiss francs using interest rate swaps that paid a fixed rate of interest and received a floating rate of interest. Both the hedged portfolio and the hedging instruments were adjusted on a monthly basis to reflect changes in size and the maturity profile of the hedged portfolio. Each month the hedge relationship was discontinued and a new one designated. Changes in the portfolio were driven by new loans being originated or loans being repaid.

Cash flow hedges of forecast transactions

The Group hedges forecast cash flows on non-trading financial assets and liabilities that bear interest at variable rates or are expected to be refinanced or reinvested in the future, due to movements in future market rates. The amounts and timing of future cash flows, representing both principal and interest flows, are projected on the basis of contractual terms and other relevant factors, including estimates of prepayments and defaults. The aggregate principal balances and interest cash flows across all portfolios over time form the basis for identifying the non-trading interest rate risk of the Group, which is hedged with interest rate swaps, the maximum maturity of which is 10 years. Cash flow forecasts and risk exposures are monitored and adjusted on an ongoing basis, and consequently additional hedging instruments are traded and designated, or are terminated resulting in a hedge discontinuance. Hedge designations have been made in the following currencies: US dollars, euros, Swiss francs, pounds sterling and Hong Kong dollars. The cash flow hedges in US dollars, Swiss francs and pounds sterling were discontinued and replaced with new ARR designations in December 2021.

- Refer to Note 1b for more information

Fair value hedges of foreign exchange risk related to issued debt instruments

Debt instruments denominated in currencies other than the US dollar are designated in fair value hedges of spot foreign exchange risk, in addition to and separate from the fair value hedges of interest rate risk. Cross-currency swaps economically convert debt denominated in currencies other than the US dollar to US dollars. This hedge accounting program started on 1 January 2020, with the adoption of the hedge accounting requirements of IFRS 9, *Financial Instruments*, by UBS.

- Refer to Note 1b for more information

Hedges of net investments in foreign operations

The Group applies hedge accounting for certain net investments in foreign operations, which include subsidiaries, branches and associates. Upon maturity of hedging instruments, typically two months, the hedge relationship is terminated and new designations are made to reflect any changes in the net investments in foreign operations.

Note 26 Hedge accounting (continued)**Economic relationship between hedged item and hedging instrument**

For hedges designated under IFRS 9, the economic relationship between the hedged item and the hedging instrument is determined based on a qualitative analysis of their critical terms. In cases where hedge designation takes place after origination of the hedging instrument, a quantitative analysis of the possible behavior of the hedging derivative and the hedged item during their respective terms is also performed.

Prior to December 2021, for the fair value hedge of portfolio interest rate risk related to loans designated under IAS 39, hedge effectiveness was assessed by comparing changes in the fair value of the hedged portfolio of loans attributable to changes in the designated benchmark interest rate with the changes in the fair value of the interest rate swaps.

Sources of hedge ineffectiveness

In hedges of interest rate risk, hedge ineffectiveness can arise from mismatches of critical terms and / or the use of different curves to discount the hedged item and instrument, or from entering into a hedge relationship after the trade date of the hedging derivative.

In hedges of foreign exchange risk related to debt issued, hedge ineffectiveness can arise due to the discounting of the hedging instruments and undesignated risk components and lack of such discounting and risk components in the hedged items.

In hedges of net investments in foreign operations, ineffectiveness is unlikely unless the hedged net assets fall below the designated hedged amount. The exceptions are hedges where the hedging currency is not the same as the currency of the foreign operation, where the currency basis may cause ineffectiveness.

Hedge ineffectiveness from financial instruments measured at fair value through profit or loss is recognized in *Other net income*.

Derivatives not designated in hedge accounting relationships

Non-hedge accounted derivatives are mandatorily held for trading with all fair value movements taken to *Other net income from financial instruments measured at fair value through profit or loss*, even when held as an economic hedge or to facilitate client clearing. The one exception relates to forward points on certain short- and long-duration foreign exchange contracts acting as economic hedges, which are reported in *Net interest income*.

All hedges: designated hedging instruments and hedge ineffectiveness

USD million	As of or for the year ended					
	31.12.21					
	Carrying amount			Changes in		Hedge ineffectiveness recognized in the income statement
	Notional amount	Derivative financial assets	Derivative financial liabilities	fair value of hedging instruments ¹	fair value of hedged items ¹	
Interest rate risk						
Fair value hedges	89,525	0	7	(1,604)	1,602	(2)
Cash flow hedges	79,573	12	1	(1,185)	990	(196)
Foreign exchange risk						
Fair value hedges ²	27,875	87	261	(2,139)	2,181	42
Hedges of net investments in foreign operations	13,939	23	105	497	(497)	0

USD million	As of or for the year ended					
	31.12.20					
	Carrying amount			Changes in		Hedge ineffectiveness recognized in the income statement
	Notional amount	Derivative financial assets	Derivative financial liabilities	fair value of hedging instruments ¹	fair value of hedged items ¹	
Interest rate risk						
Fair value hedges	80,759		12	1,231	(1,247)	(16)
Cash flow hedges	72,732		18		2,213	(2,012)
Foreign exchange risk						
Fair value hedges ²	21,555	449	7	(1,735)	1,715	(20)
Hedges of net investments in foreign operations	13,775	3	194	(937)	936	(2)

¹ Amounts used as the basis for recognizing hedge ineffectiveness for the period. ² The foreign currency basis spread of cross-currency swaps designated as hedging derivatives is excluded from the hedge accounting designation and accounted for as a cost of hedging with amounts deferred in Other comprehensive income within Equity.

Note 26 Hedge accounting (continued)

Fair value hedges: designated hedged items

	USD million	31.12.21	31.12.20
		Interest rate risk	FX risk
		Interest rate risk	FX risk
Debt issued measured at amortized cost			
Carrying amount of designated debt issued		74,700	27,875
of which: accumulated amount of fair value hedge adjustment		478	2,401
Other financial assets measured at amortized cost – debt securities			
Carrying amount of designated debt securities		2,677	3,242
of which: accumulated amount of fair value hedge adjustment		(7)	(38)
Loans and advances to customers¹			
Carrying amount of designated loans		13,835	10,374
of which: accumulated amount of fair value hedge adjustment ²		(109)	100
of which: accumulated amount of fair value hedge adjustment subject to amortization attributable to the portion of the portfolio that ceased to be part of hedge accounting ²		3	111

¹ Prior to 31 December 2021, these amounts were designated in fair value hedges of portfolio interest rate risk under IAS 39. ² As of 31 December 2021, the amount was presented within Loans and advances to customers, whereas prior to 1 January 2021 amounts were presented within either Other financial assets measured at amortized cost or Other financial liabilities measured at amortized cost.

Fair value hedges: profile of the timing of the nominal amount of the hedging instrument

	31.12.21					
USD billion	Due within 1 month	Due between 1 and 3 months	Due between 3 and 12 months	Due between 1 and 5 years	Due after 5 years	Total
Interest rate swaps	0	8	10	49	22	90
Cross-currency swaps	1	1	6	13	6	28
31.12.20						
USD billion	Due within 1 month	Due between 1 and 3 months	Due between 3 and 12 months	Due between 1 and 5 years	Due after 5 years	Total
Interest rate swaps ¹	0	4	9	46	12	70
Cross-currency swaps	0	0	4	16	2	22

¹ In accordance with IFRS 7 requirements, the fair value hedges of portfolio interest rate risk related to loans and advances to customers designated under IAS 39 are not included.

Cash flow hedge reserve on a pre-tax basis

	USD million	31.12.21	31.12.20
Amounts related to hedge relationships for which hedge accounting continues to be applied		26	2,560
Amounts related to hedge relationships for which hedge accounting is no longer applied		743	296
Total other comprehensive income recognized directly in equity related to cash flow hedges, on a pre-tax basis		769	2,856

Foreign currency translation reserve on a pre-tax basis

	USD million	31.12.21	31.12.20
Amounts related to hedge relationships for which hedge accounting continues to be applied		(45)	(559)
Amounts related to hedge relationships for which hedge accounting is no longer applied		262	268
Total other comprehensive income recognized directly in equity related to hedging instruments designated as net investment hedges, on a pre-tax basis		217	(291)

Note 26 Hedge accounting (continued)**Interest rate benchmark reform**

The Group continues to apply the relief provided by *Interest Rate Benchmark Reform* (amendments to IFRS 9, IAS 39 and IFRS 7), published by the IASB in September 2019.

The interest rate benchmarks subject to interest rate benchmark reforms to which the Group's hedge relationships were exposed were USD LIBOR, CHF LIBOR, GBP LIBOR, AUD LIBOR, JPY LIBOR, HKD LIBOR, SGD LIBOR and EONIA. Interest rate swaps designated in hedge relationships referencing GBP, CHF and JPY LIBOR transitioned to ARRs in December 2021 when LCH transitioned its contracts. For other currencies, IBOR quotations remain available, but all new designations will reference ARR. As such, ARR designations in these currencies will replace IBOR designations as IBOR contracts mature.

The Group's hedge relationships are also exposed to the Euro Inter-bank Offered Rate (EURIBOR), which is expected to continue to exist as a benchmark rate for the foreseeable future. Thus, the Group does not consider its hedges involving the EURIBOR benchmark interest rate to be directly affected by interest rate benchmark reform.

Apart from EURIBOR hedges, UBS applied the relief to all its fair value hedges of interest rate risk and to those cash flow hedge relationships where the hedged risk is LIBOR or EONIA. The following table provides details on the notional amount and carrying amount of the hedging instruments in those hedge relationships maturing after 31 December 2021, or 30 June 2023 for USD LIBOR hedges, which are the cessation dates of the applicable interest rate benchmarks.

Hedges of net investments in foreign operations are not affected by the amendments.

› Refer to Note 1a item 2j for more information about the relief provided by the amendments to IFRS 9, IAS 39 and IFRS 7 related to interest rate benchmark reform

› Refer to Note 25 Interest rate benchmark reform for more information about the transition progress

Hedging instruments referencing LIBOR

	31.12.21			31.12.20		
	Carrying amount			Carrying amount		
	Notional amount	Derivative financial assets	Derivative financial liabilities	Notional amount	Derivative financial assets	Derivative financial liabilities
<i>USD million</i>						
Interest rate risk						
Fair value hedges	23,367	0	0	37,146	1	(12)
Cash flow hedges	10,803	0	0	11,179	0	0

Note 27 Post-employment benefit plans

a) Defined benefit plans

UBS has established defined benefit plans for its employees in various jurisdictions in accordance with local regulations and practices. The major plans are located in Switzerland, the UK, the US and Germany. The level of benefits depends on the specific plan rules.

Swiss pension plan

The Swiss pension plan covers employees of UBS AG in Switzerland and employees of companies in Switzerland having close economic or financial ties with UBS AG, and exceeds the minimum benefit requirements under Swiss pension law. The Swiss plan offers retirement, disability and survivor benefits and is governed by a Pension Foundation Board. The responsibilities of this board are defined by Swiss pension law and the plan rules.

Savings contributions to the Swiss plan are paid by both employer and employee. Depending on the age of the employee, UBS pays a savings contribution that ranges between 6.5% and 27.5% of contributory base salary and between 2.8% and 9% of contributory variable compensation. UBS also pays risk contributions that are used to fund disability and survivor benefits. Employees can choose the level of savings contributions paid by them, which vary between 2.5% and 13.5% of contributory base salary and between 0% and 9% of contributory variable compensation, depending on age and choice of savings contribution category.

The plan offers to members at the normal retirement age of 65 a choice between a lifetime pension and a partial or full lump sum payment. Participants can choose to draw early retirement benefits starting from the age of 58, but can also continue employment and remain active members of the plan until the age of 70. Employees have the opportunity to make additional purchases of benefits to fund early retirement benefits.

The pension amount payable to a participant is calculated by applying a conversion rate to the accumulated balance of the participant's retirement savings account at the retirement date. The balance is based on credited vested benefits transferred from previous employers, purchases of benefits, and the employee and employer contributions that have been made to the participant's retirement savings account, as well as the interest accrued. The annual interest rate credited to participants is determined by the Pension Foundation Board at the end of each year.

Although the Swiss plan is based on a defined contribution promise under Swiss pension law, it is accounted for as a defined benefit plan under IFRS, primarily because of the obligation to accrue interest on the participants' retirement savings accounts and the payment of lifetime pension benefits.

An actuarial valuation in accordance with Swiss pension law is performed regularly. Should an underfunded situation on this

basis occur, the Pension Foundation Board is required to take the necessary measures to ensure that full funding can be expected to be restored within a maximum period of 10 years. If a Swiss plan were to become significantly underfunded on a Swiss pension law basis, additional employer and employee contributions could be required. In this situation, the risk is shared between employer and employees, and the employer is not legally obliged to cover more than 50% of the additional contributions required. As of 31 December 2021, the Swiss plan had a technical funding ratio in accordance with Swiss pension law of 134.8% (31 December 2020: 132.6%).

The investment strategy of the Swiss plan complies with Swiss pension law, including the rules and regulations relating to diversification of plan assets, and is derived from the risk budget defined by the Pension Foundation Board on the basis of regularly performed asset and liability management analyses. The Pension Foundation Board strives for a medium- and long-term balance between assets and liabilities.

As of 31 December 2021, the Swiss plan was in a surplus situation on an IFRS measurement basis, as the fair value of the plan's assets exceeded the defined benefit obligation (DBO) by USD 6,577 million (31 December 2020: a surplus of USD 4,862 million). However, a surplus is only recognized on the balance sheet to the extent that it does not exceed the estimated future economic benefit, which equals the difference between the present value of the estimated future net service cost and the present value of the estimated future employer contributions. As of both 31 December 2021 and 31 December 2020, the estimated future economic benefit was zero and hence no net defined benefit asset was recognized on the balance sheet.

Changes to the Swiss pension plan in 2019

The Pension Foundation Board and UBS agreed to implement measures that took effect from the start of 2019 to support the long-term financial stability of the Swiss pension fund. The measures, among other things, lowered the conversion rate and increased the normal retirement age from 64 to 65. Pensions already in payment on 1 January 2019 were not affected.

To mitigate the effects for active participants, UBS committed to pay an extraordinary contribution of up to CHF 720 million (USD 790 million at the closing exchange rate on 31 December 2021) in three installments in 2020, 2021 and 2022. Two installments of USD 235 million and USD 254 million paid in 2020 and 2021 reduced OCI with no effect on the income statement.

The third installment, CHF 193 million (USD 212 million at the closing exchange rate on 31 December 2021), will be paid in the first quarter of 2022. The regular employer contributions to be made to the Swiss plan in 2022 are estimated at USD 491 million.

Note 27 Post-employment benefit plans (continued)

UK pension plan

The UK plan is a career-average revalued earnings scheme, and benefits increase automatically based on UK price inflation. The normal retirement age for participants in the UK plan is 60. The plan provides guaranteed lifetime pension benefits to participants upon retirement. The UK plan has been closed to new entrants for more than 20 years and, since 2013, participants are no longer accruing benefits for current or future service. Instead, employees participate in the UK defined contribution plan.

The governance responsibility for the UK plan lies jointly with the Pension Trustee Board and UBS. The employer contributions to the pension fund reflect agreed-upon deficit funding contributions, which are determined on the basis of the most recent actuarial valuation using assumptions agreed by the Pension Trustee Board and UBS. In the event of underfunding, UBS and the Pension Trustee Board must agree on a deficit recovery plan within statutory deadlines. In 2021, UBS made no deficit funding contributions to the UK plan. In 2020, UBS made deficit funding contributions of USD 46 million.

The plan assets are invested in a diversified portfolio of financial assets, which include a longevity swap with an external insurance company. This swap enables the UK pension plan to hedge the risk between expected and actual longevity, which should mitigate volatility in the net defined benefit asset / liability. As of 31 December 2021, the longevity swap had a negative value of USD 3 million (31 December 2020: zero).

In 2019, UBS and the Pension Trustee Board entered into an arrangement whereby a collateral pool was established to provide security for the pension fund. The value of the collateral pool as of 31 December 2021 was USD 337 million (31 December 2020: USD 347 million) and includes corporate bonds, government-related debt instruments and other financial assets. The arrangement provides the Pension Trustee Board dedicated access to a pool of assets in the event of UBS's insolvency or not paying a required deficit funding contribution.

The employer contributions to be made to the UK defined benefit plan in 2022 are estimated at USD 5 million, subject to regular funding reviews during the year.

US pension plans

There are two distinct major defined benefit plans in the US, with a normal retirement age of 65. Both plans were closed to new entrants more than 20 years ago. Since they closed, new employees have participated in a defined contribution plan.

One of the defined benefit plans is a contribution-based plan in which each participant accrues a percentage of salary in a retirement savings account. The retirement savings account is credited annually with interest based on a rate that is linked to

the average yield on one-year US government bonds. For the other defined benefit plan, retirement benefits accrue based on the career-average earnings of each individual plan participant. Former employees with vested benefits have the option to take a lump sum payment or a lifetime annuity.

As required under applicable pension laws, both plans have fiduciaries who, together with UBS, are responsible for the governance of the plans.

The plan assets of both plans are invested in diversified portfolios of financial assets. Each plan's fiduciaries are responsible for the investment decisions with respect to the plan assets.

The employer contributions to be made to the US defined benefit plans in 2022 are estimated at USD 10 million.

German pension plans

There are two defined benefit plans in Germany, which are both unfunded. The normal retirement age is 65 and benefits are paid directly by UBS. In the larger of the two plans each participant accrues a percentage of salary in a retirement savings account. The accumulated account balance of the participant is credited on an annual basis with guaranteed interest at a rate of 5%. The plan has been closed to new entrants and all participants younger than the age of 55 no longer accrue benefits. In the other plan, amounts are accrued annually based on employee elections related to variable compensation. For this plan, the accumulated account balance is credited on an annual basis with a guaranteed interest rate of 6% for amounts accrued before 2010, of 4% for amounts accrued from 2010 to 2017 and of 0.9% for amounts accrued after 2017. Both plans are subject to German pension law, whereby the responsibility to pay pension benefits when they are due resides entirely with UBS. A portion of the pension payments is directly increased in line with price inflation.

In June 2021, UBS implemented a new funded pension plan with interest credited to participants equal to actual investment returns with a guaranteed minimum of 0%. The plan was implemented retrospectively for new hires since June 2018 and for all eligible active participants younger than 55 from July 2021. Each participant accrues a percentage of salary in a retirement savings account.

The employer contributions to be made to the German defined benefit plans in 2022 are estimated at USD 12 million.

Financial information by plan

The tables on the following pages provide an analysis of the movement in the net asset / liability recognized on the balance sheet for defined benefit plans, as well as an analysis of amounts recognized in net profit and in *Other comprehensive income*.

Note 27 Post-employment benefit plans (continued)

Defined benefit plans

USD million	Swiss pension plan		UK pension plan		US and German pension plans		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
Defined benefit obligation at the beginning of the year	27,728	24,496	4,162	3,654	1,905	1,820	33,795	29,970
Current service cost	494	447	0	0	6	6	500	453
Interest expense	58	72	58	73	30	45	147	190
Plan participant contributions	266	259	0	0	0	0	266	259
Remeasurements	837	1,279	71	449	(62)	105	846	1,832
of which: actuarial (gains) / losses due to changes in demographic assumptions	51	(164)	14	(14)	4	(34)	69	(212)
of which: actuarial (gains) / losses due to changes in financial assumptions	(678)	983	(3)	505	(78)	134	(759)	1,621
of which: experience (gains) / losses ¹	1,464	460	59	(42)	12	5	1,535	423
Past service cost related to plan amendments	0	0	0	3	4	0	4	3
Curtailments	(80)	0	0	0	0	0	(80)	0
Benefit payments	(1,097)	(1,153)	(148)	(148)	(112)	(108)	(1,357)	(1,409)
Other movements	0	(4)	0	0	1	0	1	(4)
Foreign currency translation	(809)	2,333	(38)	132	(33)	37	(880)	2,501
Defined benefit obligation at the end of the year	27,398	27,728	4,105	4,162	1,740	1,905	33,242	33,795
of which: amounts owed to active members	14,333	13,765	150	159	222	245	14,705	14,169
of which: amounts owed to deferred members	0	0	1,593	1,879	669	743	2,262	2,622
of which: amounts owed to retirees	13,065	13,963	2,362	2,124	849	917	16,276	17,004
of which: funded plans	27,398	27,728	4,105	4,162	1,222	1,319	32,724	33,209
of which: unfunded plans	0	0	0	0	518	586	518	586
Fair value of plan assets at the beginning of the year	32,590	28,219	4,149	3,658	1,360	1,299	38,100	33,176
Return on plan assets excluding interest income	2,322	1,818	277	388	40	118	2,639	2,324
Interest income	74	84	58	73	26	38	159	196
Employer contributions	763	729	0	46	16	17	779	792
Plan participant contributions	266	259	0	0	0	0	266	259
Benefit payments	(1,097)	(1,153)	(148)	(148)	(112)	(108)	(1,357)	(1,409)
Administration expenses, taxes and premiums paid	(13)	(13)	0	0	(4)	(4)	(17)	(17)
Other movements	0	0	0	0	1	0	1	0
Foreign currency translation	(930)	2,647	(39)	132	0	0	(969)	2,779
Fair value of plan assets at the end of the year	33,975	32,590	4,297	4,149	1,329	1,360	39,601	38,100
Surplus / (deficit)	6,577	4,862	192	(13)	(411)	(545)	6,358	4,304
Asset ceiling effect at the beginning of the year	4,862	3,724	0	0	0	0	4,862	3,724
Interest expense on asset ceiling effect	15	12	0	0	0	0	15	12
Asset ceiling effect excluding interest expense and foreign currency translation on asset ceiling effect	1,821	814	0	0	0	0	1,821	814
Foreign currency translation	(121)	313	0	0	0	0	(121)	313
Asset ceiling effect at the end of the year	6,577	4,862	0	0	0	0	6,577	4,862
Net defined benefit asset / (liability) of major plans	0	0	192	(13)	(411)	(545)	(219)	(558)
Net defined benefit asset / (liability) of remaining plans							(112)	(123)
Total net defined benefit asset / (liability)							(331)	(680)
of which: Net defined benefit asset							302	42
of which: Net defined benefit liability ²							(633)	(722)

¹ Experience (gains) / losses are a component of actuarial remeasurements of the defined benefit obligation and reflect the effects of differences between the previous actuarial assumptions and what has actually occurred. ² Refer to Note 19c.

Note 27 Post-employment benefit plans (continued)**Income statement – expenses related to defined benefit plans¹**

USD million	Swiss pension plan		UK pension plan		US and German pension plans		Total	
For the year ended	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20
Current service cost	494	447	0	0	6	6	500	453
Interest expense related to defined benefit obligation	58	72	58	73	30	45	147	190
Interest income related to plan assets	(74)	(84)	(58)	(73)	(26)	(38)	(159)	(196)
Interest expense on asset ceiling effect	15	12	0	0	0	0	15	12
Administration expenses, taxes and premiums paid	13	13	0	0	4	4	17	17
Past service cost related to plan amendments	0	0	0	3	4	0	4	3
Curtailments	(80)	0	0	0	0	0	(80)	0
Net periodic expenses recognized in net profit for major plans	426	459	0	3	18	18	444	479
Net periodic expenses recognized in net profit for remaining plans²							25	23
Total net periodic expenses recognized in net profit							470	502

¹ Refer to Note 6. ² Includes differences between actual and estimated performance award accruals.**Other comprehensive income – gains / (losses) on defined benefit plans**

USD million	Swiss pension plan		UK pension plan		US and German pension plans		Total	
For the year ended	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20
Remeasurement of defined benefit obligation	(837)	(1,279)	(71)	(449)	62	(105)	(846)	(1,832)
of which: change in discount rate assumption	870	(777)	319	(504)	77	(141)	1,267	(1,421)
of which: change in rate of salary increase assumption	(3)	(230)	0	0	0	0	(3)	(230)
of which: change in rate of pension increase assumption	0	0	(316)	(1)	(1)	1	(318)	0
of which: change in rate of interest credit on retirement savings assumption	(193)	26	0	0	(1)	24	(194)	50
of which: change in life expectancy	0	261	9	22	(3)	50	5	333
of which: change in other actuarial assumptions	(47)	(99)	(23)	(8)	2	(34)	(68)	(142)
of which: experience gains / (losses) ¹	(1,464)	(460)	(59)	42	(12)	(5)	(1,525)	(423)
Return on plan assets excluding interest income	2,322	1,818	277	388	40	118	2,639	2,324
Asset ceiling effect excluding interest expense and foreign currency translation	(1,821)	(814)	0	0	0	0	(1,821)	(814)
Total gains / (losses) recognized in other comprehensive income for major plans	(336)	(276)	207	(61)	103	14	(27)	(323)
Total gains / (losses) recognized in other comprehensive income for remaining plans							30	(4)
Total gains / (losses) recognized in other comprehensive income²							2	(327)

¹ Experience (gains) / losses are a component of actuarial remeasurements of the defined benefit obligation and reflect the effects of differences between the previous actuarial assumptions and what has actually occurred. ² Refer to the "Statement of comprehensive income."

The table below provides information about the duration of the DBO and the timing for expected benefit payments.

	Swiss pension plan		UK pension plan		US and German pension plans ¹	
	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20
Duration of the defined benefit obligation (in years)	15.1	15.7	18.8	19.0	9.5	10.2
Maturity analysis of benefits expected to be paid						
<i>USD million</i>						
Benefits expected to be paid within 12 months	1,312	1,293	110	114	123	122
Benefits expected to be paid between 1 and 3 years	2,636	2,630	248	232	237	235
Benefits expected to be paid between 3 and 6 years	3,824	3,839	418	406	338	346
Benefits expected to be paid between 6 and 11 years	6,220	6,166	743	744	495	532
Benefits expected to be paid between 11 and 16 years	5,572	5,646	751	758	392	413
Benefits expected to be paid in more than 16 years	18,092	18,884	3,028	3,206	519	541

¹ The duration of the defined benefit obligation represents a weighted average across US and German plans.

Note 27 Post-employment benefit plans (continued)

Actuarial assumptions

The actuarial assumptions used for the defined benefit plans are based on the economic conditions prevailing in the jurisdiction in which they are offered. Changes in the defined benefit obligation are most sensitive to changes in the discount rate. The discount rate is based on the yield of high-quality corporate bonds quoted

in an active market in the currency of the respective plan. A decrease in the discount curve increases the DBO. UBS regularly reviews the actuarial assumptions used in calculating the DBO to determine their continuing relevance.

» Refer to Note 1a item 5 for a description of the accounting policy for defined benefit plans

The tables below show the significant actuarial assumptions used in calculating the DBO at the end of the year.

Significant actuarial assumptions

In %	Swiss pension plan		UK pension plan		US and German pension plans ¹	
	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20
Discount rate	0.34	0.10	1.82	1.42	2.10	1.62
Rate of salary increase	2.01	2.00	0.00	0.00	2.35	2.25
Rate of pension increase	0.00	0.00	3.32	2.89	1.80	1.70
Rate of interest credit on retirement savings	1.04	0.60	0.00	0.00	1.18	1.12

¹ Represents weighted average assumptions across US and German plans.

Mortality tables and life expectancies for major plans

Country	Mortality table	Life expectancy at age 65 for a male member currently			
		aged 65	aged 45	31.12.21	31.12.20
Switzerland	BVG 2020 G with CMI 2019 projections	21.7	21.7	23.3	23.2
UK	S3PA with CMI 2020 projections ¹	23.4	23.4	24.5	24.6
USA	Pri-2012 with MP-2021 projection scale ²	21.9	21.8	23.3	23.2
Germany	Dr. K. Heubeck 2018 G	20.5	20.8	23.2	23.6

Country	Mortality table	Life expectancy at age 65 for a female member currently			
		aged 65	aged 45	31.12.21	31.12.20
Switzerland	BVG 2020 G with CMI 2019 projections	23.4	23.4	25.0	24.9
UK	S3PA with CMI 2020 projections ¹	24.9	24.9	26.3	26.3
USA	Pri-2012 with MP-2021 projection scale ²	23.3	23.2	24.7	24.5
Germany	Dr. K. Heubeck 2018 G	23.9	24.3	26.1	26.5

¹ In 2020, S3PA with CMI 2019 projections was used. ² In 2020, Pri-2012 with MP-2020 projection scale was used.

Note 27 Post-employment benefit plans (continued)**Sensitivity analysis of significant actuarial assumptions¹**

The table below presents a sensitivity analysis for each significant actuarial assumption, showing how the DBO would have been affected by changes in the relevant actuarial assumption that were reasonably possible at the balance sheet date. Unforeseen

circumstances may arise, which could result in variations that are outside the range of alternatives deemed reasonably possible. Caution should be used in extrapolating the sensitivities below on the DBO, as the sensitivities may not be linear.

Sensitivity analysis of significant actuarial assumptions¹

	Swiss pension plan	UK pension plan	US and German pension plans			
USD million	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20
Discount rate						
Increase by 50 basis points	(1,695)	(1,793)	(361)	(370)	(78)	(91)
Decrease by 50 basis points	1,933	2,048	411	423	84	99
Rate of salary increase						
Increase by 50 basis points	109	117	– ²	– ²	0	1
Decrease by 50 basis points	(104)	(111)	– ²	– ²	0	(1)
Rate of pension increase						
Increase by 50 basis points	1,333	1,413	334	358	6	8
Decrease by 50 basis points	– ³	– ³	(306)	(316)	(6)	(7)
Rate of interest credit on retirement savings						
Increase by 50 basis points	224	236	– ⁴	– ⁴	8	9
Decrease by 50 basis points	(224) ⁵	(188)	– ⁴	– ⁴	(7)	(8)
Life expectancy						
Increase in longevity by one additional year	915	1,061	184	182	56	60

¹ The sensitivity analyses are based on a change in one assumption while holding all other assumptions constant, so that interdependencies between the assumptions are excluded. ² As the plan is closed for future service, a change in assumption is not applicable. ³ As the assumed rate of pension increase was 0% as of 31 December 2021 and as of 31 December 2020, a downward change in assumption is not applicable.

⁴ As the UK plan does not provide interest credits on retirement savings, a change in assumption is not applicable. ⁵ As of 31 December 2021, 19% of retirement savings were subject to a legal minimum rate of 1.00%.

Note 27 Post-employment benefit plans (continued)

Fair value of plan assets

The tables below provide information about the composition and fair value of plan assets of the Swiss, UK, US and German pension plans.

Composition and fair value of plan assets

Swiss pension plan

USD million	31.12.21			31.12.20			Plan asset allocation %	
	Fair value			Quoted in an active market	Fair value			
	Quoted in an active market	Other	Total		Other	Total		
Cash and cash equivalents	187	0	187	1	219	0	219	1
Real estate / property								
Domestic	0	3,530	3,530	10	0	3,582	3,582	11
Foreign	0	580	580	2	0	331	331	1
Investment funds								
Equity								
Domestic	843	0	843	2	826	0	826	3
Foreign	6,213	2,652	8,865	26	6,284	1,958	8,242	25
Bonds ¹								
Domestic, AAA to BBB–	4,446	0	4,446	13	3,721	0	3,721	11
Foreign, AAA to BBB–	5,093	0	5,093	15	6,146	0	6,146	19
Foreign, below BBB–	1,314	0	1,314	4	1,303	0	1,303	4
Other	4,211	3,558	7,769	23	3,363	3,722	7,085	22
Other investments	668	682	1,349	4	663	473	1,136	3
Total fair value of plan assets	22,973	11,002	33,975	100	22,525	10,065	32,590	100
	31.12.21			31.12.20				
Total fair value of plan assets	33,975			32,590				
of which: ²								
Bank accounts at UBS	194			231				
UBS debt instruments	28			34				
UBS shares	25			24				
Securities lent to UBS ³	1,079			1,416				
Property occupied by UBS	93			96				
Derivative financial instruments, counterparty UBS ³	128			149				

¹ The bond credit ratings are primarily based on S&P's credit ratings. Ratings AAA to BBB– represent investment grade and non-investment grade ratings, respectively. In cases where credit ratings from other rating agencies were used, these were converted to the equivalent rating in S&P's rating classification. ² Bank accounts at UBS encompass accounts in the name of the Swiss pension fund. The other positions disclosed in the table encompass both direct investments in UBS instruments and indirect investments, i.e., those made through funds that the pension fund invests in. ³ Securities lent to UBS and derivative financial instruments are presented gross of any collateral. Securities lent to UBS were fully covered by collateral as of 31 December 2021 and 31 December 2020. Net of collateral, derivative financial instruments amounted to USD 43 million as of 31 December 2021 (31 December 2020: negative USD 17 million).

Note 27 Post-employment benefit plans (continued)**Composition and fair value of plan assets (continued)****UK pension plan**

	31.12.21			31.12.20			Plan asset allocation %	
	Fair value			Quoted in an active market	Fair value			
	Quoted in an active market	Other	Total		Other	Total		
USD million								
Cash and cash equivalents	147	0	147	3	195	0	195	
Bonds¹								
Domestic, AAA to BBB–	2,605	0	2,605	61	2,150	0	2,150	
Foreign, AAA to BBB–	372	0	372	9	53	0	53	
Foreign, below BBB–	4	0	4	0	0	0	0	
Investment funds								
Equity								
Domestic	44	4	47	1	34	3	37	
Foreign	921	0	921	21	1,077	0	1,077	
Bonds ¹								
Domestic, AAA to BBB–	532	147	679	16	919	131	1,050	
Domestic, below BBB–	12	0	12	0	47	0	47	
Foreign, AAA to BBB–	179	0	179	4	149	0	149	
Foreign, below BBB–	115	0	115	3	110	0	110	
Real estate								
Domestic	110	12	122	3	98	16	114	
Foreign	6	34	40	1	0	37	37	
Other	(313)	0	(313)	(7)	(86)	0	(86)	
Insurance contracts	0	8	8	0	0	8	8	
Derivatives	57	(3)	54	1	(3)	0	(3)	
Asset-backed securities	0	11	11	0	0	6	6	
Other investments²	(717)	10	(707)	(16)	(803)	9	(794)	
Total fair value of plan assets	4,074	223	4,297	100	3,940	209	4,149	
							100	

¹ The bond credit ratings are primarily based on S&P's credit ratings. Ratings AAA to BBB– and below BBB– represent investment grade and non-investment grade ratings, respectively. In cases where credit ratings from other rating agencies were used, these were converted to the equivalent rating in S&P's rating classification. ² Mainly relates to repurchase arrangements on UK treasury bonds.

Note 27 Post-employment benefit plans (continued)

US and German pension plans

USD million	31.12.21			Plan asset allocation %	31.12.20			Plan asset allocation %	
	Fair value				Quoted in an active market	Fair value			
	Quoted in an active market	Other	Total			Quoted in an active market	Other	Total	
Cash and cash equivalents	11	0	11	1	38	0	38	3	
Equity									
Domestic	79	0	79	6	0	0	0	0	
Foreign	31	0	31	2	0	0	0	0	
Bonds¹									
Domestic, AAA to BBB–	486	0	486	37	490	0	490	36	
Domestic, below BBB–	17	0	17	1	7	0	7	0	
Foreign, AAA to BBB–	97	0	97	7	99	0	99	7	
Foreign, below BBB–	6	0	6	0	1	0	1	0	
Investment funds									
Equity									
Domestic	3	0	3	0	210	0	210	15	
Foreign	56	0	56	4	169	0	169	12	
Bonds ¹									
Domestic, AAA to BBB–	269	0	269	20	195	0	195	14	
Domestic, below BBB–	147	0	147	11	34	0	34	2	
Foreign, AAA to BBB–	11	0	11	1	19	0	19	1	
Foreign, below BBB–	2	0	2	0	3	0	3	0	
Real estate									
Domestic	0	9	9	1	0	14	14	1	
Other	99	0	99	7	79	0	79	6	
Insurance contracts	0	1	1	0	0	1	1	0	
Other investments	5	0	5	0	0	0	0	0	
Total fair value of plan assets	1,319	10	1,329	100	1,345	15	1,360	100	

¹ The bond credit ratings are primarily based on S&P's credit ratings. Ratings AAA to BBB– and below BBB– represent investment grade and non-investment grade ratings, respectively. In cases where credit ratings from other rating agencies were used, these were converted to the equivalent rating in S&P's rating classification.

Note 27 Post-employment benefit plans (continued)**b) Defined contribution plans**

UBS sponsors a number of defined contribution plans, with the most significant plans in the US and the UK. UBS's obligation is limited to its contributions made in accordance with each plan,

which may include direct contributions and matching contributions. Employer contributions to defined contribution plans are recognized as an expense.

Expenses related to defined contribution plans

	For the year ended		
	31.12.21	31.12.20	31.12.19
USD million			
US plan	198	190	173
UK plan	101	88	82
Remaining plans	64	65	71
Total¹	363	343	326

¹ Refer to Note 6.

c) Related-party disclosure

UBS is the principal provider of banking services for the pension fund of UBS in Switzerland. In this capacity, UBS is engaged to execute most of the pension fund's banking activities. These activities can include, but are not limited to, trading, securities lending and borrowing and derivative transactions. The non-Swiss UBS pension funds do not have a similar banking relationship with UBS.

Also, UBS leases certain properties that are owned by the Swiss pension fund. As of 31 December 2021, the minimum commitment toward the Swiss pension fund under the related

leases was approximately USD 9 million (31 December 2020: USD 11 million).

➤ Refer to the "Composition and fair value of plan assets" table in Note 27a for more information about fair value of investments in UBS instruments held by the Swiss pension fund

The following amounts have been received or paid by UBS from and to the post-employment benefit plans located in Switzerland, the UK, the US and Germany in respect of these banking activities and arrangements.

Related-party disclosure

	For the year ended		
	31.12.21	31.12.20	31.12.19
USD million			
Received by UBS			
Fees	39	34	34
Paid by UBS			
Rent	4	5	4
Dividends, capital repayments and interest	5	10	11

The transaction volumes in UBS shares and UBS debt instruments and the balances of UBS shares held were:

Transaction volumes – UBS shares and UBS debt instruments

	For the year ended	
	31.12.21	31.12.20
Financial instruments bought by pension funds		
UBS shares (in thousands of shares)	907	1,758
UBS debt instruments (par values, USD million)	37	28
Financial instruments sold by pension funds or matured		
UBS shares (in thousands of shares)	1,688	2,605
UBS debt instruments (par values, USD million)	40	6

UBS shares held by post-employment benefit plans

	31.12.21	31.12.20
Number of shares (in thousands of shares)	14,073	14,854
Fair value (USD million)	252	210

Note 28 Employee benefits: variable compensation

a) Plans offered

The Group has several share-based and other deferred compensation plans that align the interests of Group Executive Board (GEB) members and other employees with the interests of investors.

Share-based awards are granted in the form of notional shares and, where permitted, carry a dividend equivalent that may be paid in notional shares or cash. Awards are settled by delivering UBS shares at vesting, except in jurisdictions where this is not permitted for legal or tax reasons.

Deferred compensation awards are generally forfeitable upon, among other circumstances, voluntary termination of employment with UBS. These compensation plans are also designed to meet regulatory requirements and include special provisions for regulated employees.

The most significant deferred compensation plans are described below.

- Refer to Note 1a item 5 for a description of the accounting policy related to share-based and other deferred compensation plans

Mandatory deferred compensation plans

The Long-Term Incentive Plan

The Long-Term Incentive Plan (LTIP) is a mandatory deferred share-based compensation plan for senior leaders of the Group (i.e., GEB members and selected senior management).

The number of notional shares delivered at vesting depends on two equally weighted performance metrics over a three-year performance period: reported return on common equity tier 1 capital and relative total shareholder return, which measures the performance of UBS against an index of Global Systemically Important Banks as determined by the Financial Stability Board.

The final number of shares will vest in three equal installments in each of the three years following the performance period for GEB members, and cliff vest in the first year following the performance period for selected senior management.

The Equity Ownership Plan

The Equity Ownership Plan (EOP) is a deferred share-based compensation plan for employees who are subject to deferral requirements but do not receive LTIP awards. Vesting under the EOP generally occurs in equal installments two and three years after grant, subject to continued employment and, in certain cases, achievement of defined performance conditions.

Asset Management employees receive some or all of their EOP in the form of cash-settled notional investment funds. The amount delivered depends on the value of the underlying investment funds at the time of vesting.

The Deferred Contingent Capital Plan

The Deferred Contingent Capital Plan (DCCP) is a deferred compensation plan for all employees who are subject to deferral requirements. Such employees are awarded notional additional tier 1 (AT1) capital instruments, which, at the discretion of UBS, can be settled as a cash payment or a perpetual, marketable AT1 capital instrument. DCCP awards generally vest in full after five years, unless the award is written down following the occurrence of a viability event (as defined under the terms of an AT1 instrument) or if the Group's CET1 capital ratio falls below a defined threshold. Additional performance conditions apply to GEB members.

Interest payments on DCCP awards are paid at the discretion of UBS. Where interest payments are not permitted, such as for certain regulated employees, the DCCP award reflects the fair value of the granted non-interest-bearing award.

Financial advisor variable compensation

In line with market practice for US wealth management businesses, the compensation for US financial advisors in Global Wealth Management predominantly includes production payout and deferred compensation awards. Production payout is primarily based on compensable revenue. Financial advisors may also qualify for deferred compensation awards, which generally vest over a six-year period. These awards are based on strategic performance measures, including production and length of service with UBS. Production payout rates and deferred compensation awards may be reduced for, among other things, errors, negligence or carelessness, or failure to comply with the firm's rules, standards, practices and / or policies, and / or applicable laws and regulations.

Financial advisor compensation also includes expenses related to compensation commitments with financial advisors entered into at the time of recruitment that are subject to vesting requirements.

Share delivery obligations

Share delivery obligations related to employee share-based compensation awards were 175 million shares as of 31 December 2021 (31 December 2020: 172 million shares). Share delivery obligations are calculated on the basis of undistributed notional share awards, taking applicable performance conditions into account.

As of 31 December 2021, UBS held 149 million treasury shares (31 December 2020: 157 million) that were available to satisfy share delivery obligations.

Note 28 Employee benefits: variable compensation (continued)**b) Effect on the income statement****Effect on the income statement for the financial year and future periods**

The table below provides information about compensation expenses related to total variable compensation, including financial advisor variable compensation, that were recognized in the financial year ended 31 December 2021, as well as expenses that were deferred and will be recognized in the income statement for 2022 and later.

The majority of expenses deferred to 2022 and later that are related to the 2021 performance year pertain to awards granted in February 2022. The total unamortized compensation expense for unvested share-based awards granted up to 31 December 2021 will be recognized in future periods over a weighted average period of 2.5 years.

Variable compensation including financial advisor variable compensation

	Expenses recognized in 2021			Expenses deferred to 2022 and later ¹		
	Related to the 2021 performance year	Related to prior performance years	Total	Related to the 2021 performance year	Related to prior performance years	Total
<i>USD million</i>						
Non-deferred cash	2,383	(10)	2,373	0	0	0
Deferred compensation awards	405	412	817	797	624	1,421
of which: <i>Equity Ownership Plan</i>	183	180	363	393	184	577
of which: <i>Deferred Contingent Capital Plan</i>	140	158	297	299	329	628
of which: <i>Long-Term Incentive Plan</i>	54	19	73	50	33	83
of which: <i>Asset Management EOP</i>	29	56	84	56	78	133
Variable compensation – performance awards	2,788	402	3,190	797	624	1,421
Variable compensation – other²	191	38	229	215	182	397
Total variable compensation excluding financial advisor variable compensation	2,979	440	3,419	1,012	806	1,818
Financial advisor variable compensation	4,134	248	4,382	434	641	1,075
of which: <i>non-deferred cash</i>	3,858	(6)	3,853	0	0	0
of which: <i>deferred share-based awards</i>	106	51	157	123	146	269
of which: <i>deferred cash-based awards</i>	170	202	372	311	495	806
Compensation commitments with recruited financial advisors ³	41	438	479	662	1,682	2,344
Total FA variable compensation	4,175	685	4,860	1,097	2,323	3,419
Total variable compensation including FA variable compensation	7,155	1,125	8,280⁴	2,109	3,129	5,238

¹ Estimate as of 31 December 2021. Actual amounts to be expensed in future periods may vary, e.g., due to forfeiture of awards. ² Consists of replacement payments, forfeiture credits, severance payments, retention plan payments and interest expense related to the Deferred Contingent Capital Plan. ³ Reflects expenses related to compensation commitments with financial advisors entered into at the time of recruitment that are subject to vesting requirements. Amounts reflected as deferred expenses represent the maximum deferred exposure as of the balance sheet date. Amounts in the "Related to the 2021 performance year" columns represent commitments entered into in 2021. ⁴ Includes USD 651 million in expenses related to share-based compensation (performance awards: USD 435 million; other variable compensation: USD 59 million; financial advisor compensation: USD 157 million). A further USD 85 million in expenses related to share-based compensation was recognized within other expense categories included in Note 6 (salaries: USD 5 million related to role-based allowances; social security: USD 64 million; other personnel expenses: USD 16 million related to the Equity Plus Plan). Total personnel expense related to share-based equity-settled compensation excluding social security was USD 641 million.

Note 28 Employee benefits: variable compensation (continued)

Variable compensation including financial advisor variable compensation (continued)

	Expenses recognized in 2020			Expenses deferred to 2021 and later ¹		
	Related to the 2020 performance year	Related to prior performance years	Total	Related to the 2020 performance year	Related to prior performance years	Total
<i>USD million</i>						
Non-deferred cash	2,167	(26)	2,141	0	0	0
Deferred compensation awards	341	727	1,068	756	288	1,044
of which: Equity Ownership Plan	137	327	463	306	69	376
of which: Deferred Contingent Capital Plan	112	351	463	280	196	476
of which: Long-Term Incentive Plan	42	11	54	50	10	61
of which: Asset Management EOP	49	39	88	120	12	132
Variable compensation – performance awards	2,508	701	3,209	756	288	1,044
Variable compensation – other²	126	94	220	181	192	374
Total variable compensation excluding financial advisor variable compensation	2,634	795	3,429	938	480	1,418
Financial advisor variable compensation	3,356	233	3,589	350	602	952
of which: non-deferred cash	3,154	0	3,154	0	0	0
of which: deferred share-based awards	69	50	119	79	135	214
of which: deferred cash-based awards	133	183	316	271	467	738
Compensation commitments with recruited financial advisors ³	22	480	502	473	1,682	2,155
Total FA variable compensation	3,378	713	4,091	822	2,284	3,106
Total variable compensation including FA variable compensation	6,012	1,508	7,520⁴	1,760	2,764	4,524

¹ Estimate as of 31 December 2020. Actual amounts to be expensed in future periods may vary, e.g., due to forfeiture of awards. ² Consists of replacement payments, forfeiture credits, severance payments, retention plan payments and interest expense related to the Deferred Contingent Capital Plan. ³ Reflects expenses related to compensation commitments with financial advisors entered into at the time of recruitment that are subject to vesting requirements. Amounts reflected as deferred expenses represent the maximum deferred exposure as of the balance sheet date. Amounts in the "Related to the 2020 performance year" columns represent commitments entered into in 2020. ⁴ Includes USD 686 million in expenses related to share-based compensation (performance awards: USD 517 million; other variable compensation: USD 50 million; financial advisor compensation: USD 119 million). A further USD 100 million in expenses related to share-based compensation was recognized within other expense categories included in Note 6 (salaries: USD 4 million related to role-based allowances; social security: USD 54 million; other personnel expenses: USD 42 million related to the Equity Plus Plan). Total personnel expense related to share-based equity-settled compensation excluding social security was USD 691 million.

Variable compensation including financial advisor variable compensation (continued)

	Expenses recognized in 2019			Expenses deferred to 2020 and later ¹		
	Related to the 2019 performance year	Related to prior performance years	Total	Related to the 2019 performance year	Related to prior performance years	Total
<i>USD million</i>						
Non-deferred cash	1,894	(26)	1,868	0	0	0
Deferred compensation awards	299	588	887	429	608	1,036
of which: Equity Ownership Plan	122	300	422	205	219	424
of which: Deferred Contingent Capital Plan	113	262	375	173	365	538
of which: Long-Term Incentive Plan	39	0	39	25	0	25
of which: Asset Management EOP	25	26	51	26	23	49
Variable compensation – performance awards	2,193	562	2,755	429	608	1,036
Variable compensation – other²	159	88	246	117	232	349
Total variable compensation excluding financial advisor variable compensation	2,352	650	3,001	545	840	1,385
Financial advisor variable compensation	3,233	268	3,501	197	710	907
of which: non-deferred cash	3,064	0	3,064	0	0	0
of which: deferred share-based awards	57	48	106	54	130	183
of which: deferred cash-based awards	112	219	331	144	580	724
Compensation commitments with recruited financial advisors ³	32	510	542	350	1,617	1,967
Total FA variable compensation	3,265	778	4,043	548	2,327	2,874
Total variable compensation including FA variable compensation	5,617	1,428	7,045⁴	1,093	3,166	4,259

¹ Estimate as of 31 December 2019. Actual amounts expensed may vary, e.g., due to forfeiture of awards. ² Consists of replacement payments, forfeiture credits, severance payments, retention plan payments and interest expense related to the Deferred Contingent Capital Plan. ³ Reflects expenses related to compensation commitments with financial advisors entered into at the time of recruitment that are subject to vesting requirements. Amounts reflected as deferred expenses represent the maximum deferred exposure as of the balance sheet date. Amounts in the "Related to the 2019 performance year" columns represent commitments entered into in 2019. ⁴ Includes USD 610 million in expenses related to share-based compensation (performance awards: USD 461 million; other variable compensation: USD 43 million; financial advisor compensation: USD 106 million). A further USD 61 million in expenses related to share-based compensation was recognized within other expense categories included in Note 6 (salaries: USD 10 million related to role-based allowances; social security: USD 25 million; other personnel expenses: USD 27 million related to the Equity Plus Plan). Total personnel expense related to share-based equity-settled compensation excluding social security was USD 619 million.

Note 28 Employee benefits: variable compensation (continued)**c) Outstanding share-based compensation awards****Share and performance share awards**

Movements in outstanding share-based awards during 2021 and 2020 are provided in the table below.

Movements in outstanding share-based compensation awards

	Number of shares 2021	Weighted average grant date fair value (USD)	Number of shares 2020	Weighted average grant date fair value (USD)
Outstanding, at the beginning of the year	174,900,395	12	156,064,763	14
Awarded during the year	68,721,549	15	72,250,157	11
Distributed during the year	(52,137,287)	13	(46,899,362)	15
Forfeited during the year	(10,906,096)	13	(6,515,164)	13
Outstanding, at the end of the year	180,578,561	13	174,900,395	12
<i>of which: shares vested for accounting purposes</i>	107,828,979		118,260,527	

The total carrying amount of the liability related to cash-settled share-based awards as of 31 December 2021 and 31 December 2020 was USD 37 million and USD 36 million, respectively.

d) Valuation**UBS share awards**

UBS measures compensation expense based on the average market price of UBS shares on the grant date as quoted on the SIX Swiss Exchange, taking into consideration post-vesting sale and hedge restrictions, non-vesting conditions and market conditions, where applicable. The fair value of the share awards subject to post-vesting sale and hedge restrictions is discounted

on the basis of the duration of the post-vesting restriction and is referenced to the cost of purchasing an at-the-money European put option for the term of the transfer restriction. The grant date fair value of notional shares without dividend entitlements also includes a deduction for the present value of future expected dividends to be paid between the grant date and distribution.

Note 29 Interests in subsidiaries and other entities

a) Interests in subsidiaries

UBS defines its significant subsidiaries as those entities that, either individually or in aggregate, contribute significantly to the Group's financial position or results of operations, based on a number of criteria, including the subsidiaries' equity and contribution to the Group's total assets and profit or loss before tax, in accordance with the requirements set by IFRS 12, Swiss regulations and the rules of the US Securities and Exchange Commission (the SEC).

Individually significant subsidiaries

The two tables below list the Group's individually significant subsidiaries as of 31 December 2021. Unless otherwise stated, the

subsidiaries listed below have share capital consisting solely of ordinary shares held entirely by the Group, and the proportion of ownership interest held is equal to the voting rights held by the Group.

The country where the respective registered office is located is also the principal place of business. UBS AG operates through a global branch network and a significant proportion of its business activity is conducted outside Switzerland, including in the UK, the US, Singapore, Hong Kong SAR and other countries. UBS Europe SE has branches and offices in a number of EU Member States, including Germany, Italy, Luxembourg and Spain. Share capital is provided in the currency of the legally registered office.

Individually significant subsidiaries of UBS Group AG as of 31 December 2021

Company	Registered office	Share capital in million	Equity interest accumulated in %
UBS AG	Zurich and Basel, Switzerland	CHF 385.8	100.0
UBS Business Solutions AG ¹	Zurich, Switzerland	CHF 1.0	100.0

¹ UBS Business Solutions AG holds subsidiaries in China, India, Israel and Poland.

Individually significant subsidiaries of UBS AG as of 31 December 2021

Company	Registered office	Primary business	Share capital in million	Equity interest accumulated in %
UBS Americas Holding LLC	Wilmington, Delaware, USA	Group Functions	USD 4,150.0 ²	100.0
UBS Americas Inc.	Wilmington, Delaware, USA	Group Functions	USD 0.0	100.0
UBS Asset Management AG	Zurich, Switzerland	Asset Management	CHF 43.2	100.0
UBS Bank USA	Salt Lake City, Utah, USA	Global Wealth Management	USD 0.0	100.0
UBS Europe SE	Frankfurt, Germany	Global Wealth Management	EUR 446.0	100.0
UBS Financial Services Inc.	Wilmington, Delaware, USA	Global Wealth Management	USD 0.0	100.0
UBS Securities LLC	Wilmington, Delaware, USA	Investment Bank	USD 1,283.1 ³	100.0
UBS Switzerland AG	Zurich, Switzerland	Personal & Corporate Banking	CHF 10.0	100.0

¹ Includes direct and indirect subsidiaries of UBS AG. ² Consists of common share capital of USD 1,000 and non-voting preferred share capital of USD 4,150,000,000. ³ Consists of common share capital of USD 100,000 and non-voting preferred share capital of USD 1,283,000,000.

Note 29 Interests in subsidiaries and other entities (continued)**Other subsidiaries**

The table below lists other direct and indirect subsidiaries of UBS AG that are not individually significant but contribute to the Group's total assets and aggregated profit before tax thresholds and are thus disclosed in accordance with requirements set by the SEC.

Other subsidiaries of UBS AG as of 31 December 2021

Company	Registered office	Primary business	Share capital in million	Equity interest accumulated in %
UBS Asset Management (Americas) Inc.	Wilmington, Delaware, USA	Asset Management	USD 0.0	100.0
UBS Asset Management (Hong Kong) Limited	Hong Kong SAR, China	Asset Management	HKD 254.0	100.0
UBS Asset Management Life Ltd	London, United Kingdom	Asset Management	GBP 15.0	100.0
UBS Asset Management Switzerland AG	Zurich, Switzerland	Asset Management	CHF 0.5	100.0
UBS Business Solutions US LLC	Wilmington, Delaware, USA	Group Functions	USD 0.0	100.0
UBS Credit Corp.	Wilmington, Delaware, USA	Global Wealth Management	USD 0.0	100.0
UBS (France) S.A.	Paris, France	Global Wealth Management	EUR 133.0	100.0
UBS Fund Management (Luxembourg) S.A.	Luxembourg, Luxembourg	Asset Management	EUR 13.0	100.0
UBS Fund Management (Switzerland) AG	Basel, Switzerland	Asset Management	CHF 1.0	100.0
UBS (Monaco) S.A.	Monte Carlo, Monaco	Global Wealth Management	EUR 49.2	100.0
UBS O'Connor LLC	Wilmington, Delaware, USA	Asset Management	USD 1.0	100.0
UBS Realty Investors LLC	Boston, Massachusetts, USA	Asset Management	USD 9.0	100.0
UBS Securities Australia Ltd	Sydney, Australia	Investment Bank	AUD 0.3 ¹	100.0
UBS Securities Hong Kong Limited	Hong Kong SAR, China	Investment Bank	HKD 4,154.2	100.0
UBS Securities Japan Co., Ltd.	Tokyo, Japan	Investment Bank	JPY 34,708.7	100.0
UBS SuMi TRUST Wealth Management Co., Ltd.	Tokyo, Japan	Global Wealth Management	JPY 5,165.0	51.0

¹ Includes a nominal amount relating to redeemable preference shares.

Consolidated structured entities

Consolidated structured entities (SEs) include certain investment funds, securitization vehicles and client investment vehicles. UBS has no individually significant subsidiaries that are SEs.

In 2021 and 2020, the Group did not enter into any contractual obligation that could require the Group to provide financial support to consolidated SEs. In addition, the Group did

not provide support, financial or otherwise, to a consolidated SE when the Group was not contractually obligated to do so, nor does the Group have any intention to do so in the future. Furthermore, the Group did not provide support, financial or otherwise, to a previously unconsolidated SE that resulted in the Group controlling the SE during the reporting period.

Note 29 Interests in subsidiaries and other entities (continued)

b) Interests in associates and joint ventures

As of 31 December 2021 and 2020, no associate or joint venture was individually material to the Group. Also, there were no significant restrictions on the ability of associates or joint ventures to transfer funds to UBS Group AG or its subsidiaries as cash

dividends or to repay loans or advances made. There were no quoted market prices for any associates or joint ventures of the Group.

Investments in associates and joint ventures

	USD million	2021	2020
Carrying amount at the beginning of the year		1,557	1,051
Additions		1	388
Reclassifications ¹		(386)	0
Share of comprehensive income		150	83
<i>of which: share of net profit²</i>		105	84
<i>of which: share of other comprehensive income³</i>		45	(1)
Share of changes in retained earnings		1	(40)
Dividends received		(39)	(33)
Foreign currency translation		(39)	108
Carrying amount at the end of the year		1,243	1,557
<i>of which: associates</i>		<i>1,200</i>	<i>1,513</i>
<i>of which: SIX Group AG, Zurich⁴</i>		<i>1,043</i>	<i>965</i>
<i>of which: Clearstream Fund Centre AG, Zurich¹</i>		<i>399</i>	
<i>of which: other associates</i>		<i>157</i>	<i>150</i>
<i>of which: joint ventures</i>		<i>43</i>	<i>44</i>

¹ In the second quarter of 2021, UBS reclassified its minority investment (48.8%) in Clearstream Fund Centre AG (previously Fondcenter AG) of USD 386 million to Properties and other non-current assets held for sale and sold the investment in the same quarter. Refer to Note 30 for more information. ² For 2021, consists of USD 79 million from associates and USD 26 million from joint ventures. For 2020, consists of USD 64 million from associates and USD 19 million from joint ventures. ³ For 2021, consists of USD 44 million from associates and USD 1 million from joint ventures. For 2020, consists of negative USD 1 million from associates. ⁴ In 2021, UBS AG's equity interest amounted to 17.31%. UBS AG is represented on the Board of Directors.

Note 29 Interests in subsidiaries and other entities (continued)**c) Unconsolidated structured entities**

UBS is considered to sponsor another entity if, in addition to ongoing involvement with the entity, it had a key role in establishing that entity or in bringing together relevant counterparties for a transaction facilitated by the entity. During 2021, the Group sponsored the creation of various SEs and interacted with a number of non-sponsored SEs, including securitization vehicles, client vehicles and certain investment funds, that UBS did not consolidate as of 31 December 2021 because it did not control them.

Interests in unconsolidated structured entities

The table below presents the Group's interests in and maximum exposure to loss from unconsolidated SEs, as well as the total assets held by the SEs in which UBS had an interest as of year-end, except for investment funds sponsored by third parties, for which the carrying amount of UBS's interest as of year-end has been disclosed.

Sponsored unconsolidated structured entities in which UBS did not have an interest at year-end

During 2021 and 2020, the Group did not earn material income from sponsored unconsolidated SEs in which UBS did not have an interest at year-end.

During 2021 and 2020, UBS and third parties did not transfer any assets into sponsored securitization vehicles created in the year. UBS and third parties transferred assets, alongside deposits and debt issuances (which are assets from the perspective of the vehicle), of USD 1 billion and USD 2 billion, respectively, into sponsored client vehicles created in 2021 (2020: USD 0 billion and USD 9 billion, respectively). For sponsored investment funds, transfers arose during the period as investors invested and redeemed positions, thereby changing the overall size of the funds, which, when combined with market movements, resulted in a total closing net asset value of USD 46 billion (31 December 2020: USD 37 billion).

Interests in unconsolidated structured entities

	31.12.21			
	Securitization vehicles	Client vehicles	Investment funds	Total
<i>USD million, except where indicated</i>				Maximum exposure to loss¹
Financial assets at fair value held for trading	246	162	6,743	7,151
Derivative financial instruments	5	45	155	205
Loans and advances to customers			125	125
Financial assets at fair value not held for trading	35		222	257
Financial assets measured at fair value through other comprehensive income	324	4,525		4,849
Other financial assets measured at amortized cost		0 ²	0	1
Total assets	610³	4,732	7,247	12,588
Derivative financial instruments	2	11	281	294
Total liabilities	2	11	281	294
Assets held by the unconsolidated structured entities in which UBS had an interest (USD billion)	30⁴	81⁵	158⁶	

	31.12.20			
	Securitization vehicles	Client vehicles	Investment funds	Total
<i>USD million, except where indicated</i>				Maximum exposure to loss¹
Financial assets at fair value held for trading	375	131	7,595	8,101
Derivative financial instruments	6	49	158	213
Loans and advances to customers			179	179
Financial assets at fair value not held for trading	35	1 ²	172	208
Financial assets measured at fair value through other comprehensive income		6,624		6,624
Other financial assets measured at amortized cost		0 ²	0	250
Total assets	416³	6,805	8,104	15,326
Derivative financial instruments	3	11	376	390
Total liabilities	3	11	376	390
Assets held by the unconsolidated structured entities in which UBS had an interest (USD billion)	39⁴	136⁵	124⁶	

¹ For the purpose of this disclosure, maximum exposure to loss amounts do not consider the risk-reducing effects of collateral or other credit enhancements. ² Represents the carrying amount of loan commitments. The maximum exposure to loss for these instruments is equal to the notional amount. ³ As of 31 December 2021, USD 0.1 billion of the USD 0.6 billion (31 December 2020: USD 0.2 billion of the USD 0.4 billion) was held in Group Functions – Non-core and Legacy Portfolio. ⁴ Represents the principal amount outstanding. ⁵ Represents the market value of total assets. ⁶ Represents the net asset value of the investment funds sponsored by UBS and the carrying amount of UBS's interests in the investment funds not sponsored by UBS. In 2021, UBS updated the presentation of this table to remove its interests in unconsolidated structured investment funds and the corresponding total asset information, where UBS's interest is driven solely from UBS's role as the fund's investment manager and the fees it receives. This information is now separately disclosed in the accompanying text on the following page. Prior-period information has been aligned with this new presentation.

Note 29 Interests in subsidiaries and other entities (continued)

The Group retains or purchases interests in unconsolidated SEs in the form of direct investments, financing, guarantees, letters of credit, derivatives, as well as through management contracts. The Group's maximum exposure to loss is generally equal to the carrying amount of the Group's interest in the SE, with this subject to change over time with market movements. Guarantees, letters of credit and credit derivatives are an exception, with the contract's notional amount, adjusted for losses already incurred, representing the maximum loss that the Group is exposed to.

The maximum exposure to loss disclosed in the table on the previous page does not reflect the Group's risk management activities, including effects from financial instruments that may be used to economically hedge risks inherent in the unconsolidated SE or risk-reducing effects of collateral or other credit enhancements.

In 2021 and 2020, the Group did not provide support, financial or otherwise, to an unconsolidated SE when not contractually obligated to do so, nor does the Group have any intention to do so in the future.

In 2021 and 2020, income and expenses from interests in unconsolidated SEs primarily resulted from mark-to-market movements recognized in *Other net income from financial instruments measured at fair value through profit or loss*, which have generally been hedged with other financial instruments, as well as fee and commission income received from UBS-sponsored funds.

Interests in securitization vehicles

As of 31 December 2021 and 31 December 2020, the Group held interests, both retained and acquired, in various securitization vehicles that relate to financing, underwriting, secondary market and derivative trading activities.

The numbers outlined in the table on the previous page may differ from the securitization positions presented in the 31 December 2021 Pillar 3 Report, available under "Pillar 3 disclosures" at ubs.com/investors, for the following reasons: (i) exclusion of synthetic securitizations transacted with entities that are not SEs and transactions in which the Group did not have an interest because it did not absorb any risk; (ii) a different measurement basis in certain cases (e.g., IFRS carrying amount within the previous table compared with net exposure amount at default for Pillar 3 disclosures); and (iii) different classification of vehicles viewed as sponsored by the Group versus sponsored by third parties.

- Refer to the 31 December 2021 Pillar 3 Report, available under "Pillar 3 disclosures" at ubs.com/investors, for more information

Interests in client vehicles

Client vehicles are established predominantly for clients to gain exposure to specific assets or risk exposures. Such vehicles may enter into derivative agreements, with UBS or a third party, to align the cash flows of the entity with the investor's intended investment objective, or to introduce other desired risk exposures.

As of 31 December 2021 and 31 December 2020, the Group retained interests in client vehicles sponsored by UBS and third parties that relate to financing, secondary market and derivative trading activities, and to hedge structured product offerings.

Interests in investment funds

Investment funds have a collective investment objective, and are either passively managed, so that any decision making does not have a substantive effect on variability, or are actively managed and investors or their governing bodies do not have substantive voting or similar rights.

The Group holds interests in a number of investment funds, primarily resulting from seed investments or in order to hedge structured product offerings. In addition to the interests disclosed in the table on the previous page, the Group manages the assets of various pooled investment funds and receives fees based, in whole or part, on the net asset value of the fund and / or the performance of the fund. The specific fee structure is determined based on various market factors and considers the fund's nature and the jurisdiction of incorporation, as well as fee schedules negotiated with clients. These fee contracts represent an interest in the fund, as they align the Group's exposure with investors, providing a variable return based on the performance of the entity. Depending on the structure of the fund, these fees may be collected directly from the fund's assets and / or from the investors. Any amounts due are collected on a regular basis and are generally backed by the fund's assets. Therefore interest in such funds is not represented by the on-balance sheet fee receivable but rather by the future exposure to variable fees. The total assets of such funds were USD 370 billion and USD 359 billion as of 31 December 2021 and 31 December 2020, respectively, and have been excluded from the table on the previous page. The Group did not have any material exposure to loss from these interests as of 31 December 2021 or as of 31 December 2020.

Note 30 Changes in organization and acquisitions and disposals of subsidiaries and businesses

Strategic partnership with Sumitomo Mitsui Trust Holdings

In 2019, UBS entered into a strategic wealth management partnership in Japan with Sumitomo Mitsui Trust Holdings, Inc. (SuMi Trust Holdings). In January 2020, the first phase was launched, with operations commencing in the joint venture that was established to promote the respective services. At the time, UBS and SuMi Trust Holdings also started offering each other's products and services to their respective clients.

In the third quarter of 2021, the second phase of the partnership was completed, with the launch of a new operational partnership entity, UBS SuMi TRUST Wealth Management Co., Ltd., which is 51%-owned and controlled by UBS, requiring UBS to consolidate this entity. The new entity offers global securities and wealth management capabilities, together with the custody, real estate, inheritance and wealth transfer expertise of a Japanese trust banking group. Upon completion of this transaction in the third quarter of 2021, shareholders' equity of the Group increased by USD 155 million, with no effect on profit or loss.

Disposals of subsidiaries and businesses

Sale of remaining investment in Clearstream Fund Centre AG

In the second quarter of 2021, UBS sold its remaining minority investment in Clearstream Fund Centre AG to Deutsche Börse AG for CHF 390 million. The transaction followed the sale of a majority investment and successful transfer of control of Fondcenter AG to Deutsche Börse AG in 2020, when UBS recognized a post-tax gain on sale of USD 631 million in *Other income*. The sale of the remaining 48.8% investment resulted in a post-tax gain of USD 37 million in 2021, which was recognized in *Other income*, with no associated net tax expense. Long-term commercial cooperation arrangements remain in place for the provision of services by Clearstream to UBS, including jointly servicing banks and insurance companies.

Sale of wealth management business in Austria

In the third quarter of 2021, UBS completed the sale of its domestic wealth management business in Austria to LGT. The sale resulted in a pre-tax gain of USD 100 million, which was recognized in *Other income*, and an associated tax expense of USD 25 million.

Sale of wealth management business in Spain in 2022

In October 2021, UBS signed an agreement to sell its domestic wealth management business in Spain to Singular Bank. The agreement includes the transition of employees, client relationships, products and services of the wealth management business of UBS in Spain. The transaction is subject to customary closing conditions and is expected to close in the third quarter of 2022.

As of 31 December 2021, the assets and liabilities of the business were presented in Global Wealth Management as a disposal group held for sale within *Other non-financial assets* and *Other non-financial liabilities* and amounted to USD 647 million and USD 823 million, respectively. Upon the closing of the transaction, UBS expects to record a pre-tax gain of approximately USD 0.2 billion.

Sale of UBS Swiss Financial Advisers AG in 2022

In December 2021, UBS signed an agreement to sell its wholly owned subsidiary UBS Swiss Financial Advisers AG (SFA) to Vontobel. SFA is an SEC-registered investment advisor and FINMA-licensed securities firm that offers US clients tailored investment solutions in a Switzerland-based environment. The transaction is subject to customary closing conditions and regulatory approvals and is expected to close in the third quarter of 2022.

As of 31 December 2021, the assets and liabilities that are subject to the transaction were presented in Global Wealth Management as a disposal group held for sale within *Other non-financial assets* and *Other non-financial liabilities* and amounted to USD 446 million and USD 475 million, respectively. Upon the closing of the transaction, UBS does not expect a material effect on profit or loss or shareholders' equity of the Group.

Acquisitions of subsidiaries and businesses in 2022

Acquisition of Wealthfront in 2022

In January 2022, UBS entered into an agreement to acquire Wealthfront, an industry-leading digital wealth management provider, for a cash consideration of USD 1.4 billion. The acquisition is aligned with UBS's growth strategy in the Americas, will broaden our reach among affluent investors and will add a new digital-first offering increasing our distribution capabilities. The transaction is subject to customary closing conditions, including regulatory approvals, and is expected to close in the second half of 2022. Upon the closing of the transaction, Wealthfront will become a wholly owned subsidiary of UBS and UBS expects to recognize additional goodwill and other intangible assets of approximately USD 1.2 billion.

Note 31 Related parties

UBS defines related parties as associates (entities that are significantly influenced by UBS), joint ventures (entities in which UBS shares control with another party), post-employment benefit plans for UBS employees, key management personnel, close family members of key management personnel and entities that

are, directly or indirectly, controlled or jointly controlled by key management personnel or their close family members. Key management personnel is defined as members of the Board of Directors (BoD) and Group Executive Board (GEB).

a) Remuneration of key management personnel

The Chairman of the BoD has a specific management employment contract and receives pension benefits upon retirement. Total remuneration of the Chairman of the BoD and all GEB members is included in the table below.

Remuneration of key management personnel

<i>USD million, except where indicated</i>	31.12.21	31.12.20	31.12.19
Base salaries and other cash payments ¹	31	33	32
Incentive awards – cash ²	17	18	14
Annual incentive award under DCCP	26	27	21
Employer's contributions to retirement benefit plans	3	3	3
Benefits in kind, fringe benefits (at market value)	1	1	1
Share-based compensation ³	45	47	37
Total	124	129	108
Total (CHF million)⁴	113	121	107

¹ May include role-based allowances in line with market practice and regulatory requirements. ² The cash portion may also include blocked shares in line with regulatory requirements. ³ Compensation expense is based on the share price on grant date taking into account performance conditions. Refer to Note 27 for more information. For GEB members, share-based compensation for 2021, 2020 and 2019 was entirely composed of LTP awards. For the Chairman of the BoD the share-based compensation for 2021, 2020 and 2019 was entirely composed of UBS shares. ⁴ Swiss franc amounts disclosed represent the respective US dollar amounts translated at the applicable performance award currency exchange rates (2021: USD / CHF 0.92; 2020: USD / CHF 0.94; 2019: USD / CHF 0.99).

The independent members of the BoD do not have employment or service contracts with UBS, and thus are not entitled to benefits upon termination of their service on the BoD. Payments to these individuals for their services as external board members amounted

to USD 7.5 million (CHF 6.9 million) in 2021, USD 7.0 million (CHF 6.6 million) in 2020 and USD 7.3 million (CHF 7.3 million) in 2019.

b) Equity holdings of key management personnel

Equity holdings of key management personnel¹

	31.12.21	31.12.20
Number of shares held by members of the BoD, GEB and parties closely linked to them ²	4,597,006	5,288,317

¹ No options were held in 2021 and 2020 by non-independent members of the BoD and any GEB member or any of its related parties. ² Excludes shares granted under variable compensation plans with forfeiture provisions.

Of the share totals above, no shares were held by close family members of key management personnel on 31 December 2021 and 31 December 2020. No shares were held by entities that are directly or indirectly controlled or jointly controlled by key

management personnel or their close family members on 31 December 2021 and 31 December 2020. As of 31 December 2021, no member of the BoD or GEB was the beneficial owner of more than 1% of UBS Group AG's shares.

Note 31 Related parties (continued)**c) Loans, advances and mortgages to key management personnel**

The non-independent members of the BoD and GEB members are granted loans, fixed advances and mortgages in the ordinary course of business on substantially the same terms and conditions that are available to other employees, including interest rates and collateral, and neither involve more than the normal risk of collectability nor contain any other unfavorable features for the

firm. Independent BoD members are granted loans and mortgages in the ordinary course of business at general market conditions.

Movements in the loan, advances and mortgage balances are as follows.

Loans, advances and mortgages to key management personnel¹

<i>USD million, except where indicated</i>	2021	2020
Balance at the beginning of the year	38	33
Additions	11	14
Reductions	(15)	(8)
Balance at the end of the year²	34	38
Balance at the end of the year (CHF million)^{2,3}	31	34

¹ All loans are secured loans. ² There were no unused uncommitted credit facilities as of 31 December 2021 and 31 December 2020. ³ Swiss franc amounts disclosed represent the respective US dollar amounts translated at the relevant year-end closing exchange rate.

d) Other related-party transactions with entities controlled by key management personnel

In 2021 and 2020, UBS did not enter into transactions with entities that are directly or indirectly controlled or jointly controlled by UBS's key management personnel or their close family members and as of 31 December 2021, 31 December 2020 and 31 December 2019, there were no outstanding balances related to such transactions. Furthermore, in 2021 and

2020, entities controlled by key management personnel did not sell any goods or provide any services to UBS, and therefore did not receive any fees from UBS. UBS also did not provide services to such entities in 2021 and 2020, and therefore also received no fees.

e) Transactions with associates and joint ventures**Loans to and outstanding receivables from associates and joint ventures**

<i>USD million</i>	2021	2020
Carrying amount at the beginning of the year	630	982
Additions	133	527
Reductions	(497)	(1,001)
Foreign currency translation	(14)	123
Carrying amount at the end of the year	251	630
<i>of which: unsecured loans and receivables</i>	243	621

Other transactions with associates and joint ventures

	As of or for the year ended	
<i>USD million</i>	31.12.21	31.12.20
Payments to associates and joint ventures for goods and services received	157	139
Fees received for services provided to associates and joint ventures	104	128
Liabilities to associates and joint ventures	127	91
Commitments and contingent liabilities to associates and joint ventures	7	9

➤ Refer to Note 29 for an overview of investments in associates and joint ventures

Note 32 Invested assets and net new money

The following disclosures provide a breakdown of UBS's invested assets and a presentation of their development, including net new money, as required by the Swiss Financial Market Supervisory Authority.

Invested assets

Invested assets consist of all client assets managed by or deposited with UBS for investment purposes. Invested assets include managed fund assets, managed institutional assets, discretionary and advisory wealth management portfolios, fiduciary deposits, time deposits, savings accounts, and wealth management securities or brokerage accounts. All assets held for purely transactional purposes and custody-only assets, including corporate client assets held for cash management and transactional purposes, are excluded from invested assets, as the Group only administers the assets and does not offer advice on how they should be invested. Also excluded are non-bankable assets (e.g., art collections) and deposits from third-party banks for funding or trading purposes.

Discretionary assets are defined as client assets that UBS decides how to invest. Other invested assets are those where the client ultimately decides how the assets are invested. When a single product is created in one business division and sold in another, it is counted in both the business division managing the investment and the one distributing it. This results in double counting within UBS total invested assets, as both business divisions are independently providing a service to their respective clients, and both add value and generate revenue.

Net new money

Net new money in a reporting period is the amount of invested assets entrusted to UBS by new and existing clients, less those withdrawn by existing clients and clients who terminated relationships with UBS.

Net new money is calculated using the direct method, under which inflows and outflows to / from invested assets are determined at the client level, based on transactions. Interest and dividend income from invested assets are not counted as net new money inflows. Market and currency movements, as well as fees, commissions and interest on loans charged, are excluded from net new money, as are effects resulting from any acquisition or divestment of a UBS subsidiary or business. Reclassifications between invested assets and custody-only assets as a result of a change in service level delivered are generally treated as net new money flows. However, where the change in service level directly results from an externally imposed regulation or a strategic decision by UBS to exit a market or specific service offering, the one-time net effect is reported as *Other effects*.

The Investment Bank does not track invested assets and net new money. However, when a client is transferred from the Investment Bank to another business division, this may produce net new money even though the client assets were already with UBS.

Invested assets and net new money

	As of or for the year ended	
	31.12.21	31.12.20
<i>USD billion</i>		
Fund assets managed by UBS	419	397
Discretionary assets	1,705	1,459
Other invested assets	2,472	2,331
Total invested assets¹	4,596	4,187
<i>of which: double counts</i>	<i>356</i>	<i>311</i>
Net new money¹	159	127

¹ Includes double counts.

Development of invested assets

	2021	2020
<i>USD billion</i>		
Total invested assets at the beginning of the year ¹	4,187	3,607
Net new money	159	127
Market movements ²	339	359
Foreign currency translation	(65)	96
Other effects	(24)	(1)
<i>of which: acquisitions / (divestments)</i>	<i>(5)</i>	<i>0</i>
Total invested assets at the end of the year¹	4,596	4,187

¹ Includes double counts. ² Includes interest and dividend income.

Note 33 Currency translation rates

The following table shows the rates of the main currencies used to translate the financial information of UBS's operations with a functional currency other than the US dollar into US dollars.

	Closing exchange rate		Average rate ¹		
	As of		For the year ended		
	31.12.21	31.12.20	31.12.21	31.12.20	31.12.19
1 CHF	1.10	1.13	1.09	1.07	1.01
1 EUR	1.14	1.22	1.18	1.15	1.12
1 GBP	1.35	1.37	1.37	1.29	1.28
100 JPY	0.87	0.97	0.91	0.94	0.92

¹ Monthly income statement items of operations with a functional currency other than the US dollar are translated into US dollars using month-end rates. Disclosed average rates for a year represent an average of 12 month-end rates, weighted according to the income and expense volumes of all operations of the Group with the same functional currency for each month. Weighted average rates for individual business divisions may deviate from the weighted average rates for the Group.

Note 34 Events after the reporting period

Russia's invasion of Ukraine

Russia's invasion of Ukraine on 24 February 2022 has triggered disruptions and uncertainties in the markets and the global economy, as well as coordinated implementation of sanctions by Switzerland, the United States, the European Union, the United Kingdom and others against Russia and, certain Russian entities and nationals. These events, together with potential counter-sanctions and other measures taken by Russia, impact UBS's businesses.

UBS's country risk exposure to Russia was approximately USD 0.6 billion across its business divisions as of 31 December 2021. This exposure has been reduced since year-end 2021. In addition, UBS is currently monitoring settlement risk on certain open transactions with Russian bank- or non-bank counterparties or Russian underlyings, as market closures, the imposition of exchange controls, sanctions or other measures may limit our ability to settle existing transactions or to realize on collateral, which may result in unexpected increases in exposures. UBS's balance sheet as of 31 December 2021 also included net assets of USD 51 million held in UBS's Russian subsidiary, OOO UBS Bank. As of 3 March 2022, UBS also had approximately USD 0.2 billion

of exposure arising from reliance on Russian assets as collateral on Lombard lending and other secured financing in Global Wealth Management.

As of 3 March 2022, UBS identified a small number of Global Wealth Management clients subject to the recently introduced sanctions with total loans outstanding of under USD 10 million.

UBS continues to closely monitor related effects on its financial statements, including estimated direct and indirect impacts on expected credit loss calculations and on fair value measurement of assets, liabilities and off-balance sheet exposures. The situation continues to evolve and broader implications for other counterparties of UBS, including financial institutions, are not possible to assess at this time; however, there were no material adverse effects on UBS's financial statements as of 4 March 2022.

➤ Refer to "Top and emerging risks" and "Country risk" in the "Risk management and control" section and to "Performance in the financial services industry is affected by market conditions and the macroeconomic climate" in the "Risk factors" section of this report for more information

Note 35 Main differences between IFRS and Swiss GAAP

The consolidated financial statements of UBS Group AG are prepared in accordance with International Financial Reporting Standards (IFRS). The Swiss Financial Market Supervisory Authority (FINMA) requires financial groups presenting financial statements under IFRS to provide a narrative explanation of the main differences between IFRS and Swiss generally accepted accounting principles (GAAP) (the FINMA Accounting Ordinance, FINMA Circular 2020/1 "Accounting – banks" and the Banking Ordinance (the BO)). Included in this Note are the significant differences in the recognition and measurement between IFRS and the provisions of the BO and the guidelines of FINMA governing true and fair view financial statement reporting pursuant to Art. 25 to Art. 42 of the BO.

1. Consolidation

Under IFRS, all entities that are controlled by the holding entity are consolidated. Under Swiss GAAP, controlled entities deemed immaterial to the Group or held only temporarily are exempt from consolidation, but instead are recorded as participations accounted for under the equity method of accounting or as financial investments measured at the lower of cost or market value.

2. Classification and measurement of financial assets

Under IFRS, debt instruments are measured at amortized cost, fair value through other comprehensive income (FVOCI) or fair value through profit or loss (FVTPL), depending on the nature of the business model within which the asset is held and the characteristics of the contractual cash flows of the asset. Equity instruments are accounted for at FVTPL by UBS. Under Swiss GAAP, trading assets and derivatives are measured at FVTPL in line with IFRS. However, non-trading debt instruments are generally measured at amortized cost, even when the assets are managed on a fair value basis. In addition, the measurement of financial assets in the form of securities depends on the nature of the asset: debt instruments not held to maturity, i.e., instruments available for sale, and equity instruments with no permanent holding intent, are classified as *Financial investments* and measured at the lower of (amortized) cost or market value. Market value adjustments up to the original cost amount and realized gains or losses upon disposal of the investment are recorded in the income statement as *Other income from ordinary activities*. Equity instruments with a permanent holding intent are classified as participations in *Non-consolidated investments in subsidiaries and other participations* and are measured at cost less impairment. Impairment losses are recorded in the income statement as *Impairment of investments in non-consolidated subsidiaries and other participations*. Reversals of impairments up to the original cost amount and realized gains or losses upon disposal of the investment are recorded as *Extraordinary income / Extraordinary expenses*.

3. Fair value option applied to financial liabilities

Under IFRS, UBS applies the fair value option to certain financial liabilities not held for trading. Instruments for which the fair value option is applied are accounted for at FVTPL. The amount of change in the fair value attributable to changes in UBS's own credit is presented in *Other comprehensive income* directly within *Retained earnings*. The fair value option is applied primarily to issued structured debt instruments, certain non-structured debt instruments, certain payables under repurchase agreements and cash collateral on securities lending agreements, amounts due under unit-linked investment contracts, and brokerage payables.

Under Swiss GAAP, the fair value option can only be applied to structured debt instruments consisting of a debt host contract and one or more embedded derivatives that do not relate to own equity. Furthermore, unrealized changes in fair value attributable to changes in UBS's own credit are not recognized, whereas realized own credit is recognized in *Net trading income*.

4. Allowances and provisions for credit losses

Swiss GAAP permit use of IFRS for accounting for allowances and provisions for credit losses based on an expected credit loss (ECL) model. UBS has chosen to apply the IFRS 9 ECL approach to the substantial majority of exposures in scope of Swiss GAAP ECL requirements, including all exposures in scope of ECL under both Swiss GAAP and IFRS.

In addition, for a small population of exposures within the scope of Swiss GAAP ECL requirements, which are not subject to ECL under IFRS due to classification and measurements differences, UBS applies an alternative approach. Where Pillar 1 internal ratings-based (IRB) models are applied to measure credit risk, ECL for such exposures is determined by the regulatory expected loss (EL), with an add-on for scaling up to the residual maturity of exposures maturing beyond the next 12 months. For detailed information on regulatory EL, refer to the "Risk management and control" section of this report. For exposures where the Pillar 1 standardized approach (SA) is used to measure credit risk, ECL is determined using a portfolio approach that derives a conservative probability of default (PD) and loss given default (LGD) for the entire portfolio.

5. Hedge accounting

Under IFRS, when cash flow hedge accounting is applied, the fair value gain or loss on the effective portion of a derivative designated as a cash flow hedge is recognized initially in equity and reclassified to the income statement when certain conditions are met. When fair value hedge accounting is applied, the fair value change of the hedged item attributable to the hedged risk is reflected in the measurement of the hedged item and is recognized in the income statement along with the change in the fair value of the hedging derivative. Under Swiss GAAP, the effective portion of the fair value change of a derivative instrument designated as a cash flow or as a fair value hedge is deferred on the balance sheet as *Other assets* or *Other liabilities*. The carrying amount of the hedged item designated in fair value hedges is not adjusted for fair value changes attributable to the hedged risk.

Note 35 Main differences between IFRS and Swiss GAAP (continued)

6. Goodwill and intangible assets

Under IFRS, goodwill acquired in a business combination is not amortized but tested annually for impairment. Intangible assets with an indefinite useful life are also not amortized but tested annually for impairment. Under Swiss GAAP, goodwill and intangible assets with indefinite useful lives are amortized over a period not exceeding five years, unless a longer useful life, which may not exceed 10 years, can be justified. In addition, these assets are tested annually for impairment.

7. Post-employment benefit plans

Swiss GAAP permit the use of IFRS or Swiss accounting standards for post-employment benefit plans, with the election made on a plan-by-plan basis.

UBS has elected to apply IFRS (IAS 19) for the non-Swiss defined benefit plans in the UBS AG standalone financial statements and Swiss GAAP (FER 16) for the Swiss pension plan in the UBS AG and the UBS Switzerland AG standalone financial statements. The requirements of Swiss GAAP are better aligned with the specific nature of Swiss pension plans, which are hybrid in that they combine elements of defined contribution and defined benefit plans, but are treated as defined benefit plans under IFRS. Key differences between Swiss GAAP and IFRS include the treatment of dynamic elements, such as future salary increases and future interest credits on retirement savings, which are not considered under the static method used in accordance with Swiss GAAP. Also, the discount rate used to determine the defined benefit obligation in accordance with IFRS is based on the yield of high-quality corporate bonds of the market in the respective pension plan country. The discount rate used in accordance with Swiss GAAP (i.e., the technical interest rate) is determined by the Pension Foundation Board based on the expected returns of the Board's investment strategy.

For defined benefit plans, IFRS require the full defined benefit obligation net of the plan assets to be recorded on the balance sheet subject to the asset ceiling rules, with changes resulting from remeasurements recognized directly in equity. However, for non-Swiss defined benefit plans for which IFRS accounting is elected, changes due to remeasurements are recognized in the income statement of UBS AG standalone under Swiss GAAP.

Swiss GAAP require employer contributions to the pension fund to be recognized as personnel expenses in the income statement. Swiss GAAP also require an assessment of whether, based on the pension fund's financial statements prepared in accordance with Swiss accounting standards (FER 26), an economic benefit to, or obligation of, the employer arises from the pension fund that is recognized in the balance sheet when conditions are met. Conditions for recording a pension asset or liability would be met if, for example, an employer contribution reserve is available or the employer is required to contribute to the reduction of a pension deficit (on an FER 26 basis).

8. Leasing

Under IFRS, a single lease accounting model applies that requires UBS to record a right-of-use (RoU) asset and a corresponding lease

liability on the balance sheet when UBS is a lessee in a lease arrangement. The RoU asset and the lease liability are recognized when UBS acquires control of the physical use of the asset. The lease liability is measured based on the present value of the lease payments over the lease term, discounted using UBS's unsecured borrowing rate. The RoU asset is recorded at an amount equal to the lease liability but is adjusted for rent prepayments, initial direct costs, any costs to refurbish the leased asset and / or lease incentives received. The RoU asset is depreciated over the shorter of the lease term or the useful life of the underlying asset.

Under Swiss GAAP, leases that transfer substantially all the risks and rewards, but not necessarily legal title in the underlying assets, are classified as finance leases. All other leases are classified as operating leases. Whereas finance leases are recognized on the balance sheet and measured in line with IFRS, operating leases are not recognized on the balance sheet, with payments recognized as *General and administrative expenses* on a straight-line basis over the lease term, which commences with control of the physical use of the asset. Lease incentives are treated as a reduction of rental expense and recognized on a consistent basis over the lease term.

9. Netting of derivative assets and liabilities

Under IFRS, derivative assets, derivative liabilities and related cash collateral not settled to market are reported on a gross basis unless the restrictive IFRS netting requirements are met: (i) existence of master netting agreements and related collateral arrangements that are unconditional and legally enforceable, in both the normal course of business and the event of default, bankruptcy or insolvency of UBS and its counterparties; and (ii) UBS's intention to either settle on a net basis or to realize the asset and settle the liability simultaneously. Under Swiss GAAP, derivative assets, derivative liabilities and related cash collateral not settled to market are generally reported on a net basis, provided the master netting and the related collateral agreements are legally enforceable in the event of default, bankruptcy or insolvency of UBS's counterparties.

10. Negative interest

Under IFRS, negative interest income arising on a financial asset does not meet the definition of interest income and, therefore, negative interest on financial assets and negative interest on financial liabilities are presented within interest expense and interest income, respectively. Under Swiss GAAP, negative interest on financial assets is presented within interest income and negative interest on financial liabilities is presented within interest expense.

11. Extraordinary income and expense

Certain non-recurring and non-operating income and expense items, such as realized gains or losses from the disposal of participations, fixed and intangible assets, and reversals of impairments of participations and fixed assets, are classified as extraordinary items under Swiss GAAP. This distinction is not available under IFRS. ▲

Standalone financial statements

Table of contents

404	UBS Group AG standalone financial statements	
404	Income statement	
405	Balance sheet	
406	Statement of proposed appropriation of total profit and dividend distribution out of total profit and capital contribution reserve	
407	Notes to the UBS Group AG standalone financial statements	
407	1 Corporate information	
408	2 Accounting policies	
410	Income statement notes	
410	3 Dividend income from investments in subsidiaries	
410	4 Other operating income	
410	5 Financial income	
410	6 Personnel expenses	
411	7 Other operating expenses	
411	8 Financial expenses	
412	Balance sheet notes	
412	9 Liquid assets	
412	10 Marketable securities	
412	11 Other short-term receivables	
412	12 Accrued income and prepaid expenses	
413	13 Investments in subsidiaries	
413	14 Financial assets	
414	15 Current interest-bearing liabilities	
414	16 Accrued expenses and deferred income	
415	17 Long-term interest-bearing liabilities	
417	18 Compensation-related long-term liabilities	
417	19 Share capital	
418	20 Treasury shares	
419	Additional information	
419	21 Assets pledged to secure own liabilities	
419	22 Contingent liabilities	
419	23 Significant shareholders	
420	24 Share ownership of the members of the Board of Directors, the Group Executive Board and other employees	
421	25 Related parties	
422	Report of the statutory auditor on the financial statements	

UBS Group AG standalone financial statements

Audited |

Income statement

	Note	USD million		CHF million	
		For the year ended	31.12.21	For the year ended	31.12.20
Dividend income from investments in subsidiaries	3	4,672	3,853	4,270	3,646
Other operating income	4	12	17	12	16
Financial income	5	1,806	1,836	1,653	1,714
Operating income		6,490	5,706	5,935	5,376
Personnel expenses	6	21	19	19	18
Other operating expenses	7	44	69	40	63
Amortization of intangible assets		4	4	4	4
Financial expenses	8	1,751	1,765	1,603	1,650
Operating expenses		1,819	1,858	1,665	1,735
Profit / (loss) before income taxes		4,671	3,848	4,270	3,641
Tax expense / (benefit)		7	6	6	6
Net profit / (loss)		4,664	3,841	4,264	3,635

Balance sheet

	Note	USD million	CHF million
		31.12.21	31.12.20
Assets			
Liquid assets	9	1,901	2,198
Marketable securities	10	102	84
Other short-term receivables	11	4,942	5,555
Accrued income and prepaid expenses	12	927	947
Total current assets		7,872	8,784
Investments in subsidiaries	13	41,199	41,199
<i>of which: investment in UBS AG</i>		40,889	40,889
Financial assets	14	56,350	50,062
Other intangible assets		0	4
Other non-current assets		26	21
Total non-current assets		97,576	91,286
Total assets		105,448	100,071
<i>of which: amounts due from subsidiaries</i>		63,587	58,340
			57,970
			51,662
Liabilities			
Current interest-bearing liabilities	15	4,732	3,853
Accrued expenses and deferred income	16	1,846	2,097
Total short-term liabilities		6,578	5,950
Long-term interest-bearing liabilities	17	55,034	50,993
Compensation-related long-term liabilities	18	3,116	3,128
Total long-term liabilities		58,149	54,120
Total liabilities		64,727	60,071
<i>of which: amounts due to subsidiaries</i>		741	1,268
			675
			1,123
Equity			
Share capital	19	377	393
General reserves		26,161	27,048
<i>of which: statutory capital reserve</i>		26,161	27,048
<i>of which: capital contribution reserve</i>		26,161	27,048
Voluntary earnings reserve		14,146	12,738
Treasury shares	20	(4,629)	(4,020)
<i>of which: against capital contribution reserve</i>		(1,242)	(180)
Reserve for own shares held by subsidiaries		0	0
Net profit / (loss)		4,664	3,841
Equity attributable to shareholders		40,720	40,000
Total liabilities and equity		105,448	100,071
			96,133
			88,616

Statement of proposed appropriation of total profit and dividend distribution out of total profit and capital contribution reserve

The Board of Directors proposes that the Annual General Meeting of Shareholders (AGM) on 6 April 2022 approve the appropriation of total profit and an ordinary dividend distribution of USD 0.50 (gross) in cash per share of CHF 0.10 nominal value under the terms set out below:

	USD million	CHF million
	For the year ended	For the year ended
Net profit for the period	31.12.21	31.12.21
Profit / (loss) carried forward	4,664	4,264
Total profit available for appropriation	4,664	4,264

Appropriation of total profit

Appropriation to voluntary earnings reserve	(3,739)	(3,423)
Dividend distribution: USD 0.50 (gross) per dividend-bearing share, USD 0.25 of which out of total profit ¹	(926)	(841) ²
Profit / (loss) carried forward	0	0

¹ Dividend-bearing shares are all shares issued except for treasury shares held by UBS Group AG as of the record date. The amount of USD 926 million presented is based on the total number of shares issued as of 31 December 2021. If the final total amount of the dividend is higher / lower, the difference will be balanced through the appropriation to the voluntary earnings reserve. ² For illustrative purposes, converted at closing exchange rate as of 31 December 2021 (CHF / USD 1.10).

	USD million	CHF million
	For the year ended	For the year ended
Total statutory capital reserve: capital contribution reserve before proposed distribution ¹	31.12.21	31.12.21
Dividend distribution: USD 0.50 (gross) per dividend-bearing share, USD 0.25 of which out of capital contribution reserve ²	26,161	25,682
Total statutory capital reserve: capital contribution reserve after proposed distribution	(926)	(841)³
	25,236	24,840

¹ The Swiss Federal Tax Administration's current position is that, of the CHF 25.7 billion capital contribution reserve available as of 31 December 2021, an amount limited to CHF 11.0 billion is available from which dividends may be paid without a Swiss withholding tax deduction. This amount includes a reduction of capital contribution reserves of CHF 223 million in 2021 (based on the purchase price). ² Dividend-bearing shares are all shares issued except for treasury shares held by UBS Group AG as of the record date. The amount of USD 926 million presented is based on the total number of shares issued as of 31 December 2021. ³ For illustrative purposes, converted at closing exchange rate as of 31 December 2021 (CHF / USD 1.10).

As set out above, half of the ordinary dividend distribution of USD 0.50 (gross) in cash per share is payable out of total profit and the other half is payable out of the capital contribution reserve. The portion of the dividend paid out of total profit will be subject to a 35% Swiss withholding tax.

The ordinary dividend distribution is declared in US dollars. Shareholders whose shares are held through SIX SIS AG will receive dividends in Swiss francs, based on a published exchange rate calculated up to five decimal places on the day prior to the ex-dividend date. Shareholders holding shares through DTC or directly registered in the US share register with Computershare will be paid dividends in US dollars. The total amount of the dividend distribution will be capped at CHF 3,400 million (the

Cap). To the extent that the Swiss franc equivalent of the total dividend distribution would exceed the Cap on the day of the AGM, based on the exchange rate determined by the Board of Directors in its reasonable opinion, the US dollar per share amount of the dividend will be reduced on a pro rata basis so that the total Swiss franc amount does not exceed the Cap.

Provided that the proposed dividend distribution out of the total profit and the capital contribution reserve is approved, the payment of the dividend will be made on 14 April 2022 to holders of shares on the record date of 13 April 2022. The shares will be traded ex-dividend as of 12 April 2022 and, accordingly, the last day on which the shares may be traded with entitlement to receive the dividend will be 11 April 2022.

Notes to the UBS Group AG standalone financial statements

Note 1 Corporate information

UBS Group AG is incorporated and domiciled in Switzerland and its registered office is at Bahnhofstrasse 45, CH-8001 Zurich, Switzerland. UBS Group AG operates under Art. 620 et seq. of the Swiss Code of Obligations as an *Aktiengesellschaft* (a corporation limited by shares).

UBS Group AG is the ultimate holding company of the UBS Group, the grantor of the majority of UBS's deferred compensation plans and the issuer of loss-absorbing capital notes which qualify as Basel III additional tier 1 (AT1) capital on a consolidated UBS Group basis and senior unsecured debt which contributes to the total loss-absorbing capacity (TLAC) of the Group.

The proceeds from the issuances of loss-absorbing AT1 capital notes and TLAC-eligible senior unsecured debt instruments are on-lent to UBS AG.

» Refer to Notes 15 and 17 for more information about the main terms and conditions of the loss-absorbing AT1 capital notes and TLAC-eligible senior unsecured debt instruments issued

Furthermore, UBS Group AG grants Deferred Contingent Capital Plan (DCCP) awards to UBS Group employees. These DCCP awards also qualify as Basel III AT1 capital on a consolidated UBS Group basis.

In 2021, as approved by the Annual General Meeting held on 8 April 2021, the cancellation of 156,632,400 shares, each with a nominal value of CHF 0.10, purchased under the 2018–2021 share repurchase program, was executed. The cancellation of shares resulted in reclassifications within equity but had no net effect on the total equity attributable to shareholders. Share capital was reduced by the nominal value of the repurchased shares upon cancellation, i.e., USD 16 million (CHF 16 million). Following the requirements of the Swiss tax law for Switzerland-domiciled companies with shares listed on a Swiss stock exchange, effective 1 January 2020, the capital contribution reserve was reduced by 50% of the total capital reduction amount exceeding the nominal value upon cancellation of the shares repurchased from 2020 onward, i.e., USD 236 million (CHF 224 million). The voluntary earnings reserve was reduced by the remaining portion of the total capital reduction amount exceeding the nominal value upon cancellation of the repurchased shares, i.e., USD 1,792 million (CHF 1,762 million).

As of 31 December 2021, UBS Group AG's distributable items for the purpose of AT1 capital instruments were USD 40.3 billion (CHF 36.7 billion) (31 December 2020: USD 39.5 billion (CHF 35.0 billion)). For this purpose, distributable items are defined in the terms and conditions of the relevant instruments as the aggregate of (i) net profits carried forward and (ii) freely distributable reserves, in each case less any amounts that must be contributed to legal reserves under applicable law.

Note 2 Accounting policies

The UBS Group AG standalone financial statements are prepared in accordance with the principles of the Swiss law on accounting and financial reporting (32nd title of the Swiss Code of Obligations).

The functional currency of UBS Group AG is the US dollar. The significant accounting and valuation principles applied are described below.

Presentation currencies

As the primary presentation currency of the standalone financial statements of UBS Group AG is the US dollar, amounts in Swiss francs are additionally presented for each component of the financial statements. UBS Group AG applies the modified closing rate method for converting US dollar amounts into Swiss francs: assets and liabilities are translated at the closing rate, equity positions at historic rates and income and expense items at the weighted average rate for the period. All resulting currency translation effects are recognized separately in *Voluntary earnings reserve*, amounting to a negative currency translation effect of CHF 2,808 million as of 31 December 2021 (31 December 2020: negative CHF 3,867 million).

Foreign currency translation

Transactions denominated in foreign currency are translated into US dollars at the spot exchange rate on the date of the transaction. At the balance sheet date, all current assets and short-term liabilities, as well as *Financial assets* measured at fair value that are denominated in a foreign currency, are translated into US dollars using the closing exchange rate. For *Other non-current assets* and long-term liabilities, where the asset mirrors the terms of a corresponding liability or the asset and liability otherwise form an economic hedge relationship, the asset and liability are treated as one unit of account for foreign currency translation purposes, with offsetting unrealized foreign currency translation gains and losses based on the closing exchange rate presented net in the income statement. *Investments in subsidiaries* measured at historic cost are translated at the spot exchange rate on the date of the transaction. Currency translation effects from dividends paid in Swiss francs are recognized in equity. All other currency translation effects are recognized in the income statement.

The main currency translation rates used by UBS Group AG are provided in Note 33 of the consolidated financial statements.

Marketable securities

Marketable securities include investments in alternative investment vehicles (AIVs) with a short-term holding period. The holding period is deemed short term if the vesting of the awards hedged by the AIV is within 12 months after the balance sheet date. These are equity instruments and are measured at fair value based on quoted market prices or other observable market prices

as of the balance sheet date. Gains and losses resulting from fair value changes are recognized in *Financial income* and *Financial expenses*, respectively.

Financial assets

Financial assets include investments in AIVs with a long-term holding period. The holding period is deemed long term if the vesting of the awards hedged by the AIV is more than 12 months after the balance sheet date. These are equity instruments and are measured at fair value based on their quoted market prices or other observable market prices as of the balance sheet date. Gains and losses resulting from fair value changes are recognized in *Financial income* and *Financial expenses*, respectively.

Investments in AIVs that have no quoted market price or no other observable market price are recognized as *Financial assets* and are measured at their acquisition cost adjusted for impairment losses.

Financial assets further include loans granted to UBS AG that substantially mirror the terms of the perpetual AT1 capital notes and the TLAC-eligible senior unsecured debt instruments issued, as well as fixed-term deposits with UBS AG with maturities more than 12 months after the balance sheet date. The loans and deposits are measured at nominal value.

» Refer to Note 14 for more information

Derivative instruments

UBS Group AG uses derivative instruments to manage exposures to foreign currency risks from investments in foreign subsidiaries. The derivative instruments are entered into with UBS AG, mirroring the conditions of the closing transactions UBS AG enters into with third parties.

Derivative instruments are measured at fair value based on quoted market prices or other observable market prices as of the balance sheet date. Unrealized gains and losses are recognized on the balance sheet as *Accrued income and prepaid expenses* and *Accrued expenses and deferred income*, respectively. Corresponding gains and losses resulting from fair value changes are recognized in *Financial income* and *Financial expenses*, respectively.

Investments in subsidiaries

Investments in subsidiaries are equity interests that are held to carry on the business of the UBS Group or for other strategic purposes. They include all subsidiaries directly held by UBS Group AG through which UBS conducts its business on a global basis. The investments are measured individually and carried at cost less impairment.

» Refer to Note 13 for more information

» Refer to Note 2 in the “Consolidated financial statements” section of this report for a description of businesses of the UBS Group

Note 2 Accounting policies (continued)

Long-term interest-bearing liabilities

Long-term interest-bearing liabilities include perpetual loss-absorbing capital notes that qualify as Basel III AT1 capital and TLAC-eligible senior unsecured debt instruments at Group level. They are measured at nominal value. Any difference to nominal value, e.g., premium, discount or external costs that are directly related to the issue, is deferred as *Accrued income and prepaid expenses* or *Accrued expenses and deferred income* and amortized to *Financial expenses* or *Financial income* over the maturity of the instrument or until the first call date or optional redemption date, where applicable.

➤ Refer to Note 17 for more information

Treasury shares

Treasury shares acquired by UBS Group AG are recognized at acquisition cost and are presented as a deduction from shareholders' equity.

Upon disposal of treasury shares or settlement of related share-based awards, any realized gain or loss is recognized in *Voluntary earnings reserve*. Realized gains and losses from settlement of share-based awards represent the difference between the acquisition cost of the UBS Group AG shares and the grant date fair value of the share-based awards. For the year ended 31 December 2021, a net gain of USD 9 million (CHF 8 million) from settlement of share-based awards was recognized in *Voluntary earnings reserve* (2020 comparative period: net gain of USD 38 million (CHF 37 million)).

For UBS Group AG shares acquired by a direct or indirect subsidiary, a *Reserve for own shares held by subsidiaries* is generally created in UBS Group AG's equity. However, where UBS AG or UBS Switzerland AG acquire UBS Group AG shares and hold such in their trading portfolios, no *Reserve for own shares held by subsidiaries* is created.

➤ Refer to Note 20 for more information

Share-based and other deferred compensation plans

Share-based compensation plans

The grant date fair value of equity-settled share-based compensation awards granted to employees is generally recognized over the vesting period of the awards. Awards granted in the form of UBS Group AG shares and notional shares are settled by delivering UBS Group AG shares at vesting except in jurisdictions where this is not permitted for legal or tax reasons. They are recognized as *Compensation-related long-term liabilities*

if vesting is more than 12 months after the balance sheet date or as *Accrued expenses and deferred income* if vesting is within 12 months of the balance sheet date. The amount recognized is adjusted for forfeiture assumptions, such that the amount ultimately recognized is based on the number of awards that meet the related service conditions at the vesting date. The grant date fair value is based on the UBS Group AG share price on the date of grant, taking into consideration post-vesting sale and hedge restrictions, dividend rights, non-vesting conditions and market conditions, where applicable.

Upon settlement of the share-based awards, any realized gain or loss on the treasury shares is recognized in *Voluntary earnings reserve*. Realized gains and losses from settlement of share-based awards represent the difference between the acquisition cost of the UBS Group AG shares and the grant date fair value of the share-based awards.

Other deferred compensation plans

Deferred compensation plans that are not share-based, including DCCP awards and awards in the form of AIVs, are accounted for as cash-settled awards. The present value or fair value of the amount payable to employees that is settled in cash is recognized as a liability generally over the vesting period, as *Compensation-related long-term liabilities* if vesting is more than 12 months after the balance sheet date and as *Accrued expenses and deferred income* if vesting is within 12 months from the balance sheet date. The liabilities are remeasured at each balance sheet date at the present value of the corresponding DCCP award and the fair value of investments in AIVs. Gains and losses resulting from remeasurement of the liabilities are recognized in *Other operating income* and *Other operating expenses*, respectively.

Recharge of compensation expenses

Expenses related to deferred compensation plans are recharged by UBS Group AG to its subsidiaries employing the personnel. Upon recharge, UBS Group AG recognizes a receivable from its subsidiaries corresponding to a liability representing its obligation toward the employees.

Dispensations in the standalone financial statements

As UBS Group AG prepares consolidated financial statements in accordance with IFRS, UBS Group AG is exempt from various disclosures in the standalone financial statements. The dispensations include the management report and the statement of cash flows, as well as certain note disclosures.

Income statement notes

Note 3 Dividend income from investments in subsidiaries

Dividend income from investments in subsidiaries in 2021 consisted of USD 4,539 million (CHF 4,149 million) received from UBS AG related to the financial year ended 31 December 2020, which was approved by the Annual General Meeting of the Shareholders of UBS AG on 7 April 2021, USD 133 million (CHF 122 million) received from UBS Business Solutions AG related to the financial year ended 31 December 2020, which was approved by the Annual General Meeting of Shareholders of UBS Business Solutions AG on 7 April 2021, and USD 0.2 million (CHF 0.2 million) net liquidation dividend received from UBS Group Funding (Switzerland) AG in Liquidation following liquidation of the entity in the course of 2020, which was approved by the Extraordinary General Meeting of the Shareholders of UBS Group Funding (Switzerland) AG in

Liquidation held on 8 October 2020. In 2020, dividend income from investments in subsidiaries consisted of USD 3,848 million (CHF 3,641 million) received from UBS AG related to the financial year ended 31 December 2019, which was approved by the Annual General Meeting of the Shareholders of UBS AG on 27 April 2020 (USD 2,550 million (CHF 2,462 million)) and the Extraordinary General Meeting of the Shareholders of UBS AG on 19 November 2020 (USD 1,298 million (CHF 1,179 million)), and USD 5 million (CHF 5 million) net liquidation dividend received from UBS Group Funding (Switzerland) AG in Liquidation following liquidation of the entity in the course of 2020, which was approved by the Extraordinary General Meeting of the Shareholders of UBS Group Funding (Switzerland) AG in Liquidation held on 8 October 2020.

Note 4 Other operating income

Other operating income includes gains related to equity-settled and cash-settled awards.

Note 5 Financial income

	USD million	CHF million		
	For the year ended	For the year ended		
	31.12.21	31.12.20	31.12.21	31.12.20
Interest income on onward lending to UBS AG ¹	1,756	1,769	1,608	1,653
Interest income on other interest-bearing assets	21	14	19	13
Fair value gains on investments in AIVs	23	49	21	44
Other	6	4	6	4
Total financial income	1,806	1,836	1,653	1,714

¹ Interest income on onward lending to UBS AG of the proceeds from the issuances of TLAC-eligible senior unsecured debt and loss-absorbing additional tier 1 perpetual capital notes. Refer to Note 1 for more information.

Note 6 Personnel expenses

Personnel expenses include recharges from UBS AG and UBS Business Solutions AG for personnel-related costs for activities performed by the personnel of those companies for the benefit of UBS Group AG.

UBS Group AG had no employees throughout 2021 and 2020. All employees of the UBS Group, including the members of the Group Executive Board (GEB) of UBS Group AG, were employed by subsidiaries of UBS Group AG. As of 31 December 2021, the UBS Group employed 71,385 personnel (31 December 2020: 71,551) on a full-time equivalent basis.

Note 7 Other operating expenses

	USD million		CHF million	
	For the year ended	31.12.21	For the year ended	31.12.20
Fair value losses on AIV awards		23	48	21
Capital tax		9	9	8
Other		11	12	10
Total other operating expenses		44	69	40
				63

Note 8 Financial expenses

	USD million		CHF million	
	For the year ended	31.12.21	For the year ended	31.12.20
Interest expense on interest-bearing liabilities		1,740	1,756	1,593
Other		11	10	10
Total financial expenses		1,751	1,765	1,603
				1,650

Balance sheet notes

Note 9 Liquid assets

As of 31 December 2021, liquid assets consisted of USD 590 million (CHF 538 million) held on current accounts at UBS Switzerland AG and UBS AG and USD 1,311 million (CHF 1,195 million) of time deposits placed with UBS AG. As of

31 December 2020, liquid assets consisted of USD 987 million (CHF 874 million) held on current accounts at UBS Switzerland AG and UBS AG and USD 1,211 million (CHF 1,072 million) of time deposits placed with UBS AG.

Note 10 Marketable securities

Marketable securities include investments in AIVs related to compensation awards vesting within 12 months after the balance sheet date.

Note 11 Other short-term receivables

	USD million	CHF million	
	31.12.21	31.12.20	31.12.21
Onward lending to UBS AG ¹	4,252	4,987	3,876
Receivables from employing entities related to compensation awards	639	517	583
Other	51	51	46
Total other short-term receivables	4,942	5,555	4,505

¹ Short-term receivables from the onward lending to UBS AG of the proceeds from the issuances of TLAC-eligible senior unsecured debt and loss-absorbing additional tier 1 perpetual capital notes. Refer to Note 1 for more information.

Note 12 Accrued income and prepaid expenses

	USD million	CHF million	
	31.12.21	31.12.20	31.12.21
Accrued interest income	703	754	641
Other accrued income and prepaid expenses	224	193	204
Total accrued income and prepaid expenses	927	947	845

Note 13 Investments in subsidiaries

Unless otherwise stated, the subsidiaries listed below have share capital consisting solely of ordinary shares, which are held by UBS Group AG or UBS AG. The proportion of ownership interest held is equal to the voting rights held by UBS Group AG or UBS AG. The country where the respective registered office is located is also the principal place of business. UBS AG operates through a

global network of branches and a significant proportion of its business activity is conducted outside Switzerland, in the UK, the US, Singapore, Hong Kong SAR and other countries. UBS Europe SE has branches and offices in a number of EU Member States, including Germany, Italy, Luxembourg, Spain and Austria. Share capital is provided in the currency of the legally registered office.

Individually significant subsidiaries of UBS Group AG as of 31 December 2021

Company	Registered office	Share capital in million	Equity interest accumulated in %
UBS AG	Zurich and Basel, Switzerland	CHF 385.8	100.0
UBS Business Solutions AG ¹	Zurich, Switzerland	CHF 1.0	100.0

¹ UBS Business Solutions AG holds subsidiaries in China, India, Israel and Poland.

Individually significant subsidiaries of UBS AG as of 31 December 2021

Company	Registered office	Primary business	Share capital in million	Equity interest accumulated in %
UBS Americas Holding LLC	Wilmington, Delaware, USA	Group Functions	USD 4,150.0 ²	100.0
UBS Americas Inc.	Wilmington, Delaware, USA	Group Functions	USD 0.0	100.0
UBS Asset Management AG	Zurich, Switzerland	Asset Management	CHF 43.2	100.0
UBS Bank USA	Salt Lake City, Utah, USA	Global Wealth Management	USD 0.0	100.0
UBS Europe SE	Frankfurt, Germany	Global Wealth Management	EUR 446.0	100.0
UBS Financial Services Inc.	Wilmington, Delaware, USA	Global Wealth Management	USD 0.0	100.0
UBS Securities LLC	Wilmington, Delaware, USA	Investment Bank	USD 1,283.1 ³	100.0
UBS Switzerland AG	Zurich, Switzerland	Personal & Corporate Banking	CHF 10.0	100.0

¹ Includes direct and indirect subsidiaries of UBS AG. ² Consists of common share capital of USD 1,000 and non-voting preferred share capital of USD 4,150,000,000. ³ Consists of common share capital of USD 100,000 and non-voting preferred share capital of USD 1,283,000,000.

Individually significant subsidiaries of UBS AG are those entities that contribute significantly to the Group's financial position or results of operations, based on a number of criteria, including the subsidiaries' equity and their contribution to the Group's total

assets and profit or loss before tax, in accordance with Swiss regulations.

➤ Refer to Note 29 in the "Consolidated financial statements" section of this report for more information

Note 14 Financial assets

	USD million	CHF million	
	31.12.21	31.12.20	31.12.21
Long-term receivables from UBS AG	55,763	49,554	50,837
<i>of which: onward lending¹</i>	54,781	48,598	49,942
Investments in alternative investment vehicles at fair value related to awards vesting after 12 months	332	248	303
Investments in alternative investment vehicles at cost less impairment	2	2	2
Other	253	258	230
Total financial assets	56,350	50,062	51,373
			44,332

¹ Onward lending to UBS AG of the proceeds from the issuances of TLAC-eligible senior unsecured debt and loss-absorbing additional tier 1 perpetual capital notes. Refer to Note 1 for more information.

Note 15 Current interest-bearing liabilities

As of 31 December 2021, current interest-bearing liabilities totaled USD 4,732 million (CHF 4,314 million) comprising TLAC-eligible senior unsecured debt instruments of USD 4,252 million (CHF 3,876 million) and loans from UBS AG and UBS Switzerland AG of USD 480 million (CHF 437 million). As of 31 December

2020, current interest-bearing liabilities totaled USD 3,853 million (CHF 3,412 million) comprising TLAC-eligible senior unsecured debt instruments of USD 2,850 million (CHF 2,524 million) and loans from UBS AG and UBS Switzerland AG of USD 1,003 million (CHF 889 million).

Notes issued, overview by amount, maturity and coupon

In million, except where indicated	Contractual maturity	First optional call date	Coupon ¹	31.12.21			31.12.20				
				Carrying amount		in transaction currency	in USD	in CHF	Carrying amount		
				in transaction currency	in USD				in transaction currency	in USD	in CHF
US dollar-denominated TLAC-eligible senior unsecured notes	14.4.21	n/a	3M USD LIBOR + 178 bps	0	0	0	1,000	1,000	886		
US dollar-denominated TLAC-eligible senior unsecured notes	15.4.21	n/a	3%	0	0	0	1,850	1,850	1,638		
US dollar-denominated TLAC-eligible senior unsecured notes	1.2.22	n/a	3M USD LIBOR + 153 bps	500	500	456	0	0	0		
US dollar-denominated TLAC-eligible senior unsecured notes	1.2.22	n/a	2.65%	2,000	2,000	1,823	0	0	0		
Swiss franc-denominated TLAC-eligible senior unsecured notes	22.2.22	n/a	0.75%	300	329	300	0	0	0		
Euro-denominated TLAC-eligible senior unsecured notes	16.11.22	n/a	1.75%	1,250	1,423	1,297	0	0	0		
Total notes issued				4,252	3,876		2,850	2,524			

¹ For TLAC-eligible senior unsecured notes, the disclosed coupon rate refers to the contractual coupon rate applied from the issue date up to the contractual maturity date or, if applicable, to the first optional call date.

Note 16 Accrued expenses and deferred income

		USD million		CHF million	
		31.12.21	31.12.20	31.12.21	31.12.20
Short-term portion of compensation liabilities		1,157	1,312	1,054	1,162
of which: <i>Deferred Contingent Capital Plan</i>		384	518	350	458
of which: <i>other deferred compensation plans</i>		773	794	705	703
Accrued interest expense		664	728	606	644
Other		25	57	23	51
Total accrued expenses and deferred income		1,846	2,097	1,683	1,857

Note 17 Long-term interest-bearing liabilities

As of 31 December 2021, long-term interest-bearing liabilities totaled USD 55,034 million (CHF 50,172 million) comprising loss-absorbing AT1 perpetual capital notes and TLAC-eligible senior unsecured debt instruments of USD 54,781 million (CHF 49,942 million) and fixed-term loans from UBS AG of USD 253 million (CHF 230 million). As of 31 December 2020, long-term interest-

bearing liabilities totaled USD 50,993 million (CHF 45,156 million) comprising loss-absorbing AT1 perpetual capital notes and TLAC-eligible senior unsecured debt instruments of USD 50,735 million (CHF 44,927 million) and fixed-term loans from UBS AG of USD 258 million (CHF 229 million).

Notes issued, overview by amount, maturity and coupon <i>In million, except where indicated</i>	Contractual maturity	First optional call date	Coupon ¹	31.12.21			31.12.20		
				Carrying amount		in transaction currency	Carrying amount		
				in USD	in CHF		in transaction currency	in USD	in CHF
US dollar-denominated high-trigger loss-absorbing additional tier 1 perpetual capital notes ²	Perpetual	22.3.21	6.875%	0	0	0	1,500	1,500	1,328
US dollar-denominated high-trigger loss-absorbing additional tier 1 perpetual capital notes ³	Perpetual	10.8.21	7.125%	0	0	0	1,100	1,100	974
Euro-denominated TLAC-eligible senior unsecured notes ⁴	20.9.22	20.9.21	3M EUR LIBOR + 70 bps	0	0	0	1,750	2,137	1,892
US dollar-denominated TLAC-eligible senior unsecured notes	1.2.22	n/a	3M USD LIBOR + 153 bps	0	0	0	500	500	443
US dollar-denominated TLAC-eligible senior unsecured notes	1.2.22	n/a	2.65%	0	0	0	2,000	2,000	1,771
Swiss franc-denominated TLAC-eligible senior unsecured notes	22.2.22	n/a	0.75%	0	0	0	300	339	300
Euro-denominated TLAC-eligible senior unsecured notes	16.11.22	n/a	1.75%	0	0	0	1,250	1,526	1,352
US dollar-denominated TLAC-eligible senior unsecured notes	23.5.23	23.5.22	3.491%	2,000	2,000	1,823	2,000	2,000	1,771
US dollar-denominated TLAC-eligible senior unsecured notes	23.5.23	23.5.22	3M USD LIBOR + 122 bps	1,000	1,000	912	1,000	1,000	886
US dollar-denominated TLAC-eligible senior unsecured notes	15.8.23	15.8.22	3M USD LIBOR + 95 bps	1,250	1,250	1,140	1,250	1,250	1,107
US dollar-denominated TLAC-eligible senior unsecured notes	15.8.23	15.8.22	2.859%	2,000	2,000	1,823	2,000	2,000	1,771
Euro-denominated TLAC-eligible senior unsecured notes	4.3.24	n/a	2.125%	750	854	778	750	916	811
Swiss franc-denominated TLAC-eligible senior unsecured notes	18.5.24	18.5.23	0.625%	400	439	400	400	452	400
US dollar-denominated TLAC-eligible senior unsecured notes	30.7.24	30.7.23	1.008%	1,300	1,300	1,185	1,300	1,300	1,151
Yen-denominated TLAC-eligible senior unsecured notes	8.11.24	8.11.23	0.719%	130,000	1,130	1,030	130,000	1,259	1,115
Euro-denominated TLAC-eligible senior unsecured notes	30.11.24	30.11.23	1.5%	1,250	1,423	1,297	1,250	1,526	1,352
Swiss franc-denominated TLAC-eligible senior unsecured notes	30.1.25	30.1.24	0.875%	400	439	400	400	452	400
Euro-denominated TLAC-eligible senior unsecured notes	17.4.25	17.4.24	1.25%	1,750	1,992	1,816	1,750	2,137	1,892
US dollar-denominated TLAC-eligible senior unsecured notes	24.9.25	n/a	4.125%	2,500	2,500	2,279	2,500	2,500	2,214
Euro-denominated TLAC-eligible senior unsecured notes	29.1.26	29.1.25	0.25%	1,500	1,708	1,557	1,500	1,832	1,622
Swiss franc-denominated TLAC-eligible senior unsecured notes	23.2.26	n/a	1.25%	150	165	150	150	169	150
US dollar-denominated TLAC-eligible senior unsecured notes	15.4.26	n/a	4.125%	2,000	2,000	1,823	2,000	2,000	1,771
Euro-denominated TLAC-eligible senior unsecured notes	1.9.26	n/a	1.25%	1,250	1,423	1,297	1,250	1,526	1,352
Euro-denominated TLAC-eligible senior unsecured notes	3.11.26	3.11.25	0.25%	1,250	1,423	1,297	0	0	0
US dollar-denominated TLAC-eligible senior unsecured notes	30.1.27	30.1.26	1.364%	1,300	1,300	1,185	1,300	1,300	1,151
US dollar-denominated TLAC-eligible senior unsecured notes	10.8.27	10.8.26	1.494%	2,000	2,000	1,823	0	0	0

Note 17 Long-term interest-bearing liabilities (continued)

In million, except where indicated	Notes issued, overview by amount, maturity and coupon (continued)			31.12.21			31.12.20		
	Contractual maturity	First optional call date	Coupon ¹	Carrying amount			Carrying amount		
				in transaction currency	in USD	in CHF	in transaction currency	in USD	in CHF
Euro-denominated TLAC-eligible senior unsecured notes	24.2.28	n/a	0.25%	1,000	1,138	1,038	0	0	0
US dollar-denominated TLAC-eligible senior unsecured notes	23.3.28	23.3.27	4.253%	2,000	2,000	1,823	2,000	2,000	1,771
Euro-denominated TLAC-eligible senior unsecured notes	5.11.28	5.11.27	0.25%	1,500	1,708	1,557	1,500	1,832	1,622
Yen-denominated TLAC-eligible senior unsecured notes	9.11.28	9.11.27	0.973%	20,000	174	158	20,000	194	171
Swiss franc-denominated TLAC-eligible senior unsecured notes	9.11.28	9.11.27	0.435%	440	483	440	0	0	0
Swiss franc-denominated TLAC-eligible senior unsecured notes	24.8.29	24.8.28	0.375%	360	395	360	0	0	0
GB pound-denominated TLAC-eligible senior unsecured notes	3.11.29	3.11.28	1.875%	400	541	494	0	0	0
US dollar-denominated TLAC-eligible senior unsecured notes	13.8.30	13.8.29	3.126%	1,500	1,500	1,368	1,500	1,500	1,328
Euro-denominated TLAC-eligible senior unsecured notes	3.11.31	n/a	0.875%	1,250	1,423	1,297	0	0	0
US dollar-denominated TLAC-eligible senior unsecured notes	11.2.32	11.2.31	2.095%	2,000	2,000	1,823	0	0	0
Euro-denominated TLAC-eligible senior unsecured notes	24.2.33	n/a	0.625%	1,250	1,423	1,297	0	0	0
Australian dollar-denominated TLAC-eligible senior unsecured notes	18.8.35	18.8.30	Zero coupon accreting (annual yield of 2.5%)	37	27	25	36	28	25
US dollar-denominated TLAC-eligible senior unsecured notes	24.11.35	24.11.23	2.21%	40	40	36	40	40	35
Australian dollar-denominated TLAC-eligible senior unsecured notes	3.12.35	3.12.23	2.3%	45	33	30	45	35	31
US dollar-denominated TLAC-eligible senior unsecured notes	25.2.36	25.2.24	2.37%	25	25	23	0	0	0
US dollar-denominated TLAC-eligible senior unsecured notes	4.3.36	4.3.24	2.49%	40	40	36	0	0	0
US dollar-denominated TLAC-eligible senior unsecured notes	4.11.49	4.11.22	Zero coupon accreting (annual yield of 3.8%)	152	152	138	146	146	129
US dollar-denominated TLAC-eligible senior unsecured notes	4.3.50	4.3.25	Zero coupon accreting (annual yield of 3.6%)	128	128	117	124	124	109
US dollar-denominated TLAC-eligible senior unsecured notes	14.4.50	14.4.25	Zero coupon accreting (annual yield of 4%)	214	214	195	206	206	182
US dollar-denominated TLAC-eligible senior unsecured notes	22.5.50	22.5.25	Zero coupon accreting (annual yield of 3.5%)	106	106	96	102	102	90
US dollar-denominated TLAC-eligible senior unsecured notes	27.5.50	27.5.25	Zero coupon accreting (annual yield of 3.5%)	528	528	482	510	510	452
US dollar-denominated TLAC-eligible senior unsecured notes	22.9.50	22.9.23	Zero coupon accreting (annual yield of 2.8%)	57	57	52	55	55	49
US dollar-denominated TLAC-eligible senior unsecured notes	12.1.51	12.1.26	Zero coupon accreting (annual yield of 2.7%)	103	103	94	0	0	0
US dollar-denominated TLAC-eligible senior unsecured notes	29.1.51	29.1.26	Zero coupon accreting (annual yield of 2.8%)	338	338	309	0	0	0
US dollar-denominated TLAC-eligible senior unsecured notes	26.2.51	26.2.26	Zero coupon accreting (annual yield of 3%)	174	174	159	0	0	0
Australian dollar-denominated TLAC-eligible senior unsecured notes	26.2.51	26.2.26	Zero coupon accreting (annual yield of 3.01%)	92	67	61	0	0	0
US dollar-denominated TLAC-eligible senior unsecured notes	26.5.51	26.5.26	Zero coupon accreting (annual yield of 3.5%)	271	271	247	0	0	0
Euro-denominated low-trigger loss-absorbing additional tier 1 perpetual capital notes ⁵	Perpetual	19.2.22	5.75%	1,000	1,138	1,038	1,000	1,221	1,081
US dollar-denominated high-trigger loss-absorbing additional tier 1 perpetual capital notes	Perpetual	31.1.23	5%	2,000	2,000	1,823	2,000	2,000	1,771
Singapore dollar-denominated high-trigger loss-absorbing additional tier 1 perpetual capital notes	Perpetual	28.11.23	5.875%	700	519	473	700	529	469
US dollar-denominated high-trigger loss-absorbing additional tier 1 perpetual capital notes	Perpetual	31.1.24	7%	2,500	2,500	2,279	2,500	2,500	2,214
Australian dollar-denominated high-trigger loss-absorbing additional tier 1 perpetual capital notes	Perpetual	27.8.24	4.375%	700	509	464	700	540	478
Singapore dollar-denominated high-trigger loss-absorbing additional tier 1 perpetual capital notes	Perpetual	4.9.24	4.85%	750	556	507	750	567	502

Note 17 Long-term interest-bearing liabilities (continued)

In million, except where indicated	Contractual maturity	First optional call date	Coupon ¹	31.12.21			31.12.20		
				Carrying amount			Carrying amount		
				in transaction currency	in USD	in CHF	in transaction currency	in USD	in CHF
US dollar-denominated low-trigger loss-absorbing additional tier 1 perpetual capital notes	Perpetual	19.2.25	7%	1,250	1,250	1,140	1,250	1,250	1,107
US dollar-denominated high-trigger loss-absorbing additional tier 1 perpetual capital notes	Perpetual	7.8.25	6.875%	1,575	1,575	1,436	1,575	1,575	1,395
Swiss franc-denominated high-trigger loss-absorbing additional tier 1 perpetual capital notes	Perpetual	13.11.25	3%	275	302	275	275	311	275
US dollar-denominated high-trigger loss-absorbing additional tier 1 perpetual capital notes	Perpetual	2.6.26	3.875%	750	750	684	0	0	0
US dollar-denominated high-trigger loss-absorbing additional tier 1 perpetual capital notes	Perpetual	29.7.26	5.125%	750	750	684	750	750	664
Total notes issued			4.375%	1,500	1,500	1,368	0	0	0
				54,781	49,942		50,735	44,927	

¹ For TLAC-eligible senior unsecured notes, the disclosed coupon rate refers to the contractual coupon rate applied from the issue date up to the contractual maturity date or, if applicable, to the first optional call date. For the loss-absorbing additional tier 1 perpetual capital notes, the disclosed coupon rate refers to the contractual fixed coupon rate from the issue date up to the first optional call date. ² Instrument was redeemed on 22 March 2021. ³ Instrument was redeemed on 10 August 2021. ⁴ Instrument was redeemed on 20 September 2021. ⁵ Instrument was called on 13 January 2022.

Note 18 Compensation-related long-term liabilities

		USD million		CHF million	
		31.12.21	31.12.20	31.12.21	31.12.20
Long-term portion of compensation liabilities		3,116	3,128	2,841	2,770
of which: Deferred Contingent Capital Plan		1,231	1,326	1,122	1,174
of which: other deferred compensation plans		1,885	1,802	1,719	1,595
Total compensation-related long-term liabilities		3,116	3,128	2,841	2,770

Note 19 Share capital

As of 31 December 2021, the issued share capital consisted of 3,702,422,995 (31 December 2020: 3,859,055,395) registered shares with a nominal value of CHF 0.10 each. In 2021, as approved by the Annual General Meeting held on 8 April 2021, the cancellation of 156,632,400 shares, each with a nominal value of CHF 0.10, purchased under the 2018–2021 share

repurchase program, was executed. Share capital has been reduced by the nominal value of the repurchased shares upon cancellation, i.e., USD 16 million (CHF 16 million).

Refer to "UBS shares" in the "Capital, liquidity and funding, and balance sheet" section of this report for more information about UBS Group AG shares

Note 20 Treasury shares

	Number of registered shares	Average price in USD	Average price in CHF
Balance as of 31 December 2019	243,021,296	13.57	13.35
<i>of which: treasury shares held by UBS Group AG</i>	242,930,084	13.57	13.35
<i>of which: treasury shares held by UBS AG and other subsidiaries</i>	91,212	12.65	12.75
Acquisitions	128,372,257	12.27	11.53
Disposals	(10,188,059)	11.12	9.85
Delivery of shares to settle equity-settled awards	(53,728,492)	13.40	12.85
Balance as of 31 December 2020	307,477,002	13.14	12.80
<i>of which: treasury shares held by UBS Group AG¹</i>	306,114,513	13.13	12.80
<i>of which: treasury shares held by UBS AG and other subsidiaries</i>	1,362,490	14.13	12.62
Acquisitions	214,650,175	16.34	15.06
Disposals	(4,015,711)	14.95	13.63
Cancellation ²	(156,632,400)	13.05	12.78
Delivery of shares to settle equity-settled awards	(58,283,738)	13.55	12.75
Balance as of 31 December 2021	303,195,328	15.35	14.41
<i>of which: treasury shares held by UBS Group AG¹</i>	301,812,111	15.34	14.40
<i>of which: treasury shares held by UBS AG</i>	1,383,217	17.87	16.03

¹ Treasury shares held by UBS Group AG had a carrying value of USD 4,629 million (CHF 4,345 million) as of 31 December 2021 (31 December 2020: USD 4,020 million (CHF 3,917 million)). Shares repurchased under our 2021 share repurchase program are expected to be canceled by means of a capital reduction, whereby the capital contribution reserve within the statutory capital reserve is expected to be reduced by USD 1,242 million (CHF 1,139 million, based on purchase price). Refer to "UBS shares" in the "Capital, liquidity and funding, and balance sheet" section of this report for more information. ² In 2021, as approved by the Annual General Meeting held on 8 April 2021, the cancellation of 156,632,400 shares, each with a nominal value of CHF 0.10, purchased under the 2018–2021 share repurchase program, was executed. Refer to Note 1 for more information.

Additional information

Note 21 Assets pledged to secure own liabilities

As of 31 December 2021, total pledged assets of UBS Group AG amounted to USD 3,476 million (CHF 3,169 million). These assets consisted of certain liquid assets, marketable securities and financial assets and were pledged to UBS AG. As of 31 December 2020, total pledged assets of UBS Group AG amounted to

USD 2,623 million (CHF 2,323 million). The associated liabilities secured by these pledged assets were USD 676 million (CHF 617 million) and USD 1,208 million (CHF 1,070 million) as of 31 December 2021 and 31 December 2020, respectively.

Note 22 Contingent liabilities

UBS Group AG is jointly and severally liable for the combined value added tax (VAT) liability of UBS entities that belong to the VAT group of UBS in Switzerland.

Note 23 Significant shareholders

Shareholders registered in the UBS Group AG share register with 3% or more of the total share capital¹

% of share capital	31.12.21	31.12.20
Chase Nominees Ltd., London ²	8.89	10.39
DTC (Cede & Co.), New York ^{2,3}	5.78	4.99
Nortrust Nominees Ltd., London ²	4.80	5.15

¹ As registration in the UBS share register is optional, shareholders crossing the threshold percentages requiring SIX notification under the FMIA do not necessarily appear in this table. ² Nominee companies and securities clearing organizations cannot autonomously decide how voting rights are exercised and are therefore not obligated to notify UBS and SIX if they reach, exceed or fall below the threshold percentages requiring disclosure notification under the FMIA. Consequently, they do not appear in the "Shareholders subject to FMIA disclosure notifications" section below. ³ DTC (Cede & Co.), New York, "The Depository Trust Company," is a US securities clearing organization.

General rules

Under the Swiss Federal Act on Financial Market Infrastructures and Market Conduct in Securities and Derivatives Trading of 19 June 2015 (the FMIA), anyone directly or indirectly, or acting in concert with third parties, holding shares in a company listed in Switzerland or holding derivative rights related to shares in such a company must notify the company and the SIX Swiss Exchange (SIX) if the holding reaches, falls below or exceeds one of the following percentage thresholds: 3, 5, 10, 15, 20, 25, 33½, 50 or 66⅔% of voting rights, regardless of whether or not such rights may be exercised. Nominee companies that cannot autonomously decide how voting rights are exercised are not required to notify the company and SIX if they reach, exceed or fall below the aforementioned thresholds.

Pursuant to the Swiss Code of Obligations, UBS Group AG discloses in its financial statements the identity of any shareholder with a holding of more than 5% of the total share capital of UBS Group AG.

Shareholders subject to FMIA disclosure notifications

According to the mandatory FMIA disclosure notifications filed with UBS Group AG and SIX, as of 31 December 2021, the following entities held more than 3% of the total share capital of UBS Group AG: Massachusetts Financial Services Company, Boston, which disclosed a holding of 3.01% on 22 June 2021; Artisan Partners Limited Partnership, Milwaukee, which disclosed a holding of 3.15% on 18 November 2020; BlackRock Inc., New York, which disclosed a holding of 4.70% on 26 May 2020; and Norges Bank, Oslo, which disclosed a holding of 3.01% on 24 July

2019. As registration in the UBS share register is optional, shareholders crossing the aforementioned thresholds requiring SIX notification under the FMIA do not necessarily appear in the table above.

On 24 January 2022, Dodge & Cox International Stock Fund, San Francisco, disclosed a holding of 3.02% of the total share capital of UBS Group AG. No new disclosures of significant shareholdings have been made since that date.

In accordance with the FMIA, the aforementioned holdings are calculated in relation to the total share capital of UBS Group AG reflected in the Articles of Association at the time of the respective disclosure notification.

➤ Refer to ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html for information about disclosures under the FMIA

Shareholders registered in the UBS Group AG share register with 3% or more of the share capital of UBS Group AG

As a supplement to the mandatory disclosure requirements according to the SIX Swiss Exchange Corporate Governance Directive, the shareholders (acting in their own name or in their capacity as nominees for other investors or beneficial owners) that were registered in the UBS share register with 3% or more of the total share capital of UBS Group AG as of 31 December 2021 or as of 31 December 2020 are listed in the table above.

Cross-shareholdings

UBS Group AG has no cross-shareholdings where reciprocal ownership would be in excess of 5% of capital or voting rights with any other company.

Note 24 Share ownership of the members of the Board of Directors, the Group Executive Board and other employees**Shares awarded**

	For the year ended 31.12.21			For the year ended 31.12.20		
	Number of shares	Value of shares in USD million ¹	Value of shares in CHF million ¹	Number of shares	Value of shares in USD million ¹	Value of shares in CHF million ¹
Awarded to members of the BoD	361,853	5	5	457,362	7	6
Awarded to members of the GEB	5,194,307	76	69	5,192,391	56	50
Awarded to other UBS Group employees	63,527,242	928	846	67,057,766	723	640
Total	69,083,402	1,010	921	72,707,519	786	696

¹ Shares awarded to members of the BoD were valued at CHF 13.81 for the year ended 31 December 2021 and CHF 12.92 for the year ended 31 December 2020 (average closing price of UBS shares over the last 10 trading days leading up to and including the grant date). Shares awarded to members of the GEB and other UBS Group employees were valued at weighted average grant date fair value (USD 14.61 for the year ended 31 December 2021 and USD 10.79 for the year ended 31 December 2020). Prior period has been amended to ensure comparability. For illustrative purposes, the value of the shares was converted at closing exchange rate as of 31 December 2021 (CHF / USD 1.10) and 31 December 2020 (CHF / USD 1.13), accordingly.

➤ Refer to the "Compensation" section of this report for more information about the terms and conditions of the shares awarded to the members of the Board of Directors and the Group Executive Board

Number of shares of BoD members¹

Name, function	on 31 December	Number of shares held	Voting rights in %
Axel A. Weber, Chairman	2021 2020	1,148,369 1,046,994	0.071 0.062
Jeremy Anderson, Vice Chairman and Senior Independent Director	2021 2020	97,518 66,744	0.006 0.004
Claudia Böckstiegel, member ²	2021 2020	0 -	0.000 -
William C. Dudley, member	2021 2020	49,714 26,181	0.003 0.002
Patrick Firmenich, member ²	2021 2020	0 -	0.000 -
Reto Francioni, member	2021 2020	139,609 154,086	0.009 0.009
Fred Hu, member	2021 2020	74,481 42,428	0.005 0.003
Mark Hughes, member	2021 2020	30,263 4,920	0.002 0.000
Nathalie Rachou, member	2021 2020	18,102 0	0.001 0.000
Julie G. Richardson, member	2021 2020	117,365 88,401	0.007 0.005
Beatrice Weder di Mauro, former member ²	2021 2020	- 198,578	0.012 0.012
Dieter Wemmer, member	2021 2020	114,086 88,743	0.007 0.005
Jeanette Wong, member	2021 2020	68,452 33,722	0.004 0.002
Total	2021 2020	1,857,959 1,750,797	0.116 0.104

¹ Includes blocked and unblocked shares held by BoD members, including those held by related parties. No options were granted in 2021 and 2020. ² At the 2021 AGM, Claudia Böckstiegel and Patrick Firmenich were newly elected and Beatrice Weder di Mauro did not stand for re-election.

Note 24 Share ownership of the members of the Board of Directors, the Group Executive Board and other employees (continued)

Share ownership / entitlements of GEB members¹

Name, function	on 31 December	Number of unvested shares / at risk ²	Number of vested shares	Total number of shares	Potentially conferred voting rights in %
Ralph A.J.G. Hamers, Group Chief Executive Officer	2021	122,453	2,673	125,126	0.008
	2020	14,841	0	14,841	0.001
Christian Bluhm, Group Chief Risk Officer	2021	654,579	226	654,805	0.041
	2020	582,787	218	583,005	0.035
Mike Dargan, Group Chief Digital and Information Officer	2021	240,343	82,743	323,086	0.020
	2020	-	-	-	-
Markus U. Diethelm, former Group General Counsel	2021	-	-	-	-
	2020	706,845	617,858	1,324,703	0.079
Kirt Gardner, Group Chief Financial Officer	2021	780,640	236,421	1,017,061	0.063
	2020	696,500	165,223	861,723	0.051
Suni Harford, President Asset Management	2021	636,122	22,199	658,321	0.041
	2020	352,329	0	352,329	0.021
Robert Karofsky, President Investment Bank	2021	851,520	357,064	1,208,584	0.075
	2020	627,748	357,621	985,369	0.059
Sabine Keller-Busse, President Personal & Corporate Banking and President UBS Switzerland	2021	798,457	421,491	1,219,948	0.076
	2020	639,087	349,834	988,921	0.059
Iqbal Khan, Co-President Global Wealth Management and President EMEA	2021	898,111	113,715	1,011,826	0.063
	2020	742,546	68,253	810,799	0.048
Edmund Koh, President Asia Pacific	2021	501,322	493,977	995,299	0.062
	2020	421,930	337,062	758,992	0.045
Axel P. Lehmann, former President Personal & Corporate Banking and President UBS Switzerland	2021	-	-	-	-
	2020	690,537	331,677	1,022,214	0.061
Barbara Levi, Group General Counsel	2021	430,732	0	430,732	0.027
	2020	-	-	-	-
Tom Naratil, Co-President Global Wealth Management and President UBS Americas	2021	1,374,044	950,682	2,324,726	0.145
	2020	1,383,854	770,780	2,154,634	0.128
Piero Novelli, former Co-President Investment Bank	2021	-	-	-	-
	2020	660,240	408,897	1,069,137	0.064
Markus Ronner, Group Chief Compliance and Governance Officer	2021	418,452	57,856	476,308	0.030
	2020	302,584	130,097	432,681	0.026
Total	2021	7,706,776	2,739,047	10,445,823	0.650
	2020	7,821,828	3,537,520	11,359,348	0.675

¹ Includes all vested and unvested shares of GEB members, including those held by related parties. No options were held in 2021 and 2020 by any GEB member or any of its related parties. Refer to "Note 28 Employee benefits: variable compensation" in the "Consolidated financial statements" section of our Annual Report 2021 for more information. ² Includes shares granted under variable compensation plans with forfeiture provisions. LTIP values reflect the fair value awarded at grant. The actual number of shares vesting in the future will be calculated under the terms of the plans. Refer to the "Group compensation" section of this report for more information about the plans.

Note 25 Related parties

Related parties are defined under the Swiss Code of Obligations as direct and indirect participants with voting rights of 20% or more, management bodies (BoD and GEB), external auditors, and direct and indirect investments in subsidiaries. Payables due to

members of the GEB and the external auditors are provided in the table below. Amounts due from and due to subsidiaries are provided on the face of the balance sheet.

	USD million	CHF million		
	31.12.21	31.12.20	31.12.21	31.12.20
Payables due to the members of the GEB	129	155	118	138
<i>of which: Deferred Contingent Capital Plan</i>	57	69	52	62
<i>of which: other deferred compensation plans</i>	72	86	66	76
Payables due to external auditors	0	0	0	0



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To the General Meeting of
UBS Group AG, Zurich

Basel, 4 March 2022

Report of the statutory auditor on the financial statements

As statutory auditor, we have audited the financial statements of UBS Group AG, which comprise the balance sheet, income statement and notes, for the year ended 31 December 2021.

Board of Directors' responsibility

The Board of Directors is responsible for the preparation of the financial statements in accordance with the requirements of Swiss law and the company's articles of incorporation. This responsibility includes designing, implementing and maintaining an internal control system relevant to the preparation of financial statements that are free from material misstatement, whether due to fraud or error. The Board of Directors is further responsible for selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Swiss law and Swiss Auditing Standards. Those standards require that we plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers the internal control system relevant to the entity's preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control system. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements for the year ended 31 December 2021 comply with Swiss law and the company's articles of incorporation.

Report on key audit matters based on the circular 1/2015 of the Federal Audit Oversight Authority

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. We have determined that there are no key audit matters to communicate in our report.

Report on other legal requirements

We confirm that we meet the legal requirements on licensing according to the Auditor Oversight Act (AOA) and independence (article 728 CO and article 11 AOA) and that there are no circumstances incompatible with our independence.

In accordance with article 728a paragraph 1 item 3 CO and Swiss Auditing Standard 890, we confirm that an internal control system exists, which has been designed for the preparation of financial statements according to the instructions of the Board of Directors.

We further confirm that the proposed appropriation of available earnings complies with Swiss law and the company's articles of incorporation. We recommend that the financial statements submitted to you be approved.

Ernst & Young Ltd



Maurice McCormick
Licensed audit expert
(Auditor in charge)



Jan Marxfeld
Licensed audit expert

Significant regulated subsidiary and sub-group information

Financial and regulatory key figures for our significant regulated subsidiaries and sub-groups

	UBS AG (standalone)		UBS Switzerland AG (standalone)		UBS Europe SE (consolidated)		UBS Americas Holding LLC (consolidated)	
All values in million, except where indicated	USD	CHF	USD	CHF	EUR	IFRS	USD	US GAAP
Financial and regulatory requirements	Swiss GAAP	Swiss SRB rules	Swiss GAAP	Swiss SRB rules	EU regulatory rules	IFRS	US Basel III rules	US Basel III rules
As of or for the year ended	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20	31.12.21	31.12.20
Financial information¹								
Income statement								
Total operating income	16,293	12,951	8,490	7,185	1,123	1,054	14,490	12,675
Total operating expenses	9,712	8,370	5,472	5,590	800	878	11,925	10,842
Operating profit / (loss) before tax	6,581	4,581	3,018	1,595	323	176	2,565	1,833
Net profit / (loss)	6,548	4,539	2,452	1,271	227	163	1,812	975
Balance sheet								
Total assets	509,851	509,024	320,656	316,829	46,411	48,591	209,718	172,385
Total liabilities	455,446	456,628	305,919	304,194	42,664	43,896	182,633	144,103
Total equity	54,405	52,396	14,736	12,634	3,747	4,696	27,085	28,283
Capital²								
Common equity tier 1 capital	52,818	50,269	12,609	12,234	2,764	3,703	13,002	14,384
Additional tier 1 capital	13,840	14,430	5,387	5,176	290	290	4,049	3,047
Total going concern capital / Tier 1 capital	66,658	64,699	17,996	17,410	3,054	3,993	17,051	17,431
Tier 2 capital	3,129	7,719					125	736
Total capital					3,054	3,993	17,176	18,166
Total gone concern loss-absorbing capacity	44,250	45,520	10,853	10,824	2,414 ³	1,784 ³	7,000 ⁴	5,600 ⁴
Total loss-absorbing capacity	110,908	110,219	28,849	28,234	5,468	5,777	24,051	23,031
Risk-weighted assets and leverage ratio denominator²								
Risk-weighted assets	317,913	305,575	106,399	107,253	12,328	13,175	72,979	63,929
Leverage ratio denominator ⁵	593,868	595,017	339,788	335,251	46,660	41,376	188,246	154,609
Supplementary leverage ratio denominator ⁶							212,167	150,019
Capital and leverage ratios (%)²								
Common equity tier 1 capital ratio ⁵	16.6	16.5	11.9	11.4	22.4	28.1	17.8	22.5
Going concern capital ratio / Tier 1 capital ratio	21.0	21.2	16.9	16.2	24.8	30.3	23.4	27.3
Total capital ratio					24.8	30.3	23.5	28.4
Total loss-absorbing capacity ratio			27.1	26.3	44.4	43.8	33.0	36.0
Tier 1 leverage ratio					6.5	9.7	9.1	11.3
Supplementary tier 1 leverage ratio							8.0	11.6
Going concern leverage ratio ⁷	11.2	10.9	5.3	5.2				
Total loss-absorbing capacity leverage ratio			8.5	8.4	11.7	14.0	12.8	14.9
Gone concern capital coverage ratio	112.0	135.7						
Liquidity coverage ratio^{2,7}								
High-quality liquid assets (billion)	89	84	91	92	17	17	32	
Net cash outflows (billion)	52	53	64	62	10	11	22	
Liquidity coverage ratio (%) ^{8,9}	173	159	143	148	170	151	147	
Net stable funding ratio^{2,10}								
Total available stable funding	257,992		225,239		15,358			
Total required stable funding	289,195		158,072		8,963			
Net stable funding ratio (%)	89 ¹¹		142 ¹¹		171			
Other								
Joint and several liability between UBS AG and UBS Switzerland AG (billion) ¹²					5	9		

¹ The financial information disclosed does not represent financial statements under the respective GAAP / IFRS. ² Refer to the 31 December 2021 Pillar 3 Report, available under "Pillar 3 disclosures" at [ubs.com/investors](#), for more information. ³ Consists of positions that meet the conditions laid down in Art. 72a–b of the Capital Requirements Regulation (CCR) II with regard to contractual, structural or legal subordination. ⁴ Consists of eligible long-term debt that meets the conditions specified in 12 CFR 252.162 of the final TLAC rules. TLAC is the sum of tier 1 capital and eligible long-term debt. ⁵ Leverage ratio denominators and going concern leverage ratios for UBS AG standalone and UBS Switzerland AG standalone for 31 December 2020 do not reflect the effects of the temporary exemption that applied from 25 March 2020 until 1 January 2021 and was granted by FINMA in connection with COVID-19. Refer to the "Introduction and basis for preparation" section of the 31 December 2021 Pillar 3 Report. ⁶ US regulatory authorities temporarily eased the requirements for the supplementary leverage ratio (the SLR), allowing for the exclusion of US Treasury securities and deposits at the Federal Reserve Banks from the SLR denominator through March 2021. This exclusion resulted in an increase in the SLR of 170 bps on 31 December 2020. ⁷ There was no local disclosure requirement for UBS Americas Holding LLC as of 31 December 2020. ⁸ In the fourth quarter of 2021, the liquidity coverage ratio (the LCR) of UBS AG was 173%, remaining above the prudential requirement communicated by FINMA. ⁹ In the fourth quarter of 2021, the LCR of UBS Switzerland AG, which is a Swiss SRB, was 143%, remaining above the prudential requirement communicated by FINMA in connection with the Swiss Emergency Plan. ¹⁰ For UBS AG standalone and UBS Switzerland AG standalone, the local disclosure requirement for the net stable funding ratio (the NSFR) came into force in July 2021. For UBS Europe SE consolidated, the local disclosure requirement for the NSFR came into force in June 2021. For UBS Americas Holding LLC consolidated, the NSFR requirement became effective as of 1 July 2021 and related disclosures will come into effect in the second quarter of 2023. ¹¹ In accordance with Art. 17h para. 3 and 4 of the Liquidity Ordinance, UBS AG standalone is required to maintain a minimum NSFR of at least 80% without taking into account excess funding of UBS Switzerland AG and 100% after taking into account such excess funding. ¹² Refer to the "Capital, liquidity and funding, and balance sheet" section of this report for more information about the joint and several liability. Under certain circumstances, the Swiss Banking Act and FINMA's Banking Insolvency Ordinance authorize FINMA to modify, extinguish or convert to common equity liabilities of a bank in connection with a resolution or insolvency of such bank.

UBS Group AG is a holding company and conducts substantially all of its operations through UBS AG and subsidiaries thereof. UBS Group AG and UBS AG have contributed a significant portion of their respective capital to, and provide substantial liquidity to, such subsidiaries. Many of these subsidiaries are subject to regulations requiring compliance with minimum capital, liquidity and similar requirements. The table in this section summarizes the regulatory capital components and capital ratios of our significant regulated subsidiaries and sub-groups determined under the regulatory framework of each subsidiary's or sub-group's home jurisdiction.

- › Refer to **"Capital and capital ratios of our significant regulated subsidiaries" in the "Capital, liquidity and funding, and balance sheet" section of this report for more information**
- › Refer to **"Note 23 Restricted and transferred financial assets" in the "Consolidated financial statements" section of this report for more information.**

Supervisory authorities generally have discretion to impose higher requirements or to otherwise limit the activities of subsidiaries. Supervisory authorities also may require entities to measure capital and leverage ratios on a stressed basis and may limit the ability of an entity to engage in new activities or take capital actions based on the results of those tests.

Effective 1 October 2021, UBS Americas Holding LLC is subject to a stress capital buffer (an SCB) of 7.1%, in addition to minimum capital requirements. The SCB was determined by the Federal Reserve Board following the completion of the Comprehensive Capital Analysis and Review (based on Dodd-Frank Act Stress Test (DFAST) results and planned future dividends). The SCB, which replaces the static capital conservation buffer of 2.5%, is subject to change on an annual basis or as otherwise determined by the Federal Reserve Board.

Standalone regulatory information for UBS AG and UBS Switzerland AG, as well as consolidated regulatory information for UBS Europe SE and UBS Americas Holding LLC, is provided in the 31 December 2021 Pillar 3 Report, available under "Pillar 3 disclosures" at ubs.com/investors.

Standalone financial statements for UBS Group AG, as well as standalone financial statements and regulatory information for UBS AG and UBS Switzerland AG, are available under "Holding company and significant regulated subsidiaries and sub-groups" at ubs.com/investors.

Appendix

A

Alternative performance measures

Alternative performance measures

An alternative performance measure (an APM) is a financial measure of historical or future financial performance, financial position or cash flows other than a financial measure defined or specified in the applicable recognized accounting standards or in other applicable regulations. We report a number of APMs in the discussion of the financial and operating performance of the Group, our business divisions and our Group Functions. We use APMs to provide a more complete picture of our operating performance and to reflect management's view of the fundamental drivers of our business results. A definition of each APM, the method used to calculate it and the information content are presented in alphabetical order in the table below. Our APMs may qualify as non-GAAP measures as defined by US Securities and Exchange Commission (SEC) regulations.

APM label	Calculation	Information content
Active Digital Banking clients in Corporate & Institutional Clients (%) – P&C	Calculated as the average number of active clients for each month in the relevant period divided by the average number of total clients. "Clients" refers to the number of unique business relationships or legal entities operated by Corporate & Institutional Clients, excluding clients that do not have an account, mono-product clients and clients that have defaulted on loans or credit facilities. At the end of each month, any client that has logged on at least once in that month is determined to be "active" (a log-in time stamp is allocated to all business relationship numbers or per legal entity in a digital banking contract).	This measure provides information about the proportion of active Digital Banking clients in the total number of UBS clients (within the aforementioned meaning) which are serviced by Corporate & Institutional Clients.
Active Digital Banking clients in Personal Banking (%) – P&C	Calculated as the average number of active clients for each month in the relevant period divided by the average number of total clients. "Clients" refers to the number of unique business relationships operated by Personal Banking, excluding persons under the age of 15, clients who do not have a private account, clients domiciled outside Switzerland and clients who have defaulted on loans or credit facilities. At the end of each month, any client that has logged on at least once in that month is determined to be "active" (a log-in time stamp is allocated to all business relationship numbers in a digital banking contract).	This measure provides information about the proportion of active Digital Banking clients in the total number of UBS clients (within the aforementioned meaning) who are serviced by Personal Banking.
Business volume for Personal Banking (CHF and USD) – P&C	Calculated as the sum of client assets and loans.	This measure provides information about the volume of client assets and loans.
Client assets (USD and CHF) – P&C	Calculated as the sum of invested assets and other assets held purely for transactional purposes or custody only. Net new money is not measured for Personal & Corporate Banking.	This measure provides information about the volume of client assets managed by or deposited with UBS for investment purposes, including other assets held purely for transactional purposes or custody only.
Cost / income ratio (%)	Calculated as operating expenses divided by operating income before credit loss expense or release (annualized as applicable).	This measure provides information about the efficiency of the business by comparing operating expenses with gross income.
Fee-generating assets (USD) – GWM	Calculated as the sum of discretionary and non-discretionary wealth management portfolios (mandate volume) and assets where generated revenues are predominantly of a recurring nature, i.e., mainly investment and mutual funds, including hedge funds and private markets, where we have a distribution agreement.	This measure provides information about the volume of invested assets that create a revenue stream, whether as a result of the nature of the contractual relationship with clients or through the fee structure of the asset. An increase in the level of fee-generating assets results in an increase in the associated revenue stream.

APM label	Calculation	Information content
Fee-generating asset margin (bps) – GWM	Calculated as revenues from fee-generating assets (a portion of which is included in recurring fee income and a portion of which is included in transaction-based income, annualized as applicable) divided by average fee-generating assets for the relevant mandate fee billing period. For the US, fees have been billed on daily balances since the fourth quarter of 2020 and average fee-generating assets are calculated as the average of the monthly average balances. Prior to the fourth quarter 2020, billing was based on prior quarter-end balances, and the average fee-generating assets were thus the prior quarter-end balance. For balances outside of the US, billing is based on prior month-end balances and average fee-generating assets are thus the average of the prior month-end balances.	This measure provides information about the revenues from fee-generating assets in relation to their average volume during the relevant mandate fee billing period.
Gross margin on invested assets (bps) – AM	Calculated as operating income before credit loss expense or release (annualized as applicable) divided by average invested assets.	This measure provides information about the operating income before credit loss expense or release of the business in relation to invested assets.
Impaired loan portfolio as a percentage of total loan portfolio, gross (%) – GWM, P&C	Calculated as impaired loan portfolio divided by total gross loan portfolio.	This measure provides information about the proportion of impaired loan portfolio in the total gross loan portfolio.
Invested assets (USD and CHF) – GWM, P&C, AM	Calculated as the sum of managed fund assets, managed institutional assets, discretionary and advisory wealth management portfolios, fiduciary deposits, time deposits, savings accounts, and wealth management securities or brokerage accounts.	This measure provides information about the volume of client assets managed by or deposited with UBS for investment purposes.
Loan penetration (%) – GWM	Calculated as loans divided by invested assets.	This measure provides information about loan volume in relation to invested assets.
Mobile Banking log-in share in Personal Banking (%) – P&C	Calculated as the number of Mobile Banking app log-ins divided by total log-ins via E-Banking and the Mobile Banking app in Personal Banking. If a digital banking contract is linked to multiple business relationships, the log-in is attributed to the business relationship with the most banking products in use.	This measure provides information about the proportion of Mobile Banking app log-ins in the total number of log-ins via E-Banking and the Mobile Banking app in Personal Banking.
Net interest margin (bps) – P&C	Calculated as net interest income (annualized as applicable) divided by average loans.	This measure provides information about the profitability of the business by calculating the difference between the price charged for lending and the cost of funding, relative to loan value.
Net margin on invested assets (bps) – AM	Calculated as operating profit before tax (annualized as applicable) divided by average invested assets.	This measure provides information about the operating profit before tax of the business in relation to invested assets.
Net new business volume for Personal Banking (CHF and USD) – P&C	Calculated as the sum of net inflows and outflows of client assets and loans during a specific period (annualized as applicable).	This measure provides information about the business volume as a result of net new business volume flows during a specific period.
Net new business volume growth for Personal Banking (%) – P&C	Calculated as the sum of net inflows and outflows of client assets and loans during a specific period (annualized as applicable) divided by total business volume / client assets at the beginning of the period.	This measure provides information about the growth of business volume as a result of net new business volume flows during a specific period.
Net new fee-generating assets (USD) – GWM	Calculated as the sum of the net amount of fee-generating assets inflows and outflows, including dividend and interest inflows into mandates and outflows from mandate fees paid by clients, during a specific period.	This measure provides information about the development of fee-generating assets during a specific period as a result of net flows and excludes movements due to market performance and foreign exchange translation.
Net new money (USD) – GWM, AM	Calculated as the sum of the net amount of inflows and outflows of invested assets (as defined in UBS policy) recorded during a specific period.	This measure provides information about the development of invested assets during a specific period as a result of net new money flows and excludes movements due to market performance, foreign exchange translation, dividends, interest and fees.
Net profit growth (%)	Calculated as the change in net profit attributable to shareholders from continuing operations between current and comparison periods divided by net profit attributable to shareholders from continuing operations of the comparison period.	This measure provides information about profit growth in comparison with the prior period.

APM label	Calculation	Information content
Pre-tax profit growth (%)	Calculated as the change in net profit before tax attributable to shareholders from continuing operations between current and comparison periods divided by net profit before tax attributable to shareholders from continuing operations of the comparison period.	This measure provides information about pre-tax profit growth in comparison with the prior period.
Recurring net fee income (USD and CHF) – GWM, P&C	Calculated as the total of fees for services provided on an ongoing basis, such as portfolio management fees, asset-based investment fund fees and custody fees, which are generated on client assets, and administrative fees for accounts.	This measure provides information about the amount of recurring net fee income.
Return on attributed equity (%)	Calculated as annualized business division operating profit before tax divided by average attributed equity.	This measure provides information about the profitability of the business divisions in relation to attributed equity.
Return on common equity tier 1 capital (%)	Calculated as annualized net profit attributable to shareholders divided by average common equity tier 1 capital.	This measure provides information about the profitability of the business in relation to common equity tier 1 capital.
Return on equity (%)	Calculated as annualized net profit attributable to shareholders divided by average equity attributable to shareholders.	This measure provides information about the profitability of the business in relation to equity.
Return on leverage ratio denominator, gross (%)	Calculated as annualized operating income before credit loss expense or release divided by average leverage ratio denominator.	This measure provides information about the revenues of the business in relation to leverage ratio denominator.
Return on risk-weighted assets, gross (%)	Calculated as annualized operating income before credit loss expense or release divided by average risk-weighted assets.	This measure provides information about the revenues of the business in relation to risk-weighted assets.
Return on tangible equity (%)	Calculated as annualized net profit attributable to shareholders divided by average equity attributable to shareholders less average goodwill and intangible assets.	This measure provides information about the profitability of the business in relation to tangible equity.
Secured loan portfolio as a percentage of total loan portfolio, gross (%) – P&C	Calculated as secured loan portfolio divided by total gross loan portfolio.	This measure provides information about the proportion of the secured loan portfolio in the total gross loan portfolio.
Tangible book value per share (USD and CHF¹)	Calculated as equity attributable to shareholders less goodwill and intangible assets divided by the number of shares outstanding.	This measure provides information about tangible net assets on a per-share basis.
Total book value per share (USD and CHF¹)	Calculated as equity attributable to shareholders divided by the number of shares outstanding.	This measure provides information about net assets on a per-share basis.
Transaction-based income (USD and CHF) – GWM, P&C	Calculated as the total of the non-recurring portion of net fee and commission income, mainly composed of brokerage and transaction-based investment fund fees, and credit card fees, as well as fees for payment and foreign exchange transactions, together with other net income from financial instruments measured at fair value through profit or loss.	This measure provides information about the amount of the non-recurring portion of net fee and commission income.

¹ Total book value per share and tangible book value per share in Swiss francs are calculated based on a translation of equity under our US dollar presentation currency.

Abbreviations frequently used in our financial reports

A				E	
ABS	asset-backed securities	CDS	credit default swap	EAD	exposure at default
AGM	Annual General Meeting of shareholders	CEA	Commodity Exchange Act	EB	Executive Board
A-IRB	advanced internal ratings-based	CEO	Chief Executive Officer	EC	European Commission
AIV	alternative investment vehicle	CET1	common equity tier 1	ECB	European Central Bank
ALCO	Asset and Liability Committee	CFO	Chief Financial Officer	ECL	expected credit loss
AMA	advanced measurement approach	CFTC	US Commodity Futures Trading Commission	EGM	Extraordinary General Meeting of shareholders
ALCO	Asset and Liability Committee	CGU	cash-generating unit	EIR	effective interest rate
AMA	advanced measurement approach	CHF	Swiss franc	EL	expected loss
AML	anti-money laundering	CIO	Chief Investment Office	EMEA	Europe, Middle East and Africa
AoA	Articles of Association	CLS	Continuous Linked Settlement	EOP	Equity Ownership Plan
APM	alternative performance measure	C&ORC	Compliance & Operational Risk Control	EPS	earnings per share
ARR	alternative reference rate	CRD IV	EU Capital Requirements Directive of 2013	ESG	environmental, social and governance
ARS	auction rate securities	CRM	credit risk mitigation (credit risk) or comprehensive risk measure (market risk)	ETD	exchange-traded derivatives
ASF	available stable funding		combined stress test	ETF	exchange-traded fund
AT1	additional tier 1		Committee on Uniform Security Identification Procedures	EU	European Union
AuM	assets under management		credit valuation adjustment	EUR	euro
B		CST		EURIBOR	Euro Interbank Offered Rate
BCBS	Basel Committee on Banking Supervision	CUSIP		ESR	environmental and social risk
BIS	Bank for International Settlements			EVE	economic value of equity
BoD	Board of Directors	CVA		EY	Ernst & Young Ltd
C				F	
CAO	Capital Adequacy Ordinance	DBO	defined benefit obligation	FA	financial advisor
CCAR	Comprehensive Capital Analysis and Review	DCCP	Deferred Contingent Capital Plan	FCA	UK Financial Conduct Authority
CCF	credit conversion factor	DM	discount margin	FCT	foreign currency translation
CCP	central counterparty	DOJ	US Department of Justice	FINMA	Swiss Financial Market Supervisory Authority
CCR	counterparty credit risk	DTA	deferred tax asset	FMIA	Swiss Financial Market Infrastructure Act
CCRC	Corporate Culture and Responsibility Committee	DVA	debit valuation adjustment		
D				G	

Abbreviations frequently used in our financial reports (continued)

FSB	Financial Stability Board	IFRS	International Financial Reporting Standards	O	
FTA	Swiss Federal Tax Administration	IRB	internal ratings-based	OCA	own credit adjustment
FVA	funding valuation adjustment	IRRBB	interest rate risk in the banking book	OCI	other comprehensive income
FVOCI	fair value through other comprehensive income	ISDA	International Swaps and Derivatives Association	ORF	operational risk framework
FVTPL	fair value through profit or loss	ISIN	International Securities Identification Number	OTC	over-the-counter
FX	foreign exchange				
G		K			
GAAP	generally accepted accounting principles	KRT	Key Risk Taker	POCI	purchased or originated credit-impaired
GCRG	Group Compliance, Regulatory & Governance	L		PRA	UK Prudential Regulation Authority
GBP	pound sterling	LAS	liquidity-adjusted stress	PRV	positive replacement value
GDP	gross domestic product	LCR	liquidity coverage ratio		
GEB	Group Executive Board	LGD	loss given default		
GHG	greenhouse gas	LIBOR	London Interbank Offered Rate	R	role-based allowance
GIA	Group Internal Audit	LLC	limited liability company	RBC	risk-based capital
GMD	Group Managing Director	LoD	lines of defense	RbM	risk-based monitoring
GRI	Global Reporting Initiative	LRD	leverage ratio denominator	REIT	real estate investment trust
G-SIB	global systemically important bank	LTIP	Long-Term Incentive Plan	RMBS	residential mortgage-backed securities
		LTV	loan-to-value	RnIV	risks not in VaR
H		M		RoCET1	return on CET1 capital
Hong Kong SAR	Hong Kong Special Administrative Region of the People's Republic of China	M&A	mergers and acquisitions	RoTE	return on tangible equity
		MiFID II	Markets in Financial Instruments Directive II	RoU	right-of-use
HQLA	high-quality liquid assets	MRT	Material Risk Taker	rTSR	relative total shareholder return
				RWA	risk-weighted assets
I		N			
IAS	International Accounting Standards	NAV	net asset value		
IASB	International Accounting Standards Board	NII	net interest income		
IBOR	interbank offered rate	NSFR	net stable funding ratio		
IFRIC	International Financial Reporting Interpretations Committee	NYSE	New York Stock Exchange		

Abbreviations frequently used in our financial reports (continued)

S		SI	sustainable investing or sustainable investments	T	
SA	standardized approach			TBTF	too big to fail
SA-CCR	standardized approach for counterparty credit risk	SIBOR	Singapore Interbank Offered Rate	TCFD	Task Force on Climate-related Financial Disclosures
SAR	stock appreciation right or Special Administrative Region	SICR	significant increase in credit risk	TIBOR	Tokyo Interbank Offered Rate
SBC	Swiss Bank Corporation	SIX	SIX Swiss Exchange	TLAC	total loss-absorbing capacity
SDG	Sustainable Development Goal	SME	small and medium-sized entities	U	
SE	structured entity	SMF	Senior Management Function	UoM	units of measure
SEC	US Securities and Exchange Commission	SNB	Swiss National Bank	USD	US dollar
SEEOP	Senior Executive Equity Ownership Plan	SOR	Singapore Swap Offer Rate	V	
SEEOP	Senior Executive Equity Ownership Plan	SPPI	solely payments of principal and interest	VaR	value-at-risk
SFT	securities financing transaction	SRB	systemically relevant bank	VAT	value added tax
		SRM	specific risk measure		
		SVaR	stressed value-at-risk		

This is a general list of the abbreviations frequently used in our financial reporting. Not all of the listed abbreviations may appear in this particular report.

Information sources

Reporting publications

Annual publications

Annual Report (SAP No. 80531): Published in English, this single-volume report provides descriptions of: our Group strategy and performance; the strategy and performance of the business divisions and Group Functions; risk, capital and funding, and balance sheet management; corporate governance, corporate responsibility and our compensation framework, including information about compensation for the Board of Directors and the Group Executive Board members; and financial information, including the financial statements.

Geschäftsbericht (SAP No. 80531): This publication provides a translation into German of selected sections of our Annual Report.

Annual Review (SAP No. 80530): This booklet contains key information about our strategy and performance, with a focus on corporate responsibility at UBS. It is published in English, German, French and Italian.

Compensation Report (SAP No. 82307): This report discusses our compensation framework and provides information about compensation for the Board of Directors and the Group Executive Board members. It is available in English and German.

Quarterly publications

The quarterly financial report provides an update on our strategy and performance for the respective quarter. It is available in English.

How to order publications

The annual and quarterly publications are available in .pdf format at ubs.com/investors, under "Financial information," and printed copies can be requested from UBS free of charge. For annual publications, refer to the "Investor services" section at ubs.com/investors. Alternatively, they can be ordered by quoting the SAP number and the language preference, where applicable, from UBS AG, F4UK-AUL, P.O. Box, CH-8098 Zurich, Switzerland.

Other information

Website

The "Investor Relations" website at ubs.com/investors provides the following information about UBS: news releases; financial information, including results-related filings with the US Securities and Exchange Commission (the SEC); information for shareholders, including UBS share price charts, as well as data and dividend information, and for bondholders; the UBS corporate calendar; and presentations by management for investors and financial analysts. Information is available online in English, with some information also available in German.

Results presentations

Our quarterly results presentations are webcast live. Playbacks of most presentations can be downloaded from ubs.com/presentations.

Messaging service

Email alerts to news about UBS can be subscribed for under "UBS News Alert" at ubs.com/global/en/investor-relations/contact/investor-services.html. Messages are sent in English, German, French or Italian, with an option to select theme preferences for such alerts.

Form 20-F and other submissions to the US Securities and Exchange Commission

We file periodic reports and submit other information about UBS to the US Securities and Exchange Commission (the SEC). Principal among these filings is the annual report on Form 20-F, filed pursuant to the US Securities Exchange Act of 1934. The filing of Form 20-F is structured as a wrap-around document. Most sections of the filing can be satisfied by referring to the combined UBS Group AG and UBS AG annual report. However, there is a small amount of additional information in Form 20-F that is not presented elsewhere and is particularly targeted at readers in the US. Readers are encouraged to refer to this additional disclosure. Any document that we file with the SEC is available on the SEC's website: sec.gov. Refer to ubs.com/investors for more information.

Cautionary Statement Regarding Forward-Looking Statements I This report contains statements that constitute "forward-looking statements," including but not limited to management's outlook for UBS's financial performance, statements relating to the anticipated effect of transactions and strategic initiatives on UBS's business and future development and goals or intentions to achieve climate, sustainability and other social objectives. While these forward-looking statements represent UBS's judgments, expectations and objectives concerning the matters described, a number of risks, uncertainties and other important factors could cause actual developments and results to differ materially from UBS's expectations. Russia's invasion of Ukraine has led to heightened volatility across global markets and to the coordinated implementation of sanctions on Russia, Russian entities and nationals. Russia's invasion of Ukraine already has caused significant population displacement, and as the conflict continues, the disruption will likely increase. The scale of the conflict and the speed and extent of sanctions, as well as the uncertainty as to how the situation will develop, may have significant adverse effects to the market and macroeconomic conditions, including in ways that cannot be anticipated. This creates significantly greater uncertainty about forward-looking statements. The COVID-19 pandemic and the measures taken to manage it have had and may also continue to have a significant adverse effect on global and regional economic activity, including disruptions to global supply chains, inflationary pressures, and labor market displacements. Factors that may affect our performance and ability to achieve our plans, outlook and other objectives also include, but are not limited to: (i) the degree to which UBS is successful in the ongoing execution of its strategic plans, including its cost reduction and efficiency initiatives and its ability to manage its levels of risk-weighted assets (RWA) and leverage ratio denominator (LRD), liquidity coverage ratio and other financial resources, including changes in RWA assets and liabilities arising from higher market volatility; (ii) the degree to which UBS is successful in implementing changes to its businesses to meet changing market, regulatory and other conditions; (iii) the continuing low or negative interest rate environment in Switzerland and other jurisdictions; (iv) developments in the macroeconomic climate and in the markets in which UBS operates or to which it is exposed, including movements in securities prices or liquidity, credit spreads, and currency exchange rates, and the effects of economic conditions, market developments, and increasing geopolitical tensions, and changes to national trade policies on the financial position or creditworthiness of UBS's clients and counterparties, as well as on client sentiment and levels of activity; (v) changes in the availability of capital and funding, including any changes in UBS's credit spreads and ratings, as well as availability and cost of funding to meet requirements for debt eligible for total loss-absorbing capacity (TLAC); (vi) changes in central bank policies or the implementation of financial legislation and regulation in Switzerland, the US, the UK, the European Union and other financial centers that have imposed, or resulted in, or may do so in the future, more stringent or entity-specific capital, TLAC, leverage ratio, net stable funding ratio, liquidity and funding requirements, heightened operational resilience requirements, incremental tax requirements, additional levies, limitations on permitted activities, constraints on remuneration, constraints on transfers of capital and liquidity and sharing of operational costs across the Group or other measures, and the effect these will or would have on UBS's business activities; (vii) UBS's ability to successfully implement resolvability and related regulatory requirements and the potential need to make further changes to the legal structure or booking model of UBS Group in response to legal and regulatory requirements, or other external developments; (viii) UBS's ability to maintain and improve its systems and controls for complying with sanctions and for the detection and prevention of money laundering to meet evolving regulatory requirements and expectations, in particular in current geopolitical turmoil; (ix) the uncertainty arising from domestic stresses in certain major economies; (x) changes in UBS's competitive position, including whether differences in regulatory capital and other requirements among the major financial centers adversely affect UBS's ability to compete in certain lines of business; (xi) changes in the standards of conduct applicable to our businesses that may result from new regulations or new enforcement of existing standards, including measures to impose new and enhanced duties when interacting with customers and in the execution and handling of customer transactions; (xii) the liability to which UBS may be exposed, or possible constraints or sanctions that regulatory authorities might impose on UBS, due to litigation, contractual claims and regulatory investigations, including the potential for disqualification from certain businesses, potentially large fines or monetary penalties, or the loss of licenses or privileges as a result of regulatory or other governmental sanctions, as well as the effect that litigation, regulatory and similar matters have on the operational risk component of our RWA, as well as the amount of capital available for return to shareholders; (xiii) the effects on UBS's cross-border banking business of sanctions, tax or regulatory developments and of possible changes in UBS's policies and practices relating to this business; (xiv) UBS's ability to retain and attract the employees necessary to generate revenues and to manage, support and control its businesses, which may be affected by competitive factors; (xv) changes in accounting or tax standards or policies, and determinations or interpretations affecting the recognition of gain or loss, the valuation of goodwill, the recognition of deferred tax assets and other matters; (xvi) UBS's ability to implement new technologies and business methods, including digital services and technologies, and ability to successfully compete with both existing and new financial service providers, some of which may not be regulated to the same extent; (xvii) limitations on the effectiveness of UBS's internal processes for risk management, risk control, measurement and modeling, and of financial models generally; (xviii) the occurrence of operational failures, such as fraud, misconduct, unauthorized trading, financial crime, cyberattacks, data leakage and systems failures, the risk of which is increased with cyberattack threats from nation states and while COVID-19 control measures require large portions of the staff of both UBS and its service providers to work remotely; (xix) restrictions on the ability of UBS Group AG to make payments or distributions, including due to restrictions on the ability of its subsidiaries to make loans or distributions, directly or indirectly, or, in the case of financial difficulties, due to the exercise by FINMA or the regulators of UBS's operations in other countries of their broad statutory powers in relation to protective measures, restructuring and liquidation proceedings; (xx) the degree to which changes in regulation, capital or legal structure, financial results or other factors may affect UBS's ability to maintain its stated capital return objective; (xxi) uncertainty over the scope of actions that may be required by UBS, governments and others to achieve goals relating to climate, environmental and social matters, as well as the evolving nature of underlying science and industry and governmental standards; and (xxii) the effect that these or other factors or unanticipated events may have on our reputation and the additional consequences that this may have on our business and performance. The sequence in which the factors above are presented is not indicative of their likelihood of occurrence or the potential magnitude of their consequences. Our business and financial performance could be affected by other factors identified in our past and future filings and reports, including those filed with the SEC. More detailed information about those factors is set forth in documents furnished by UBS and filings made by UBS with the SEC, including UBS's Annual Report on Form 20-F for the year ended 31 December 2021. UBS is not under any obligation to (and expressly disclaims any obligation to) update or alter its forward-looking statements, whether as a result of new information, future events, or otherwise.

Rounding I Numbers presented throughout this report may not add up precisely to the totals provided in the tables and text. Percentages and percent changes disclosed in text and tables are calculated on the basis of unrounded figures. Absolute changes between reporting periods disclosed in the text, which can be derived from numbers presented in related tables, are calculated on a rounded basis.

Tables I Within tables, blank fields generally indicate non-applicability or that presentation of any content would not be 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. Values that are zero on a rounded basis can be either negative or positive on an actual basis.



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