

Life Insurance Program

Life insurance is another form of financial security. The Life Insurance Program is designed to provide you and your family with financial protection. Life insurance benefits are provided by The Hartford.

Plan Features

Basic Life Insurance

Firm-paid benefit that offers employees coverage equal to two times their Benefits Base Salary (BBS), rounded up to the next \$1,000; minimum of \$50,000 and a maximum of \$250,000, up to age 65. After age 65, your Basic Life Insurance benefit will be reduced. The IRS requires you to pay taxes on the value of firm-paid coverage over \$50,000. You may elect to limit coverage to \$50,000 during the enrollment process.

Supplemental Life Insurance

Voluntary plan that allows you to purchase one to eight times your Benefits Base Salary (BBS), rounded up to the next \$1,000, up to a maximum of \$5 million. Certain amounts require Evidence of Insurability (EOI).

If you are currently enrolled in supplemental life insurance, you have the option to increase your supplemental life insurance during Open Enrollment by increments of 1x pay. In general you are not required to provide evidence of good health (also known as "evidence of insurability" or EOI), unless you are enrolling for the first time, elect more than 1x pay or exceed certain other plan limits.

Spouse/Domestic Partner/Civil Union Partner Life Insurance

Voluntary plan that allows you to purchase coverage for your spouse/partner in increments of \$25,000 to a maximum of \$250,000.

If you are currently enrolled in spouse/domestic partner/civil union partner life insurance, you have the option to increase your coverage during Open Enrollment by one increment of \$25,000 without providing evidence of insurability (EOI).

Evidence of good health will be required for any coverage over \$125,000.

Dependent Child Life Insurance

Voluntary plan that allows you to purchase coverage of \$5,000 or \$10,000 for your eligible dependent children. You only need to make one election and all your eligible dependents will be covered for one monthly premium.

Evidence of Insurability (EOI) requirements

Certain life insurance coverage options require approval from the life insurance carrier (see chart below). These options are indicated on your online enrollment page. If you elect one of these options, you must obtain approval from the insurance carrier before the additional insurance amount can be put in effect. Details regarding this process will be provided during your online enrollment. EOI is not required for Child Life Insurance coverage.

If you currently have Supplemental Life Insurance coverage...	You may increase your current coverage amount by one times (1x) your BBS, without providing EOI, as long as your coverage amount does not exceed five times (5x) your BBS or \$1.5 million. For coverage over this amount, you will be required to provide EOI to the insurance company and obtain approval from the insurance carrier before the additional amount can be put into effect.
If you currently have Spouse/Partner Life Insurance coverage...	You may increase your current Spouse/Partner Life Insurance coverage amount by one increment of \$25,000 without providing EOI, as long as your coverage amount does not exceed \$125,000. For coverage over this amount, you will be required to provide EOI to the insurance company and obtain approval from the insurance carrier before the additional amount can be put into effect.

Basic Life Insurance Coverage at and After Age 65

If you're still working for the firm when you reach age 65, your Basic Life Insurance benefit will be reduced to the percentage shown in the following chart (and rounded up to the next higher \$1,000). The chart illustrates how your benefit will be reduced, assuming you have \$50,000 of Basic Life Insurance coverage.

Your Age	Benefit Reduced To	Amount Reduced To (Assuming \$50,000 Basic Life Coverage)
65-69	65%	\$33,000
70-74	40%	\$20,000
75-79	25%	\$13,000
80 or older	20%	\$10,000

At the time your benefit is reduced, you may convert the amount terminating under the Life Insurance Program to an individual policy (see "Conversion Privileges" below for details on how to convert this amount).

Conversion Privileges

If any of your Basic Life Insurance ceases because of:

- Your employment ceasing or you no longer being in a class eligible for such insurance,
- Age,
- Completion of 30 months of disability or
- Retirement,

the amount of Basic Life Insurance that ceases (or a lesser amount if desired) may be converted to an individual life insurance policy.

In order to convert, written application must be made for an individual policy and the first premium must be paid on it within 60 days after cessation of insurance. The premiums for the converted policy will be at The Hartford's customary rates for the same policy issued to any other person of the same class of risk and age at the time the converted policy is to become effective.

Your converted policy may be any kind of individual policy then customarily being issued by The Hartford for the amount being converted and for your age (nearest birthday) on the date it will be issued, except a term policy or one with disability or other supplementary benefits. For more information regarding conversion of life insurance, please contact The Hartford at 877-320-0484.

2026 Supplemental Life Insurance Monthly Rates

Your rates for Supplemental Insurance are based on your age as of January 1 of the plan year, the amount of coverage you choose, and whether you use tobacco—including cigarettes, cigars, pipes and smokeless tobacco.

If you have stopped smoking for over 6 months, be sure to change your tobacco-user status.

Age as of January 1, 2026	Monthly rate per \$1,000 of benefit (non-tobacco-user)	Monthly rate per \$1,000 of benefit (tobacco-user)
Under 25	\$0.019	\$0.030
25 – 29	\$0.021	\$0.033
30 – 34	\$0.033	\$0.049
35 – 39	\$0.040	\$0.062
40 – 44	\$0.047	\$0.072
45 – 49	\$0.076	\$0.117
50 – 54	\$0.110	\$0.171
55 – 59	\$0.206	\$0.319
60 – 64	\$0.321	\$0.498
65 – 69	\$0.526	\$0.816

70 +	\$0.650	\$1.040
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2026 Spouse/Partner Life Insurance Monthly Rates

Your rates for Spouse/Partner Life Insurance are based on your Spouse/Partner's age as of January 1 of the plan year, the amount of coverage you choose, and whether your spouse/partner uses tobacco—including cigarettes, cigars, pipes and smokeless tobacco.

If your spouse/partner has stopped smoking for over 6 months, be sure to change their tobacco-user status.

Age as of January 1, 2026	Monthly rate per \$1,000 of benefit (non-tobacco-user)	Monthly rate per \$1,000 of benefit (tobacco-user)
Under 25	\$0.022	\$0.034
25 – 29	\$0.024	\$0.038
30 – 34	\$0.037	\$0.056
35 – 39	\$0.045	\$0.070
40 – 44	\$0.053	\$0.082
45 – 49	\$0.086	\$0.133
50 – 54	\$0.125	\$0.194
55 – 59	\$0.234	\$0.363
60 – 64	\$0.365	\$0.566
65 – 69	\$0.598	\$0.927
70 +	\$0.739	\$1.182

2026 Dependent Child Life Insurance Monthly Rates

- \$5,000 of coverage = \$0.68
- \$10,000 of coverage = \$1.35

For more information about the Life Insurance Program, refer to the Summary Plan Description on the Alight Worklife website by typing 'goto/usbenefits' into your UBS browser or via the Internet at digital.alight.com/ubs.

Quit For Life® Smoking Cessation Program

The Quit for Life® Program, offered at no cost to you, is a step-by-step program that can help you quit using tobacco. What's more, if you complete the program, you can avoid the tobacco-user surcharge on your medical coverage. To enroll in the Program, call +1-866-784-8454. Recommendations from your medical provider may be accommodated.

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.