



Accidental Death & Dismemberment Insurance

You have the opportunity to elect Accidental Death & Dismemberment (AD&D) insurance for you and your family. AD&D insurance covers you 24 hours a day, 365 days a year, anywhere in the world against accidents that may occur in the course of business or pleasure.

Under the AD&D insurance program, you may purchase coverage in \$10,000 increments, up to ten times (10x) your Benefits Base Salary or \$1,750,000, whichever is less. For AD&D Insurance purposes, BBS is generally defined as your gross cash eligible earnings prior to any pre-tax deductions from your paychecks, less any non-cash compensation (such as restricted stock) and certain other types of nonrecurring compensation as defined by the plan.

If you choose single coverage, you or your Beneficiary will receive a benefit if you die or suffer a dismemberment as the result of a covered accident. If you choose family coverage, a benefit would also be paid if your covered dependent dies or suffers a dismemberment as the result of a covered accident.

If you choose family coverage, each family member's coverage is a percentage of the benefit amount you select. It will depend on who your insured family members are at the time of a covered accidental loss. If you do not have any dependent children, your Spouse/Domestic Partner/Civil Union Partner is automatically covered for 60% of your coverage amount. If you have dependent children, your Spouse/Domestic Partner/Civil Union Partner is automatically covered for 55% of your coverage amount and your children are each automatically covered for 10% of your coverage amount. If you have children but no eligible Spouse/Domestic Partner/Civil Union Partner, your children are each automatically covered for 20% of your coverage amount. The maximum coverage amount for each child is \$200,000.

Benefit Coverage

The insurance company pays a benefit to your Beneficiary in the event your death is a result of a covered accident. If you suffer a covered loss or covered injury as a result of an accident, a benefit is paid to you. Benefits are payable to you or your Beneficiary in a single cash payment. The benefit payable depends on the type of loss suffered, as shown below.

The insurer will pay the full coverage amount (100%) for the loss of

- Life;
- Permanent and total disability;
- Two or more members;
- Speech and hearing (both ears);

- Entire sight in both eyes; or
- The use of four limbs.

The insurer will pay one-half (50%) of the full coverage amount for the loss of:

- One member;
- Speech or hearing (both ears);
- Entire sight in one eye; or
- The use of one limb.

The insurer will pay three-quarters (75%) of the full coverage amount for the loss of the use of three limbs and two-thirds (66 2/3%) for the loss of the use of two limbs. The insurer will pay one-quarter (25%) of the full coverage amount for the loss of a thumb and index finger on the same hand.

If you sustain more than one qualifying loss because of an accident, the insurance company will only pay for the loss that provides the largest benefit (not to exceed the full coverage amount.)

To receive a benefit, you must sustain the loss as a direct result of injuries, and no other cause, within 365 days of the covered accident that causes the loss.

For a more detailed description of the plan, including additional benefits, please refer to the Accident Insurance Summary Plan Description available on the Alight Worklife website.

Cost of Coverage

You pay the full cost of AD&D Insurance with after-tax dollars. This coverage is available to you at the following group rates:

Option	Monthly Cost per \$10,000 of Coverage*
No Coverage	\$0
Individual	\$0.11
Family	\$0.17

*Costs are subject to change from time to time.

Coverage At and After Age 75

If you're still working for the firm when you reach age 75, your coverage under the AD&D Insurance component will continue, as long as you continue to pay the monthly cost. Your benefit, however, will be reduced, starting at age 75, to the percentage shown in the following chart. The

chart illustrates how your benefit will be reduced, assuming you have \$100,000 in AD&D Insurance coverage

Your Age	Reduction Factor	Coverage After Reduction (assuming \$100,000 of Coverage)
75-79	57.5%	\$57,500
80-84	37.5%	\$37,500
85 or older	20%	\$20,000

What's Not Covered

The AD&D Insurance Program will not pay benefits for losses caused by, contributed to or resulting from:

- Suicide, attempted suicide, or a purposeful self-inflicted wound.
- A Covered Person's involvement in any type of active military service. Declared or undeclared war or any act of declared or undeclared war within the United States or the District of Columbia.
- A Covered Person's participation in the commission or the attempted commission of a felony.
- Illness, disease, pregnancy, childbirth, miscarriage or any bacterial infection other than one resulting from an accidental cut or wound.
- Travel or flight in an aircraft under certain circumstances. Please refer to the Summary Plan Description for further details.
- Hang-gliding, ski-diving, para-gliding, para-sailing, bungee-jumping or any similar activity.

For more information about the AD&D Insurance Program, please refer to the applicable Summary Plan Description available on the Alight Worklife website.

This document is for general reference and highlights certain plans and programs of UBS for eligible employees in the United States. It is a Summary of Material Modifications to the referenced plans and programs. More detailed descriptions of these plans and programs can be found in the legal plan documents governing these benefits. While we have made every effort to make this document accurate, if there is any conflict between the information contained herein and the applicable plan documents, the plan documents will govern. The information contained herein does not imply that participation in the plans and programs is a guarantee of continued employment with UBS. It also does not imply or guarantee that the plans and programs will exist or remain unchanged in the future. Nothing herein creates any vested or contractual rights. UBS continues to reserve the right to change or terminate its plans and programs at any time in the future for any reason.