



Supporting Your Total Well-Being

Enroll in your 2023 benefits
November 1 – 17



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Benefits Open Enrollment: November 1 – 17

At UBS, our goal is to deliver a wide array of valuable and relevant benefits to support your total well-being and meet your changing needs.

Over the past several years, we've continuously expanded our benefit offerings to better help support your well-being. In 2023, we're proud to introduce even more enhancements, while holding your medical plan contributions flat for the sixth consecutive year.

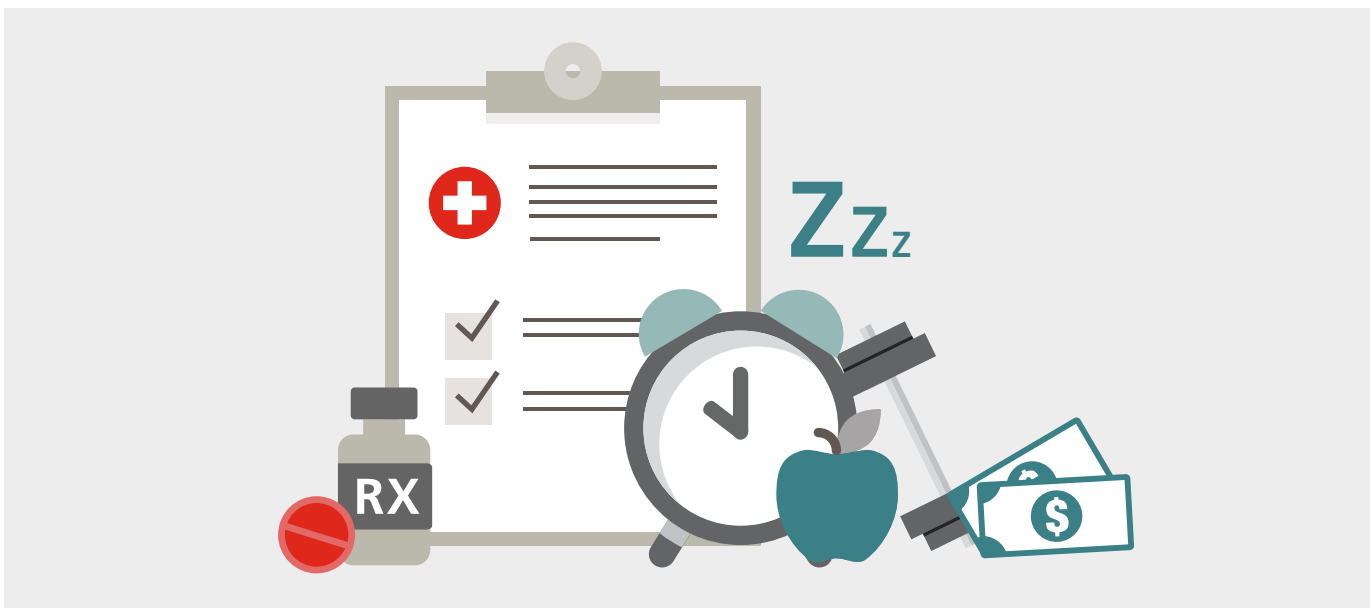
We strive to be an employer of choice with an engaging and sustainable culture that drives high performance. The keys to our success as a firm continue to be our talent and a benefits philosophy built on the following guiding principles:

- **Foundational.** We believe benefits are an important part of your total compensation by providing a degree of financial protection if you encounter a significant life event.
- **Flexible.** We recognize that you, your colleagues and your families have diverse needs, so we incorporate opportunities for individual choice and flexibility.
- **Valuable.** We are committed to delivering high-quality, affordable benefits.
- **Sustainable.** We expect our benefits portfolio to be dynamic and change over time to meet your needs and the firm's.

In addition to the enhancements and new offerings, this guide summarizes the benefits available to you for 2023. Open Enrollment is your once-a-year opportunity to make changes for the year ahead, so take the time to review your options and consider your and your family's needs for 2023.

We are also providing an enclosed brochure that summarizes the mental health and emotional well-being resources available to enrolled members. Since some of these resources are available through the medical plan you choose and vary by medical plan administrator (Aetna, Anthem and Cigna), you may want to take the time to review the brochure and become familiar with each plan's offering. That way, you will be prepared to make an informed choice during Open Enrollment.










Be sure to make your benefit elections by November 17. You can find additional details about your benefits at ubs.com/usbenefits.



What's New



We continue to invest in your total well-being. For 2023, we're pleased to maintain our focus on overall affordability and financial support, while also offering several updates and enhancements, including:

-  Redefined deductible and out-of-pocket maximum plan cost tiers
-  On-site mental health support through our UBS Employee Health Centers
-  More opportunities to earn HSA funds from UBS
-  Enhanced Short-Term Disability coverage
-  Increased UBS-provided Basic Life Insurance
-  Opportunity to elect additional spouse/partner life insurance coverage
-  Life Essentials support from The Hartford
-  Expanded services through the MetLife Legal Plan
-  Additional support for families, including enhanced adoption and surrogacy benefits

Medical plan contributions will remain unchanged in 2023

UBS is committed to keeping employee contributions manageable and giving you opportunities to earn incentives to help pay for out-of-pocket expenses, despite increasing healthcare costs nationwide. This will be the sixth consecutive year in which the medical and dental contributions have remained the same—which means you'll contribute the same as you did in 2022 (if you do not make any changes). In addition, there will be no increase in deductibles or out-of-pocket maximums. Keep in mind that premiums, deductibles and out-of-pocket maximums are tied to your benefit elections, your Benefits Base Salary (BBS) and how many family members you cover. So, your costs could change if your elections change, your BBS changes, or you enroll additional family members in 2023. Actual premium rates will continue to be based on your BBS, your plan choice and how many family members you choose to cover.

Redefined Plan Cost Tiers

One way UBS demonstrates a commitment to affordability and fairness is through the medical plan annual deductibles, out-of-pocket maximums and payroll contributions, which are tiered to align with your BBS. Starting in 2023, the BBS tiers have been adjusted to give employees with a BBS between \$100,000 and \$200,000 access to the lowest deductibles and out-of-pocket maximums, as described below.

CORE OPTION		IN-NETWORK ¹	
CURRENT		STARTING IN 2023	
		ANNUAL DEDUCTIBLE	ANNUAL OUT-OF-POCKET MAXIMUM
<\$100k	➤	<\$200k	Individual: \$3,000 Family: \$6,000
\$100k - \$300k	➤	\$200k - \$300k	Individual: \$3,250 Family: \$6,500
>\$300k	➤	>\$300k	Individual: \$3,500 Family: \$7,000
			Individual: \$6,500 Family: \$13,000 ²

CORE PLUS OPTION		IN-NETWORK ¹	
CURRENT		STARTING IN 2023	
		ANNUAL DEDUCTIBLE	ANNUAL OUT-OF-POCKET MAXIMUM
<\$100k	➤	<\$200k	Individual: \$1,500 Family: \$3,000
\$100k - \$300k	➤	\$200k - \$300k	Individual: \$1,750 Family: \$3,500
>\$300k	➤	>\$300k	Individual: \$2,000 Family: \$4,000
			Individual: \$4,000 Family: \$9,000



MEET PAT

Pat, whose BBS is \$135,000, is enrolled in the Core Plus option along with their partner. They manage some ongoing health conditions and met both the annual deductible and annual out-of-pocket maximum in 2022. In 2023, their annual deductible will be lower, saving them \$500. If they reach the out-of-pocket maximum again in 2023, they will have \$1,500 less in point-of-care costs than they did in 2022.


¹ Out-of-network coverage follows the same tiered approach, but with higher annual limits to the annual deductible and out-of-pocket maximum, as described in the medical plan comparison chart located on ubs.com/usbenefits.

² According to the Affordable Care Act guidelines, if a family member meets an individual annual out-of-pocket maximum of \$9,100, the plan will begin paying 100% of that individual's eligible covered expenses for the rest of the plan year.

Short-Term Disability (STD) Income Protection

Salary continuation is an important part of the UBS benefit offerings and provides employees with financial support during an absence for an approved short-term disability claim. STD benefits are tied to length of service and provide an initial period of salary continuation at 100% of eligible pay with additional salary continuation at a reduced percentage of pay for the weeks that follow, to a maximum of 26 weeks. Here's what's changing for new, approved STD claims with a start date of January 1, 2023 onward:

- Employees with less than 4 years of service will now be eligible for an extended initial period of salary continuation with 8 weeks at 100% of eligible pay (increased from 6 weeks in 2022).²
- After the initial period of salary continuation at 100% of eligible pay, all eligible employees will have increased salary continuation of 75% of eligible pay for the remaining weeks of approved STD (increased from 60% of eligible pay in 2022).²




MEET BRENDAN

Brendan, who has 3 years of service, has a base salary of \$74,880 per year, or \$1,440 per week. If he goes on an approved STD for 12 weeks, here's how his benefits compare.

In 2022, here's how his STD benefits add up:	
Weeks 1 - 6 (100% salary continuation)	\$8,640
Weeks 7 - 12 (60% salary continuation)	\$5,184
TOTAL	
	\$13,824
In 2023, here's how his STD benefits add up:	
Weeks 1 - 8 (100% salary continuation)	\$11,520
Weeks 9 - 12 (75% salary continuation)	\$4,320
TOTAL	
	\$15,840

A \$2,016 INCREASE



MEET JO

Jo, who has 7 years of service, has a base salary of \$94,900 per year, or \$1,825 per week. If Jo goes on an approved STD for 26 weeks, here's how their benefits compare.

In 2022, here's how their STD benefits add up:	
Weeks 1 - 14 (100% salary continuation)	\$25,550
Weeks 15 - 26 (60% salary continuation)	\$13,140
TOTAL	
	\$38,690
In 2023, here's how their STD benefits add up:	
Weeks 1 - 14 (100% salary continuation)	\$25,550
Weeks 15 - 26 (75% salary continuation)	\$16,425
TOTAL	
	\$41,975

A \$3,285 INCREASE

² If you are an eligible participant, and your claim for STD benefits is approved, you may receive benefits in accordance with the terms and conditions described in the STD brochure. STD benefits are subject to tax withholding.

Increased Survivor Protection

UBS provides foundational Basic Life Insurance at no cost to you.³ There are also a variety of voluntary life insurance options available at group rates.

Starting in 2023, your UBS-provided Basic Life Insurance will increase to two times your BBS, to a maximum coverage amount of \$250,000, as outlined in the table below.

	CURRENT	AS OF JANUARY 1, 2023
UBS-Provided Basic Life Insurance	1x BBS, up to \$150,000	2x BBS, up to \$250,000



MEET SAM

Sam, with a BBS of \$98,000, will see a significant increase in their Basic Life Insurance in 2023 when it doubles to \$196,000 as of January 1, 2023.



MEET MARIA

With a BBS of \$165,000, Maria's current Basic Life Insurance is \$150,000 (the current maximum). As of January 1, 2023, her coverage will increase by \$100,000 to \$250,000 (the new maximum).

Note: The existing age reduction schedule for Basic Life Insurance, described on [goto/usbenefits](#), is unchanged.

INCREASED SPOUSE/PARTNER LIFE INSURANCE AVAILABLE

The maximum coverage for voluntary spouse/partner life insurance is increasing to \$250,000 (from \$125,000 in 2022). This coverage is employee-paid through payroll deductions.

As a result of this change, a new enrollment opportunity is available. During the 2023 Open Enrollment period, you have a one-time opportunity to elect voluntary spouse/partner life insurance without providing evidence of good health, even if you have been denied coverage in the past. After this Open Enrollment period, evidence of good health will be required for any coverage over \$125,000.

³ Employee Basic Life Insurance coverage is tax-free in amounts up to \$50,000. The IRS requires you to pay taxes on the value of firm-paid coverage over \$50,000. This amount is subject to Social Security and income tax withholding and is included in your paychecks as W-2 pay. In general, any life insurance benefit paid to your beneficiary is not subject to federal income tax. Note: The firm does not provide tax advice. Tax laws may change and you should consult with a professional tax advisor.

Continued Focus: Mental Health and Emotional Well-Being

UBS is committed to supporting the total well-being of our employees and their families, including mental health and emotional well-being. Here's an overview of some new, enhanced resources:



Aligning with our global health and well-being strategy of promoting healthy behaviors as part of our culture, UBS is adding **onsite masters-level certified and licensed counselors** to the UBS Employee Health Centers three days per week, starting in January 2023. Telephonic (video and audio) visits may also be available for employees, depending on the therapists' states of licensure. Visits will incur an in-network charge of \$65-\$100 (depending on location) at the time of service until your deductible is met.*

Support provided:

- Grief
- Anxiety
- Depression
- Stress management
- Addiction
- Family/Relationship conflict
- Post-traumatic stress disorder (PTSD)
- Panic disorders
- And more



Mental Wealth US is UBS's mental health network, which provides employees with the support and resources to build a positive and supportive work environment. Visit the Mental Wealth US website at goto/Headscape-us/ to view a directory of resources and to find more information about how to support your and your loved ones' mental health. You will also find open forums where you can discuss difficult topics with colleagues across the firm who have similar experiences and concerns.

In the enclosed brochure, you'll see a summary of other available mental health and emotional well-being resources. Since some of these resources are connected to the medical plan you choose, and vary by medical plan administrator (Aetna, Anthem or Cigna), we encourage you to consider your specific needs and take the time to become familiar with each plan's offering. That way, you will be prepared to make an informed choice during Open Enrollment.

Find more about mental health and emotional well-being support at UBS on the emotional well-being section of ubs.com/usbenefits.

* Annual deductible and out-of-pocket maximums apply, as described in the medical plan comparison chart available on the US Benefits microsite at ubs.com/usbenefits.

Support for Transgender Employees and Family Members

In partnership with Aetna and Cigna, UBS is pleased to provide support to assist transgender employees and their family members enrolled in the Core or Core Plus medical option with one of these administrators.



Aetna Transgender Support Center on Aetna Health

Offers valuable resources to assist transgender members through all phases of their experience, including features to help gender-affirming care and medical and behavioral health providers.

Includes access to a dedicated Transgender Care Personal Navigator.

To get started, log in to the Aetna Health member website, choose "Health and Wellness" from the menu bar and click on "Transgender Support Center."



The Gender Affirmation Support Team

Includes direct access to a Personal Champion who can help you understand your benefits, connect you to the right care teams and resources based on your needs, coordinate care for pre- and/or post-surgery and connect you with in-network and experienced LGBTQ+ friendly providers.

To get started, call the Gender Affirmation Team at 855-699-8990 (Monday-Friday from 8 a.m. to 6 p.m. EST).

New Support for Families

UBS offers a variety of benefits and resources to support families and continues to look for ways to supplement and enhance our offerings. Here's a recap of some new programs and resources:

- **Adoption and Surrogacy Reimbursement Benefit:** In addition to the range of available family-building benefits, UBS will provide expense reimbursement for failed attempts related to adoption and surrogacy, up to \$10,000 for eligible costs associated with each.
- **Insurance-Covered Breast Pumps:** A new service from Milk Stork can help parents identify the breast pump best for them and receive assistance to order a free insurance-provided pump. There is also support for parents on how to assemble and use their pump once it is received.
- **Family Concierge Support and Coaching:** Employees and their family members can access new support from Ovia Health, spanning the full spectrum of women's and family health from preconception, family firsts and menopausal support. See page 17.

Expanded Legal Services through MetLife Legal Plan

Through our partnership with MetLife and for the same monthly premiums, you have access to expanded services beginning January 1, 2023. The MetLife Legal Plan now includes legal support for:

- Identity theft
- Personal property protection
- Small claims assistance
- Protection from domestic violence
- Immigration assistance
- Home equity loans
- Property tax assessment
- Refinancing of home
- Sale or purchase of residence (second or vacation home)
- Security deposit assistance (tenant only)
- Zoning applications
- Attorney services for non-covered matters (4 hour maximum)
- Reproductive assistance law coverage (24 hour maximum)
- And more

You can enroll in the MetLife Legal Plan for 2023 during Open Enrollment. To learn more, or to view a comparison of the Basic and Comprehensive plan coverages, visit ubs.com/usbenefits > Financial Well-being > Other Financial Benefits > Legal.

Enhanced Security for your Retirement Account(s)

Account Lock is a voluntary feature for your retirement accounts that provides an additional layer of security by creating a 10-digit (numeric only) lock/unlock key. A retirement account that is locked prevents any pension or 401(k)-related payments from your account. To establish a lock key, visit [goto/usbenefits](https://ubs.com/usbenefits) and select "Lock your retirement account," or choose the Account Lock option from the profile menu.

Benefits & Programs to Support Your Total Well-Being

UBS continues to explore ways to best support the total well-being of our employees and their families across all aspects of physical, emotional, financial and family-focused health.





Physical Well-Being

There are a number of benefits and programs to support your physical health.

Consumer Directed Health Plan (CDHP)

- Preventive care services covered at 100%, prescription drug benefits, mental health and substance use disorder benefits.

Expert Medical Opinion Program

- Access to top-tier medical care, advice and opinions, including second opinion support and treatment plan development or review, at no cost to you.

CVS Caremark Advanced Control Specialty Formulary and Quantity Limits Program

- Help managing Rx costs for specialty drugs or medications for serious or complex conditions.

Biometric Screenings and Flu Shots

- Important preventive screenings at no cost to you.

Hospital Indemnity Insurance

- A benefit that can provide financial assistance for a qualifying hospital or ICU admission.

UBS Dental Plan

- Two dental plan options, Cigna PPO and Cigna DHMO, with coverage for a broad range of care.

UBS Vision Plan

- Includes coverage for annual exams, plus an annual allowance for eyeglasses or contact lenses.

Alight Healthcare Navigation⁴

- A dedicated Health Pro and suite of tools to help you make informed benefits choices.

Quit For Life Tobacco Cessation Program

- Step-by-step program for quitting tobacco at no cost to you.

Telehealth

- Connect with a healthcare provider from the comfort of your home.

SmileDirectClub

- Discounted access to an at-home orthodontic option.

Gympass

- Free access to virtual classes, and discounted membership for access to gyms, studios, other virtual fitness classes and personal trainers.

SUPPORT AT YOUR FINGERTIPS

Get help from Alight Healthcare Navigation⁴ and Included Health. Connect with experts for support — no matter how simple or complex your question may be. Here's how each program can help:

ALIGHT HEALTHCARE NAVIGATION	INCLUDED HEALTH
Deductibles and out-of-pocket maximums: Estimate your annual out-of-pocket expenses under different plan options	Managing a new diagnosis: Access guidance, information and planning support
High-quality network providers: Find highly rated, cost-effective providers and care	Looking for an expert opinion: Connect with top-tier practitioners if you're considering a surgery or other treatment plan
Cost estimates and bill review: Compare costs for procedures and care, and assist with billing reviews	Concierge service: Book your appointment, gather your medical records and help you prepare for your visit
Contact your Health Pro at +1-888-251-2500, 9:00 a.m. to 7:00 p.m. ET or via goto/usbenefits > Connect with your Health Pro	Contact Included Health at +1-855-431-5509, or via includedhealth.com/ubs

⁴The receipt of services via Alight Healthcare Navigation or any other benefit outlined herein does not relieve or modify a plan participant's obligation to comply with the terms and conditions set forth in the relevant Plan document or Summary Plan Description (SPD). Claims administration procedures contained in the governing Plan document or SPD for the underlying benefit component shall govern the resolution of any and all claims for benefits and appeals under UBS's Group Health and Welfare Plans.

A Refresher: Your 2023 Medical Options

There are two Consumer Directed Health Plan options, Core and Core Plus, across the same carriers (Aetna, Cigna, Anthem and Kaiser in select markets). New BBS tiers for premiums, deductibles and out-of-pocket maximums apply for 2023 (see page 3). In addition, your costs vary depending on how many family members you cover.

HOW THE PLANS WORK

The Core and Core Plus plans work in the same way and cover the same services. They differ in how much you pay out of your own pocket toward the deductible, versus how much you pay out of your paycheck in monthly premiums.



Before you satisfy your deductible, you pay the full cost of care, including medical and pharmacy charges (except for in-network preventive care)

Once you satisfy your deductible, you pay for a portion of care and the plan pays the rest, until...

...you reach your annual out-of-pocket maximum, when the plan pays 100% of eligible in-network medical and pharmacy expenses

HOW YOU PAY FOR CARE

You have access to a number of tax-advantaged savings accounts to help you pay for care while meeting your deductible. If you enroll in the Core or Core Plus plan, UBS will make an annual core contribution to a Health Savings Account (HSA) or Health Reimbursement Arrangement (HRA) to supplement your contributions. UBS also contributes to your HSA or HRA if you take steps to improve your health throughout the year.⁵ See page 12 for more information on wellness incentives.

The UBS medical plan includes coverage for travel and lodging connected with covered medical procedures. This is consistent with our commitment to supporting employees in making healthcare decisions for themselves and their families.

To learn more about your medical, prescription drug, dental and vision coverage, visit the US Benefits microsite at ubs.com/usbenefits.

⁵ You are only eligible to earn up to the maximum wellness contribution (based on your coverage level), no matter how many wellness activities you participate in. You can earn up to \$400 for employee only coverage, and \$800 if you cover any family member. Employees and their covered spouses/ domestic partners may earn UBS contributions to the employee's HSA by completing wellness activities via the MyActiveHealth portal; dependent children cannot earn incentives. If you cover yourself and a child or children, but not a spouse/domestic partner, you will have access to complete more wellness activities via MyActiveHealth in order to earn the maximum \$800 incentive. Although dependent children over the age of 18 are not eligible for the incentive, they can register and use MyActiveHealth.

Eligible employees with a Benefits Base Salary (BBS) of less than \$300,000 will get an automatic UBS contribution; this is the annual core contribution. This contribution amount is not subject to increase or decrease as the result of a Qualifying Life Event (QLE) within the plan year. UBS contributions to your Health Savings Account are contingent upon your being employed by UBS on the date the contributions are made to the account.

Telemedicine options vary by provider. Visit the US Benefits microsite for contact information at ubs.com/usbenefits.

Invest in Your Health—and Get Rewarded

By engaging with well-being resources, you can earn rewards through UBS contributions to your HSA or HRA. You can earn up to \$400 if you are enrolled in individual coverage or \$800 if you cover any family members.⁵



Earn \$25

- Participate in WW (Weight Watchers)
- Register with telemedicine
- First telemedicine visit
- **NEW** Register on the UBS Financial Wellness website



Earn up to \$100

- **NEW** Attend up to 4 qualifying UBS Financial Wellness webinars



Earn \$50

- Register with your medical carrier's website
- Sync a fitness tracker
- Complete an organized walking or running event
- Complete the hydration challenge
- Complete the sleep challenge
- Complete the weight tracking challenge
- **NEW** Complete an assessment with a financial wellness coach



Earn \$100

- Complete a health assessment



Earn \$125

- Obtain a biometric screening in person or use the at-home screening kit



Earn \$75

- Complete an annual preventive exam
- **NEW** Complete the journaling exercise



Earn up to \$200

- Complete CCA Life Utilization Webinars



Earn up to \$190

- Complete a movement challenge each month to earn up to an annual total of \$190



Earn up to \$400

- Complete digital coaching

Track your incentives or learn more about these listed by visiting MyActiveHealth using the Single Sign-On link [goto/usbenefits](#) > Wellness Incentives (under Quick Links).



Emotional Well-Being

UBS is continuously looking for the best programs and offerings to support you and your family's mental health and emotional well-being.

Work/Life Assistance Program

- CCA@YourService offers free, confidential help to all employees and family members, plus emotional well-being screenings for depression, anxiety and other mental health conditions.

Bereavement Leave

- Up to five days of paid time for bereavement leave after the death of an important person in your life or a pregnancy loss.

Leave for Victims of Domestic or Sexual Violence, Sexual Assault or Stalking

- Time away if you or a member of your household or family is a victim.

Headspace

- Free membership for the mobile app which offers guided meditation and more.

Additional Support

- Help managing health and well-being can be found at [gotowellbeing](https://gotowellbeing.com).

America's Warrior Partnership

- Support for military-connected employees and families.

Flexible Work Arrangements

- If you would like to consider a flexible work arrangement, review the guidelines in the employee handbook and talk to your manager. Visit [gotoflexibleworking](https://gotoflexibleworking.com) for more information.

RethinkCare

- Support and resources for parents and caregivers of a child with learning, social, behavioral or developmental needs, as well as for neurodiverse employees.

NEW Onsite Mental Health Counselors

- Connect one-on-one with an onsite licensed counselor at the UBS Employee Health Centers, starting January 2023. Virtual appointments are also available, depending on state licensing.

Resources vary by medical plan administrator

Refer to the enclosed brochure for information about the support available depending on the UBS medical plan and medical plan administrator (Aetna, Anthem and Cigna) you choose.

SUPPORT FOR ANYTHING, ANYTIME

The Employee Assistance Program, Corporate Counseling Associates (CCA), also known as CCA@YourService, offers free, confidential help to all employees and family members. They also offer screenings for anxiety, depression and other mental health conditions. Speak with a trained professional counselor at +1-800-833 8707, or visit myccaonline.com (code: UBS).





Financial Well-Being

UBS provides a variety of benefits to help you manage your day-to-day finances, protect your income and assets and save for the future. Plus, UBS Financial Wellness coaches are on standby to provide guidance and support.

Flexible Spending Account

- Three accounts to choose from, depending on the medical plan in which you enroll and your needs: Healthcare FSA (general purpose), Limited Purpose FSA (dental and vision), or Dependent Care FSA.
- UBS matches 100% of your contribution up to \$1,000 per year to your Dependent Care FSA if you're eligible to participate and your 2023 BBS is less than \$100,000.

Health Savings Account (HSA)

- Opportunity to save for future healthcare expenses with your own pre-tax contributions as well as contributions from UBS.
- HSA contributions from UBS include the annual core contribution of up to \$600 and wellness incentives of up to \$400 or \$800.⁵

401(k) Plan

- This retirement saving vehicle gives you a way to save and invest your before- and after-tax contributions, up to maximum deferral limits. UBS provides a company matching contribution of up to \$8,000 per year, along with Retirement Contribution equal to a percentage of your eligible compensation.⁶ Visit [goto/usbenefits](#) from the UBS network to learn more.

Equity Plus Plan

- Voluntary after-tax purchase plan allowing eligible employees to purchase UBS group stock and receive one notional share for every three shares purchased.

Employee Pricing

- Less expensive ways to trade equities and options through your accounts at UBS.

UBS Financial Wellness

- Education, digital tools and licensed financial coaches to support informed financial decisions. See page 15.

ENHANCED Short-Term Disability (STD)⁷

- Provides salary continuation to eligible employees for approved illnesses or injuries of 100% of eligible pay for a minimum of 8 weeks and 75% of eligible pay for the covered weeks that follow.

Long-Term Disability (LTD)

- Basic coverage of 50% of LTD BBS up to \$5,000 per month at no cost to employees.⁸ Supplemental LTD coverage also available.

Critical Illness Insurance⁹

- Financial protection in a lump sum (\$20,000 or \$40,000) upon diagnosis of a covered illness.

ENHANCED Basic Life Insurance

- Provided at no cost; coverage equal to 2x BBS (up to \$250,000) for eligible employees.

Supplemental Life Insurance

- Purchase coverage equal to 1-8x your BBS, up to \$5 million.¹⁰

ENHANCED Spouse/Partner Life Insurance

- Purchase coverage in increments of \$25,000, up to \$250,000.¹¹ No evidence of insurability (EOI) requirement applies during the 2023 Open Enrollment period. EOI will be required thereafter for coverage over \$125,000.

Dependent Life Insurance

- Purchase coverage of \$5,000 or \$10,000.

Accidental Death & Dismemberment Insurance

- Purchase coverage up to \$1.75 million.

Business Travel Insurance

- Provided at no cost; coverage up to 10x your BBS, up to \$1.25 million, for eligible employees.

Tuition Assistance Program

- Up to \$8,000 for qualifying programs and qualifying employees with at least 6 months of service to further professional development.

ENHANCED Group Legal Plan

- Affordable access to attorneys for certain personal legal services, now with additional included services. See page 8 for more details.

Scholarship Programs

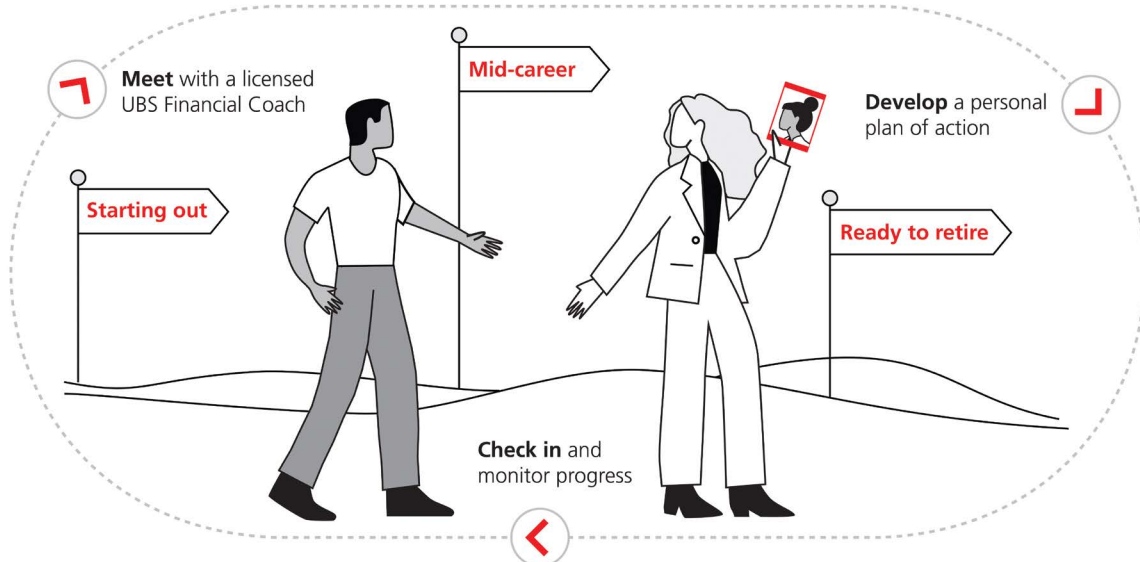
- Available for our employees' children, visit the Employee Handbook at [goto/HR](#) for more information.

Life Essentials by The Hartford

- As part of our partnership with The Hartford, UBS employees have access to a range of other helpful services including Funeral Concierge, Beneficiary Assist Counseling, EstateGuidance Will Services, Travel Assistance with ID Theft Protection, Ability Assist Counseling and HealthChampion Health Care Support.

UBS FINANCIAL WELLNESS

How are you feeling about your finances? Your UBS Financial Wellness benefit offers help with your whole financial life—from building a budget to preparing for retirement—and everything in between. Whether you want to learn on your own, attend educational events or talk to a licensed professional, we've got something for you.



Available Monday – Friday, 8:30 a.m. to 7:30 p.m. ET
ubs.com/finwellappointment

With UBS Financial Wellness you have complimentary access to:

- **A digital experience** with tools, calculators and content tailored to your personal financial journey. Check it out at financialwellness.ubs.com/fw/UBS.
- **Interactive webinars and events** to dive deeper into financial topics.
- **Thematic engagement** to keep in touch and help you stay on track.
- **UBS Financial Coaches** who can offer guidance and education as often as you need at every stage of your financial journey.

Employees are now eligible to earn an HSA incentive by completing an assessment with a financial wellness coach. See page 12 to learn more.

⁶ Eligible compensation is defined as your gross eligible earnings prior to certain pre-tax deductions, as determined by the Plan administrator in its sole discretion. Eligible earnings are (as applicable) your salary and any bonus and commissions. Eligible earnings could also include (as applicable) additional compensation, some types of recurring awards and supplemental payment. Plan limits and IRS limits apply.

If you are eligible, UBS provides you with a Retirement Contribution equal to a percentage of your eligible compensation. Generally, the percentage is based on your years of service with UBS as of the beginning of the applicable Plan year. You do not have to contribute to the Plan in order to receive a Retirement Contribution. You must generally be actively employed by UBS on the last business day of the applicable Plan year in order to receive a Retirement Contribution; subject to certain exceptions set forth in the 401(k) Plan provided, however, that no Company Retirement Contribution will be made for any year in which you are credited with contribution credits under the UBS Pension Plan or if you are an "electing grandfathered participant." See the SPD for additional details.

⁷ If you are an eligible participant, and your claim for STD benefits is approved, you may receive benefits in accordance with the terms and conditions described in the STD brochure.

⁸ If you are an eligible participant, and your claim for LTD benefits is approved, you may receive benefits in accordance with the terms and conditions of the LTD Plan. Supplemental LTD coverage is available at employees' cost.

⁹ Additional details are available on the US Benefits microsite at ubs.com/usbenefits > Financial Well-being > Other Financial Benefits

¹⁰ Rates are based on your BBS, age, tobacco-user status and the coverage option selected.

¹¹ Rates are based on age and tobacco-user status and the coverage option selected.

LIFE ESSENTIALS: ADDITIONAL SUPPORT FROM THE HARTFORD

As a part of our partnership with The Hartford, our insurer for life and disability coverage, UBS employees have access to a range of additional helpful services, as outlined below.

Funeral Concierge

A suite of online tools and resources, along with family advocacy and professional negotiation of funeral prices with local providers.

Contact information

1-866-854-5429

www.everestfuneral.com/hartford

Use code: HFEVLC

Beneficiary Assist Counseling

Help for your named beneficiaries to cope with emotional, financial and legal issues after a loss.

Contact information

1-800-411-7239

EstateGuidance Will Services

Helps you protect your family's future by creating a will online, backed by support from licensed attorneys.

Contact information

www.estateguidance.com

Use code: WILLHLF

Travel Assistance with ID Theft Protection

Includes pre-trip information as well as help accessing professionals across the globe for medical assistance when traveling 100+ miles from home (for a trip that is 90 days or less). ID theft services are also available to you and your family at home or when traveling.

Contact information

1-800-243-6108

From other locations call collect: 202-828-5885

Use Travel Assist ID number: GLD-09012

Ability Assist Counseling with HealthChampion Health Care Support

Support if you've become disabled or are diagnosed with a critical illness, including guidance on care options, helpful resources and support for financial, legal and work-life concerns.

Contact information

1-800-96-HELPS (1-800-964-3577)



Family Well-Being

Whether you're focused on starting, growing or caring for your family, UBS continues to look for ways to support you.

FAMILY PLANNING AND BUILDING

UBS provides a variety of programs to support your journey to parenthood:¹¹

- Through our partnership with WINFertility and Ovia Health, get support and connections to a broad range of other available programs on the journey to parenthood.
- **EHANCED** The Surrogacy and Adoption Reimbursement benefit can provide up to \$10,000 per child for surrogacy or adoption expenses, including coverage for failed attempts.
- UBS provides coverage for voluntary, non-medically necessary egg retrieval and up to one year of freezing/cryopreservation for all employees and covered dependents enrolled in a UBS-provided medical plan, up to a \$35,000 lifetime maximum.

FAMILY CONCIERGE SUPPORT AND COACHING

UBS is introducing a new level of enhanced support available through Ovia Health. These programs are designed to support the whole employee and entire family along the journey from preconception through parenthood—and across the full spectrum of women's health through menopause (see page 19).

Virtual services and 1:1 coaching are offered on an unlimited basis through app-based messaging for:

- **Pre-conception through family firsts**, including pregnancy readiness, pre- and post-natal health, birth plans and lactation.
- **Parental well-being**, including infant sleep and parent fatigue, working parents, parenting alone, co-parenting, LGBTQ+ support and childcare decision support.
- **Family support**, including 1:1 virtual health services and help finding in-network providers.

Get started by downloading the Ovia app that's right for you:

Ovia Support for reproductive health, fertility and menopause	Ovia Pregnancy Ongoing support for your healthiest, happiest pregnancy	Ovia Family Go to resource for family & working parents
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¹¹ Additional details, including eligibility, and terms and conditions of participation, may be found in the UBS Employee Handbook at [goto/HR](#).

TIME AWAY TO SUPPORT YOUR FAMILY

Parental Leave

UBS provides eligible employees with a maximum of twenty (20) weeks of paid leave following the birth, adoption or foster care placement of your child or the child of your domestic partner. You may take Parental Leave in 20 consecutive weeks, or in two, 10-consecutive week blocks. Employees giving birth must begin Parental Leave on the date of delivery. Parental Leave must be completed within one year of the child's arrival.

In addition, Parental Leave Phase Back can help you ease back into work after parental leave. Employees may choose to return to work three days per week for the first two weeks, while being paid at 100%, before resuming a full workweek.

Grandparent Leave

Up to three consecutive days paid leave, for eligible employees, following the birth, adoption or foster placement of a grandchild.

Family Care Days

Two family care days per calendar year to care for or accompany a parent, child, spouse, domestic partner or pet to a physician's/veterinarian's appointment.

Family Care Leave

Up to four weeks of paid leave per calendar year for you to care for your spouse, domestic partner, parent or the parent, grandparent, child, brother or sister of you or your spouse or domestic partner with a serious health condition.

Family Medical Leave

If you meet the eligibility criteria, you may be eligible to take up to twelve weeks of unpaid job-protected Family Medical Leave during any 12 month period.

Bereavement Leave

Up to 5 days of paid leave in the event of a death in your family, including pregnancy loss.

MILK STORK

This benefit provides resources for breast-feeding mothers traveling for business and milk surrogates to pack and ship their milk to the baby. Learn more on the US Benefits microsite at ubs.com/usbenefits.

BACK-UP CARE FROM BRIGHT HORIZONS

Whether you need in-home care, or prefer to use a Bright Horizons center, UBS has a variety of options at your disposal to help with back-up care up to 20 days per year, including:

- Priority placement on Bright Horizons center waitlists and tuition discounts at partner centers.
- Waived membership fees (\$150 value) to Sittercity, an online database of in-home sitters
- Discounts on College Nannies, a local placement service for trained, screened nannies

Center-based care is \$20 per child/day. In-home care is \$6 per hour (minimum of four hours is required). Up to 20 annual back-up care days per year combined.

Families who require assistance for an adult/elderly family member can schedule a Bright Horizons in-home caretaker to help manage their work day.

ACADEMIC SUPPORT

Through Bright Horizons, employees and their family members also have access to discounted tutoring, test prep and enrichment classes from high-quality education partners. This includes access to Sittercity to find educators who can manage small-group learning pods.

DEPENDENT CARE FSA

Use the Dependent Care Flexible Spending Account to pay for eligible child and elder care expenses on a pre-tax basis. In addition, if your BBS is less than \$100,000, UBS matches 100% of your Dependent Care FSA contribution up to \$1,000 per year.

RETHINKCARE

UBS has partnered with RethinkCare to provide support and resources for all parents and caregivers, including those caring for children with learning, social, behavioral or developmental needs.

RethinkCare provides:

- Confidential consultations with Board Certified Behavior Analysts, parenting experts trained to address your child's unique needs
- Over 1,000 parenting training sessions broken down by age and ability for all children, including those with developmental challenges
- Training sessions including courses and resources related to neurodiversity

To learn more, visit connect.rethinkcare.com/sponsor/ubs (enrollment code: UBS).

OVIA MENOPAUSE SOLUTION

Educational resources & content

Evidence-based guidance & education designed and reviewed by Ovia Health's in-house clinical team providing content and information tailored to your menopause journey.

Comprehensive health tracking & data feedback

The Ovia Health app provides the ability to track symptoms, sleep, exercise, nutrition, medications, relationships and more to keep record and recognize patterns.

Personalized data feedback will educate on potential triggers of symptoms and help identify less commonly known menopause symptoms.

One-on-one support & treatment navigation

Ovia Health experts leverage dynamic member risk profiles for continuous, coordinated guidance with on-demand support, predictive intervention and provider recommendations.

Enrollment and Resources



How to Enroll

Get Started

Start by considering your choices and what's ahead.

- Are you making the most of the benefits and programs available to you?
- Are you taking advantage of the wellness incentives you can earn from UBS? See page 12.
- Are there any gaps that your benefits, both new and existing, might help fill?

Don't forget

- Your 2022 HSA and FSA elections will not carry over to 2023; you must take action if you wish to contribute
- Update your working spouse or tobacco-user status
- Change your coverage or dependent information
- Review and update your beneficiaries
- Review your medical, dental and vision plan enrollment to confirm that you have selected coverage based on the needs of you and your family: Spouse/Partner/Child(ren)

ENROLL BY NOVEMBER 17

Make your elections on Alight Worklife. Whenever possible, access Alight Worklife from your UBS desktop/network using the UBS-provided Single Sign-On (SSO) link to access your account via **goto/usbenefits**. If you do not have access to your UBS desktop/network, you can access Alight Worklife via **digital.alight.com/ubs** (requires that you have updated your profile and created a user ID and password. If not, use the SSO link and visit Your Profile > Log on Information). As a precaution, do not access your account from public computers.

Be sure to click the **Complete Enrollment** button. You will receive an email to your UBS email with a link to the electronic Confirmation Statement. Please review the Confirmation Statement carefully, and make any needed adjustments before enrollment closes on November 17.

If you don't take action by November 17, you will remain in your currently elected plans (with the exception of your HSA and FSA elections), at your current coverage level and with the same surcharge elections.

STEPS TO CONSIDER DURING OPEN ENROLLMENT

- **Fund your HSA.** In addition to your payroll contributions to your HSA, UBS will reward you with contributions to your HSA or HRA if you take healthy actions (see page 12). Remember, UBS provides an annual core contribution of up to \$600 to your HSA (or where applicable, your HRA), depending upon your BBS and your coverage tier.⁵ In 2023, you can contribute up to \$3,850 in the HSA if you cover yourself only, or \$7,750 if you cover any other family members. If you are age 55 or older, you may contribute an additional \$1,000 in catch-up contributions.
- **Assess your disability protection and life insurance needs.** UBS provides core coverage at no cost to you. Supplemental coverage is also available. This year you can get spouse/partner life insurance of up to \$250,000 without providing Evidence of Insurability (EOI), even if you've been denied in the past.
- **Consider the Hospital Indemnity program** if you're interested in supplemental protection against the cost of a planned or unplanned hospital stay.
- **Review your UBS 401(k) Savings Plan contributions** to make sure you're taking advantage of the company match contribution. As a reminder, UBS will fully match every dollar you contribute to the Plan, up to 6% of eligible compensation,⁶ up to \$8,000. Visit Alight Worklife at [goto/usbenefits](https://goto.usbenefits) from the UBS network (Single Sign-On enabled) to learn more.



**Learn more and get your questions answered.
View the 2023 Benefits Webinar.**

Go to ubs.com/usbenefits for details.

Send any benefits questions to:

SH-USBenefitsAnnualEnrollment@ubs.com.

Support and Resources

For enrollment support

Call **Benefits Express** for additional support at +1-888-251-2500 (or +1-646-254-3465 outside of the U.S.), Monday – Friday, 9:00 a.m. – 7:00 p.m. ET.

During the Open Enrollment, you can say “Open Enrollment” at any time during the call to route to a benefits representative.

Visit the US Benefits microsite at ubs.com/usbenefits.

Make an appointment online to talk to a Benefits Express representative who will answer your enrollment questions. To schedule an appointment, visit [goto/usbenefits](https://ubs.com/usbenefits) > Need Help with Health Benefits? and follow the steps to set up an appointment and have a representative contact you at the date and time of your choosing. By creating an appointment, you have the option to save it to your calendar, receive confirmation notices, reminders and reschedule as needed, and identify questions to discuss during your appointment.

For help understanding your benefits

Alight Healthcare Navigation can help you determine which coverage and plans might work best for you and your family’s needs. See page 10 for a list of ways they can help you understand and get the most out of your benefits.

To contact your personal Health Pro, call +1-888-251-2500, 9:00 a.m. to 7:00 p.m. ET or go to [goto/usbenefits](https://ubs.com/usbenefits) > Connect with your Health Pro.



HAVING A BABY? GETTING MARRIED? LOSING OTHER COVERAGE?

If you need to change coverage during the year because of a Qualifying Life Event (QLE), you have 30 days to log the QLE on the benefits portal and make changes to your benefits.

To initiate your QLE, visit [goto/usbenefits](https://ubs.com/usbenefits), then select *Enter a Life Event* under *Life Events* from the menu along the top of the screen. Select the appropriate QLE from the list provided. Be sure to complete all required steps:

1. Enter your QLE
2. Add your dependent to the system
3. Add/remove your dependent from each coverage option
4. Verify your dependent (where required)
5. Update your beneficiaries

If you do not complete all required steps to change coverage within 30 days of the QLE, you will not be permitted to complete or make another change unless another QLE occurs during the plan year.

Key Contacts

Medical Plans

Aetna

Aetna Choice POS II Network
aetna.com or +1-800-223-7033

Anthem

Blue Cross/Blue Shield PPO Network
anthem.com or +1-800-875-6314

Cigna

Open Access Plus Network
cigna.com or +1-800-244-6224

Kaiser Permanente

kp.org

- Kaiser California: +1-800-464-4000
- Kaiser Colorado: +1-800-632-9700
- Kaiser Georgia: +1-888-865-5813
- Kaiser Hawaii: +1-800-966-5955
- Kaiser Mid-Atlantic: +1-800-777-7902
- Kaiser Northwest: +1-800-813-2000
- Kaiser Washington: +1-888-901-4636

Prescription Drug Coverage

CVS Caremark

(if you are enrolled in a medical plan option with Aetna, Cigna or Anthem)
caremark.com or +1-800-378-9280

Kaiser Rx

(if you are enrolled in a medical plan option with Kaiser): my.kp.org/ubs/
See Kaiser numbers above.

Critical Illness – Aetna

+1-800-617-4015

Hospital Indemnity – Aetna

+1-800-607-3366

Short-Term and Long-Term Disability

The Hartford

- Group Life Claims: +1-888-563-1124
- Evidence of Insurability (Supplemental Life or Voluntary LTD): +1-800-331-7234
- Group Life Conversion/Portability: +1-877-320-0484
- Disability Claim Initiation and questions: +1-888-301-5615

abilityadvantage.thehartford.com

Vision – VSP

vsp.com or +1-800-877-7195

Dental – Cigna

cigna.com or +1-800-244-6224

HSA/HRA/FSA/401(k)

Benefits Express

+1-888-251-2500 (or +1-646-254-3465 outside the U.S.),
From work (Single Sign-On enabled): goto.usbenefits

From home (username and password required):
digital.alight.com/ubs

Wellness Incentives – MyActiveHealth

<http://myactivehealth.com/ubs> or +1-855-256-0252

Retirement and Financial Planning

UBS Financial Wellness

+1-888-FIN WELL (+1-888-346-9355)
financialwellness.ubs.com/fw/UBS

Legal Support – MetLife Legal Plans

legalplans.com and click on “Why MetLife Legal Plans?”
+1-800-821-6400

Additional Support and Advocacy

CCA@YourService

[goto/EAP](#) (code: UBS)

[myccaonline.com](#) (code: UBS) or +1-800-833-8707

Gympass

[gympass.com/us/ubs-us](#)

WINFertility

[managed.winfertility.com/ubs](#) or
+1-866-329-1224

Included Health (Expert Medical Opinion)

[includedhealth.com/ubs](#) or +1-855-431-5509

Milk Stork

[portal.milkstork.com/ubs](#) or +1-877-242-1306

Alight Healthcare Navigation

+1-888-251-2500 (or +1-646-254-3465 outside the US), or [goto/usbenefits](#) > **Connect with your Health Pro**

RethinkCare

[connect.rethinkcare.com/sponsor/ubs](#)
(enrollment code: UBS) or +1-800-714-9285

Bright Horizons Back-up Child Care & Elder Care

[careadvantage.com/ubs](#)
Username: UBS | Password: [ubsbackup](#)
+1-877-BHCARES (+1-877-242-2737), 24 hours a day, seven days a week

America's Warrior Partnership

<https://www.americaswarriorpartnership.org>

TO FIND CONTACT INFORMATION FOR THE REST OF THE RESOURCES MENTIONED IN THIS GUIDE, VISIT THE US BENEFITS MICROSITE AT [UBS.COM/USBENEFITS](#).

This brochure provides information about certain plans and programs of UBS for eligible employees in the United States (not including Hawaii and Puerto Rico).

This brochure is a Summary of Material Modifications to the various benefit components of UBS's group health plans and UBS's post-retirement benefits. It summarizes benefits available under various benefit components of the plans. More detailed descriptions of these components and your eligibility to participate can be found in the legal plan documents that govern these benefits. If there is a conflict between this summary and the legal plan documents, the legal plan documents will govern. The information in this material does not imply that participation in the plans or the benefit components thereunder is a guarantee of continued employment with UBS. It also does not imply or guarantee that the plans or the benefit components thereunder will exist or remain unchanged in the future. Nothing herein creates any vested or contractual rights. As in the past, and as set forth in the applicable plan documents, UBS continues to reserve the right to change or terminate the plans and the benefit components thereunder at any time in the future including, without limitation, changing coverage levels, deductibles, coinsurance, and/or your contributions for coverage. Summary Plan Descriptions (SPDs) are documents containing comprehensive descriptions of your benefit plans, including terms and conditions of participation. These documents can be found on the Alight Worklife website.