

# The 401(k) Plan

The UBS 401(k) Plan (the “Plan”) is a qualified retirement savings plan that enables you to invest a portion of your own pay along with the firm’s contributions.

## Plan highlights:

- The Plan includes three types of contributions:
  - Your own contributions (before-tax, after-tax and Roth 401(k))
  - Company Match contributions (three-year vesting required)
  - Company Retirement Contribution (three-year vesting required)
- A wide range of investment options to diversify your portfolio
- Loan and withdrawal options are subject to Plan provisions
- Availability of reallocation and transfers (subject to the Plan’s trading restrictions)
- Ability to contribute up to 85% of your eligible compensation, up to the limits established by the IRS
  - The ability to manage your account (including your Self-directed Window account) and request transactions for your account:
    - From Home: [digital.alight.com/ubs](https://digital.alight.com/ubs); or
    - From work: [goto/usbenefits](https://goto.usbenefits); or
    - By calling Benefits Express at +1-888-251-2500. Representatives are available 9:00 a.m. – 7:00 p.m., ET, Monday through Friday.

*Whenever possible, access Alight Worklife via your UBS desktop/network. Use the UBS provided Single Sign-On (SSO) link to access your account via [goto/usbenefits](https://goto.usbenefits). If you do not have access to your UBS desktop/network you can access Alight Worklife via [digital.alight.com/ubs](https://digital.alight.com/ubs) (requires login/password). As a precaution, do not access your account from public computers.*

## 401(k) Match and Retirement Contribution Limits

**Maximum Company Match.** The maximum Company Match for 2024 is \$8,000. UBS will match 100% of your payroll contributions to the 401(k) Plan up to 6% of your eligible compensation to the annual maximum of \$8,000. The Company Match will be dependent upon your contribution level and eligible compensation.

**Retirement Contribution (RC) schedule.** A Retirement Contribution is an automatic 401(k) Plan contribution from UBS based on eligible compensation and years of service. Please review the UBS 401(k) contribution chart on the following page for additional details on the UBS Company Match and Retirement Contribution.

## Your Contributions

Before-tax 401(k), after-tax Roth 401(k) and after-tax non-Roth savings features: You can contribute from 1% to

85% of your eligible compensation and/or discretionary annual incentive bonus, if any, subject to the maximum contribution limits permitted by the IRS.

The combined percentage of your before-tax 401(k), Roth 401(k) and after-tax (non-Roth) contribution rates cannot exceed 85% of your eligible compensation and/or discretionary annual incentive bonus, if any, as limited by the IRS.

2024 Limits – 401(k) Plan	
Contribution percentages	Up to 85%
Before-tax/Roth 401(k) contributions	\$23,000 (under age 50)
Before-tax/Roth 401(k) contributions for individuals who attain age 50 (on or before 12/31/23)	\$30,500
After-tax contributions (for non-HCEs <sup>1</sup> )/(for HCEs <sup>1</sup> )	\$23,000/\$17,500
Eligible compensation	\$345,000
Total annual contributions	Lesser of \$69,000 or 85% of compensation

<sup>1</sup> HCE – Highly compensated employees, UBS defines HCEs using the top 20% rule. For 2023, HCE employees were those employees who earned \$382,986 or more during 2022.

## Company Match Contributions

If you are actively contributing to the 401(k) Plan, UBS will also contribute to your retirement savings. UBS will fully match every dollar you contribute to the Plan, up to 6% of eligible compensation, to an annual maximum of \$8,000 in 2024. Your Company Match contributions will be credited to your account by pay period and invested according to your investment elections in effect on the day it is credited to your account.

## Company Retirement Contribution

The firm provides you with a Retirement Contribution equal to a percentage of your eligible compensation. The percentage is based on your years of service with UBS as of the beginning of the Plan year. Your Retirement Contribution will be deposited annually into your account during the first quarter of the following year and will be invested according to your investment elections in effect on the day that it is credited to your account. Unlike the Company Match contributions, you do not have to contribute to the UBS 401(k) Plan in order to receive a Retirement Contribution. Please refer to the chart on the following page for the Retirement Contribution schedule.

## Residents of Puerto Rico

If you are working in and a resident of Puerto Rico, you will be eligible to participate in the Puerto Rico Savings Plus Plan (instead of the UBS 401(k) Plan). The Puerto Rico Savings Plus Plan functions like the UBS 401(k) Plan except for the types and amounts you can contribute and a different fund line-up for 2024. Roth 401(k) contributions are not a feature of the Puerto Rico Plan.

Your before-tax contribution percentages must be a whole percentage between 1% and 85% of your eligible compensation and your after-tax contribution percentages must be a whole percentage between 1% and 10% of your eligible compensation, subject to certain dollar limits. The combination of the two cannot exceed 85%. See chart to the right.

<b>2024 Limits - Puerto Rico Savings Plus Plan</b>	
Contribution percentages	Up to 85% for before-tax and up to 10% for after-tax (combined cannot exceed 85%)
Before-tax contributions	\$15,000 (under age 50)
Before-tax contributions for individuals who attain age 50 (on or before 12/31/21)	\$16,500
After-tax contributions	\$34,500
Eligible compensation	\$345,000
Total annual contributions	\$49,500 for individuals who are under age 50 and \$51,000 for those who attain age 50 on or before 12/31/24.

The chart below outlines the maximum Company Match and Retirement Contribution on or after 2021.

<b>UBS 401(k) Plan Contributions</b>		
<b>Plan Years on or after 2021</b>		
	<b>Annual Maximum Company Match</b>	
	UBS will fully match every dollar you contribute to the Plan, up to 6% of eligible compensation	
	All years of Service	\$8000 maximum
Years of Service (as of January 1 of Plan Year)	<b>Retirement Contribution</b>	
	<b>Eligible Compensation &lt;\$200,000</b>	
	1 – <10 years	2.0%
	10 – <15 years	3.0%
	15+ years	3.5%
	<b>Eligible Compensation &gt;\$200,000</b>	
All years of service	2.0%	

**Note:** 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; 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.

The updated years of service chart and accrual percentages went into effect for the 2018 Plan year. Your Retirement Contribution will be posted in February/March of the year following the Plan year (e.g., Plan year 2024 Retirement Contribution will be posted in February/March of 2025). Company Match contributions are paid throughout the year.

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.

## Retirement examples

As you consider what's ahead, think about your financial picture and how you can make the most of the enhanced retirement benefits from UBS in the coming years.

### 1. Put time on your side

#### Meet Paul and Maria

Paul and Maria, both age 25, start working at UBS at the same time. They each have eligible compensation of \$80,000 per year. Maria starts saving right away in the 401(k) Plan, contributing 6% of her eligible compensation. Paul waits a few years, starting at age 30 and saving a steady 6%. Both maximize the Company Match as defined in the Plan documents. If we assume they will both contribute at the same level until age 65, here's how their balances compare:

401(k) Plan account balance	Maria	Paul
At age 30	\$54,120	\$0
At age 65	\$1,485,720	\$1,069,770

Numbers rounded to the closest \$10

These examples are for illustrative purposes only. They assume an annual average investment return of 6% with no loans or Plan withdrawals. They do not incorporate salary changes or account fees. In addition, the Retirement Contribution (which can vary based on tenure and eligible compensation, as described above) is not included.

Your actual results will vary based on salary changes and market conditions and it's important to remember that your account balance can include losses as well as positive returns. Future performance is not guaranteed, and these examples are not intended to be a projection or promise of actual results.

**Because of compounding interest, Maria's starting balance at age 30 built into a \$415,950 difference at age 65, when compared to Paul's.**

**If Maria had stopped contributing at age 43, she would have \$1,069,150 at age 65 – approximately the same as Paul and \$416,570 less than if she continued to contribute until age 65.**

*Keep time on your side – don't wait to start saving.*

### 2. Save as much as you can

For this example, we'll assume Paul does start saving at age 25, alongside Maria. Both contribute 6% of their eligible compensation to the 401(k) Plan and take advantage of the maximum Company Match as defined in the Plan documents. Maria elects to increase her contribution by 1% each year until she reaches 10% of her eligible compensation. Below is a comparison of their balances:

	Maria 6% contribution, increasing to 10%	Paul 6% contribution, no increase
401(k) Plan account balance at age 65	\$1,907,600	\$1,485,720

Numbers rounded to the closest \$10

**Saving more can make a big difference. With all else being equal, Maria's balance is \$421,880 more than Paul's at age 65.**

## Automatic enrollment for new hires

To make it easier for UBS employees to start saving for retirement, all newly hired eligible employees will be automatically enrolled in the UBS 401(k) Plan. Eligible employees will automatically be enrolled in the Plan 90 days after their date of hire, unless they affirmatively cancel or change the enrollment. Starting within 2 paychecks after 90 days following an eligible employee's date of hire, 3% of his/her eligible pay will be deducted on a before-tax basis and invested entirely in the age-appropriate Vanguard Target Retirement Fund (the Qualified Default Investment Alternative - QDIA), subject to the employee's right to change contribution percentages and investment options at any time.

If a newly hired employee isn't ready to enroll in the Plan, he/she can disenroll from the Plan by logging in to the Alight Worklife website or by calling Benefits Express within their first 90 days at UBS.

## Vesting

You become 100% vested in any Company Match and Company Retirement Contribution and any investment earnings on those contributions after you have completed three years of service with UBS.

After the initial three-year vesting period, in order to receive additional Company Match or Retirement Contribution for subsequent Plan years, you must meet one of the following criteria:

- Be employed by UBS on December 31 of the Plan year
- Retire at age 65 (or at age 55 if you have 10 or more years of service)
- Become disabled as defined by the Plan
- Termination on or after October 1 of the Plan year due to a termination that is coded in the company's human resources personnel database as a business sold/outsourcing, voluntary or involuntary redundancy or mutual consent

## Investing and managing your account balance

You decide how your account balance is invested by choosing from a range of investment options. The Plan's website provides additional information about the available investment options and performance data.

If you do not specify an investment election, your employee contributions, Company Match and Retirement Contribution will be invested in one of the Plan's funds selected by the Investment Committee (currently the Vanguard Target Retirement Fund that best corresponds to your normal retirement age (age 65)).

## Trading restrictions

The UBS 401(k) Plan has trading rules that limit when and how often you can transfer into and out of most of the Plan's investment options. Please refer to the Alight Worklife website for more information regarding these restrictions.

## Plan expenses

Recordkeeping and administrative fees are the costs associated with the day-to-day operation of the Plan and include fees for recordkeeping, trustee services, investment consulting, auditing and legal services. UBS pays these expenses rather than passing them on to active Plan participants (inactive participants are charged fees). Additional fees apply when investing in the Self-directed Window.

## Accessing your account while actively employed

You can access the funds in your 401(k) account through loans and withdrawals, subject to certain Plan and Internal Revenue Code rules. Two types of loans and three types of withdrawals are available under the UBS 401(k) Plan. You may be eligible for one or more of them, depending on your age, the types of contributions you have made and the reason you are requesting the loan or withdrawal. The Summary Plan Description and UBS 401(k) Plan Overview contain additional information about these topics and are located on the Alight Worklife website ([goto/usbenefits](#)).

*For purposes of this document, the term "Eligible compensation" is defined as your gross eligible earnings prior to any pre-tax deductions, as determined by the plan administrator in its sole discretion. It is limited to \$345,000 for 2024.*

This document is for general reference and highlights certain plans of UBS for eligible employees in the United States and Puerto Rico. It is a Summary of Material Modifications to the referenced UBS 401(k) Plan and the UBS Financial Services Incorporated of Puerto Rico Savings Plus Plan (the "Plans"). More detailed descriptions of these Plans 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 is a guarantee of continued employment with UBS. It also does not imply or guarantee that the Plans 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 at any time in the future for any reason.