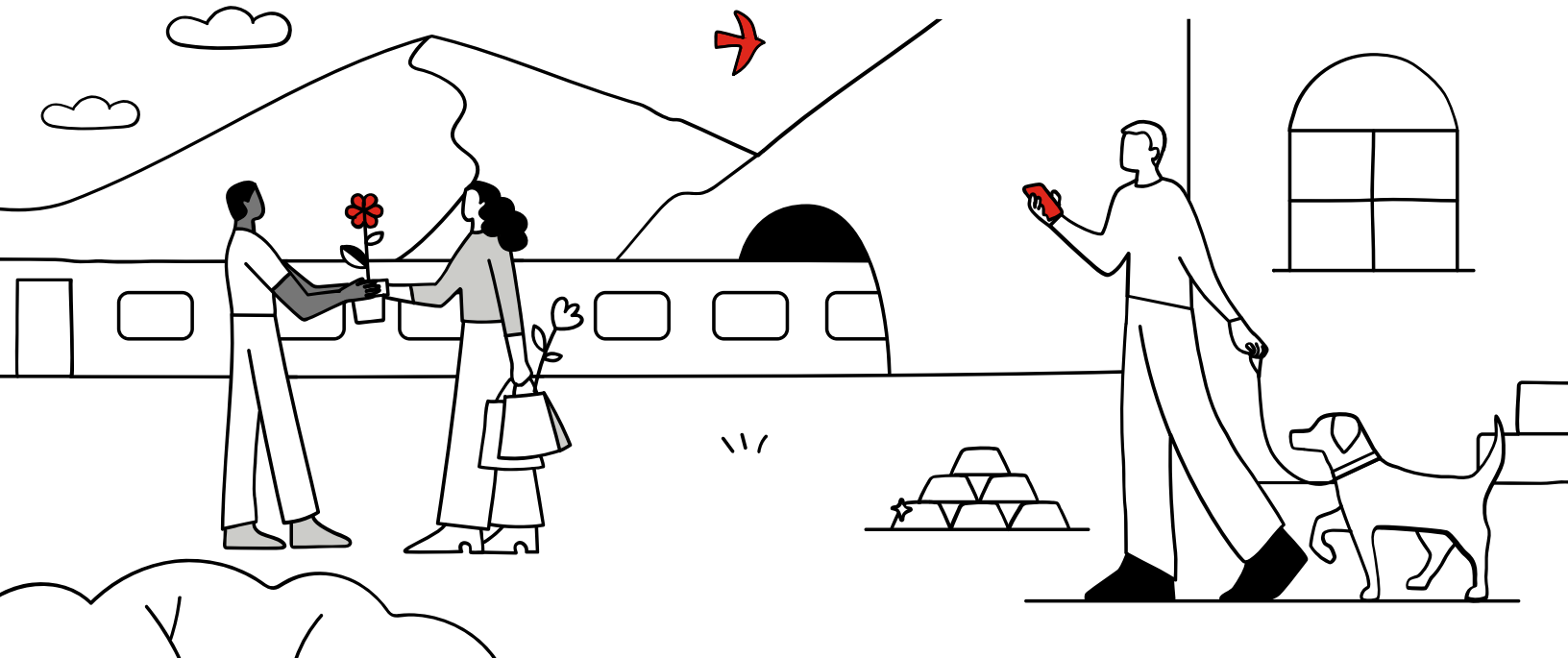




Your total well-being in 2024

Enroll in your 2024 benefits
November 1 – 15



What's inside

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Well-being matters

Exciting benefit updates and enhancements for you and your family.

With a new year on the horizon, we are pleased to be able to share some benefit updates and enhancements for 2024, including some important new offerings. Our goal? To empower you with meaningful support and resources across all aspects of your health and well-being in 2024 and beyond.

You'll see this come to life in a number of ways. In particular, our continued focus on affordability means employees will contribute the same—or less, through payroll deductions—for medical coverage next year. For the seventh year in a row, UBS will hold medical contributions flat. Plus, a newly designed medical contribution schedule and the elimination of the working spouse surcharge mean lower paycheck deductions for almost 60% of currently enrolled employees in 2024.¹

These savings, combined with a range of other enhancements and new benefits, reflect the following key priorities:



Financial support and affordability

As a foundational aspect of your total rewards, your benefits ensure you have a safety net when you need it, whether you're facing a medical emergency or a significant life event. We pair this with an ongoing focus on overall affordability to help you balance other obligations and support your financial well-being.



Meaningful benefits and choice

Our commitment to delivering meaningful and high-quality benefits remains steadfast. And, because your needs are as unique as you are, flexibility is built into our programs. We want to empower you to consider a variety of benefit options and tailor your package to suit your individual circumstances.



Continuous evaluation and evolution

We are relentlessly focused on ensuring our array of benefits continues to meet the evolving needs of our employees and their families. For us, that means having continual awareness of performance and satisfaction, as well as staying ahead of the curve to take advantage of new market offerings and innovations.



Open Enrollment:

Your opportunity to make changes

Open Enrollment, which takes place each fall, is your opportunity to review and adjust your benefits for the year ahead. We encourage you to take time to explore your options, consider your family's needs and make the choices that align best with your well-being goals.

Be sure to make your benefit elections by November 15. You can find additional details about your benefits at ubs.com/usbenefits.

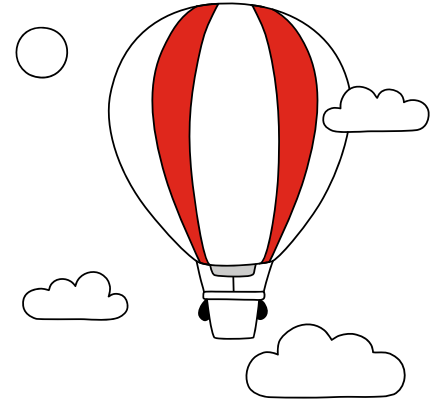
Keep reading for more about your UBS-provided benefits, including more about what's changing next year.



¹ 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 may increase if you change your elections, your BBS changes or you enroll additional family members in 2024.

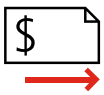
Note: Keep in mind that the elections you make during Open Enrollment remain in effect for the entire calendar year; your next opportunity to make updates will be next fall for the plan year starting in 2025 (unless you experience a qualifying life event, such as marriage, birth or loss of other coverage).

What's new for 2024



UBS continues to invest in your total well-being and focus on ensuring employee healthcare contributions remain reasonable, despite rising nationwide costs overall. **For 2024, your costs will likely be the same or less than they are today.²**

Here's why:



UBS is absorbing the cost increases for 2024. As a result, employee medical contributions will remain flat² and dental contributions will be slightly reduced. UBS is also eliminating the Working Spouse Surcharge, effective January 1, 2024.



Medical plan contribution tiers, which are tied to BBS, are adjusted to give more employees access to the same Medical plan options but at a lower payroll contribution amount.



The IRS has increased the required minimum annual deductible for high deductible health plans to \$1,600 for self-only coverage and \$3,200 for family coverage. Aside from these required changes, there will be no increase in Medical plan deductibles or out-of-pocket maximums.³

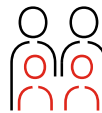


The Dental Plan's Annual Benefit Maximum and Lifetime Orthodontia Maximum is increasing to \$3,000 per person for in-network care for employees enrolled in the Cigna Preferred Provider Organization (PPO).

You'll also see a number of enhancements in 2024, including:



Improved short-term disability salary continuation benefits to provide employees with uninterrupted pay during an absence for an approved short-term disability, regardless of length of service.



Expanded family building benefits for those exploring adoption or surrogacy. Starting in 2024, UBS is increasing the benefit for child adoption and surrogacy services to \$25,000 per year, including failed attempts.

This is the seventh consecutive year UBS has kept employee medical and dental contributions flat. In addition to other contribution tier changes and the elimination of the working spouse surcharge, this represents an investment of more than \$45 million from UBS.

² 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 2024. Actual premium rates will continue to be based on your BBS, your plan choice and how many family members you choose to cover.

³ Deductibles are increasing for employees with a Benefits Base Salary (BBS) of less than \$200,000 who enroll in the CDHP Core Plus plan. The individual coverage deductible will increase from \$1,500 to \$1,600, and the family coverage deductible will increase from \$3,000 to \$3,200, which is consistent with the IRS minimum cost sharing requirements for calendar year 2024. All deductibles for the other BBS groups will remain unchanged in 2024.

Stability where it counts: continued financial investment in your medical coverage

No increases to medical, dental or vision plan contributions for 2024

Despite increasing healthcare costs nationwide, UBS is committed to keeping employee contributions manageable and giving you opportunities to earn incentives to help pay for out-of-pocket expenses. This will be the seventh consecutive year that medical contributions have remained the same, which means you'll contribute the same as or less than you did for medical coverage in 2023. For most employees,⁴ there will be no increase in deductibles or out-of-pocket maximums. Dental and vision plan contributions are also remaining flat, or decreasing slightly, as coverages are being enhanced.

Redefined Medical 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 so that employees who earn less pay less.

Starting in 2024, the BBS tiers have been adjusted. As a result, some employees will pay less in 2024. (Note: No employees will pay more than they do today due to this change.) You can find a summary of the new tier schedule in the back pocket of the benefits enrollment brochure you received in the mail.

Waived working spouse surcharge

UBS understands how important it is for you to ensure that your family (or loved ones) have the coverage they need. Starting in 2024, the working spouse surcharge of \$62.50/paycheck (\$1,500/year) will be eliminated. During the Open Enrollment period, we encourage you to compare the value of your spouse's employer plan to the coverage provided by UBS to ensure you are making the election for 2024 that's right for you both.

ENHANCED
Dental benefit

The Dental Plan's Annual Benefit Maximum is increasing to \$3,000 per person for in-network care for employees enrolled in the Cigna Preferred Provider Organization (PPO).

⁴ Deductibles are increasing for employees with a Benefits Base Salary (BBS) of less than \$200,000 who enroll in the CDHP Core Plus plan. The individual coverage deductible will increase from \$1,500 to \$1,600, and the family coverage deductible will increase from \$3,000 to \$3,200, which is consistent with the IRS minimum cost sharing requirements for calendar year 2024. All deductibles for the other BBS groups will remain unchanged in 2024.

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 (STD) claim. As of January 1, 2024, STD coverage will be enhanced to provide all eligible employees up to 26 weeks of 100% salary continuation. No service requirements or tenure requirements will apply. This coverage is provided automatically by UBS; no contribution or enrollment action is required by you.



MEET BRENDAN

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

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**

In 2024, here's how his STD benefits add up:

Weeks 1–12 (100% salary continuation)	\$17,280
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A \$1,440 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 the benefits compare next year.

In 2023, here's how their STD benefits add up:

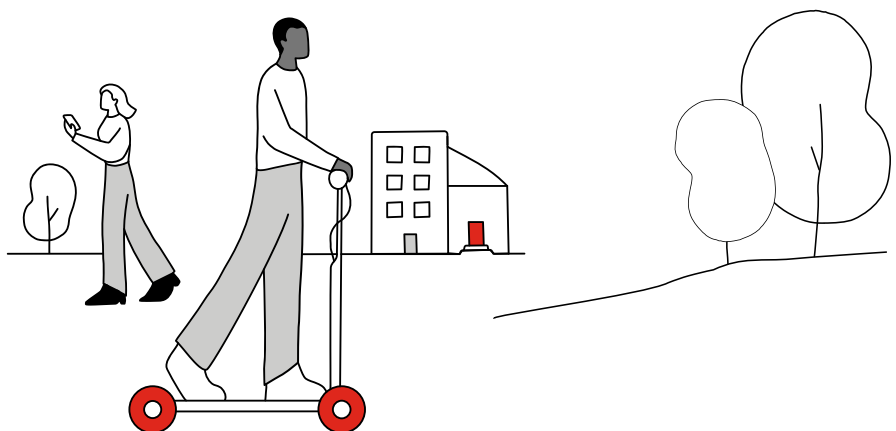
Weeks 1–14 (100% salary continuation)	\$25,550
Weeks 15–26 (75% salary continuation)	\$16,425

TOTAL **\$41,975**

In 2024, here's how their STD benefits add up:

Weeks 1–26 (100% salary continuation)	\$47,450
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A \$5,475 INCREASE



Expanded MetLife Legal Plan

The MetLife Legal Plan provides you and your covered family members with access to an extensive network of attorneys to provide support related to a variety of common legal issues. Enrollment in the plan is being simplified and enhanced for 2024, with a single, comprehensive tier of coverage for a lower cost than both available tiers in 2023. As a reminder, you can elect to participate in the MetLife Legal Plan only during Open Enrollment each fall.

With Plus Parents, you also receive coverage for your parents, parents-in-law and grandparents for many common legal issues under the MetLife Legal Plan. For more details, visit the US Benefits microsite at ubs.com/usbenefits.

Enhanced family-building support

At UBS, we aim to build and sustain an inclusive culture for all of our employees, and we're glad that our benefits give us the opportunity to do so if you are focused on expanding your family.

UBS is increasing the benefit for child adoption and surrogacy services to \$25,000 per year in 2024, including failed attempts, to supplement the navigation support that is already available through WINFertility. For more information or to get started, contact WINFertility at 1-866-329-1224 or visit managed.winfertility.com/ubs.

In addition, coverage under the MetLife Legal Plan has been expanded for 2024 to include up to 20 hours of legal services and court work related to reproductive assistance matters (see above for more information about the MetLife Legal Plan).

Vision plan improvements

UBS is committed to continue providing high-quality vision benefits for you and your dependents through VSP Vision Care. In 2024, your paycheck contributions will remain the same, your retail frame allowance will increase to \$160 (\$170 for Features Frames). Starting in 2024, we have added Walmart and Sam's Club to the retail network along with Costco. If you choose to use these VSP retail locations, the annual frame allowance is \$80. Additionally, you can use your annual frame allowance toward ready-made, non-Rx sunglasses or non-Rx light filtering glasses from your VSP network doctor.

New Accident Plan

UBS is introducing a new voluntary Accident Plan that provides cash to help cover out-of-pocket costs related to a covered accidental injury. You can use it for costs incurred as a result of the covered accident, for example, deductibles or coinsurance, day care, or utility bills. The plan also provides opportunities for you to receive reimbursements for completing a number of health screenings that you receive regularly, including at the dentist or dermatologist.

Covered accidents

Injuries sustained accidentally, including but not limited to fractures and dislocations, paralysis, animal bites, brain injuries, burns, comas, wounds and lacerations.

Covered services

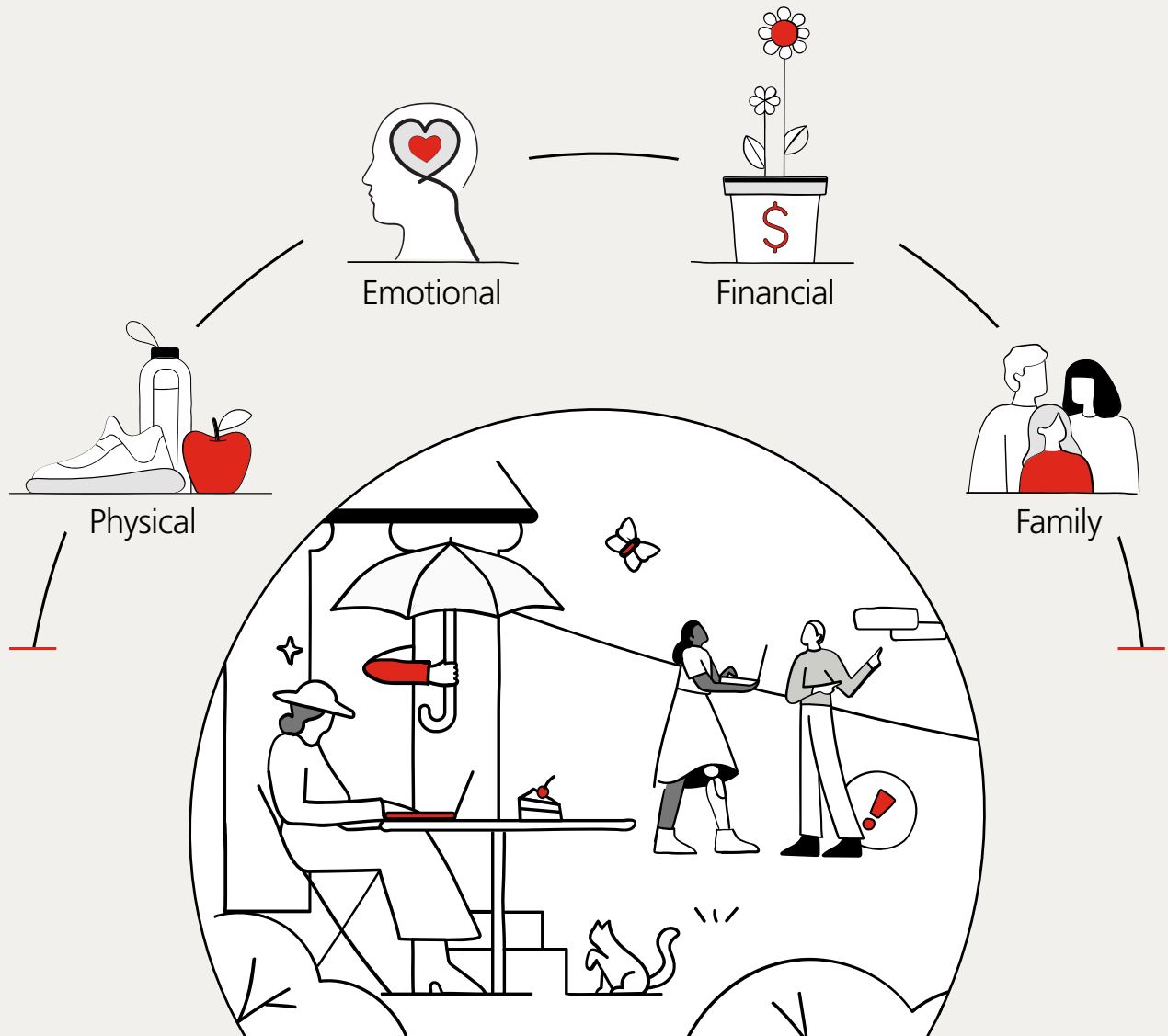
Includes initial and follow-up treatment, ambulance trips, medical imaging, surgeries, hospital stays, rehabilitation facility stays, appliances, chiropractic treatment, therapy services, pain management, prescriptions, prosthetics, service animals and injuries obtained during organized sports.

For a full list of covered accidents and services, visit the US Benefits microsite at ubs.com/usbenefits.

You may enroll yourself and your family members in the Accident Plan during the Open Enrollment period or if you experience a Qualifying Life Event (QLE) during the year.

Benefits and 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 (see page 8).

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.

ENHANCED UBS Dental Plan

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

ENHANCED UBS Vision Plan

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

Alight Healthcare Navigation⁵

- 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

- Receive medical or mental health advice or treatment 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.

Employee Health Centers

- UBS Employee Health Centers in New York, Nashville and Weehawken in partnership with Premise Health, a leading direct healthcare provider.

Support at your fingertips

Get help from Alight Healthcare Navigation⁵ 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

Deductibles and out-of-pocket maximums:

Estimate your annual out-of-pocket expenses under different plan options

High-quality network providers:

Find highly rated, cost-effective providers and care

Cost estimates and bill review:

Compare costs for procedures and care, and assist with billing reviews

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

INCLUDED HEALTH

Managing a new diagnosis:

Access guidance, information and planning support

Looking for an expert opinion:

Connect with top-tier practitioners if you're considering a surgery or other treatment plan

Concierge service:

Book your appointment, gather your medical records and help you prepare for your visit

Contact Included Health at +1-855-431-5509, or via [includedhealth.com/ubs](#)

⁵ The 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.

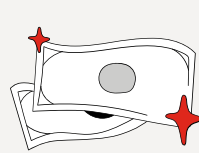
A refresher: Your 2024 medical options

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 tiers for premiums, deductibles and out-of-pocket maximums apply for 2024. In addition, your costs vary depending on how many family members you cover. Visit the US Benefits microsite at ubs.com/usbenefits to learn more about the deductibles and out-of-pocket maximums associated with the plan options.

How the plan works

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.

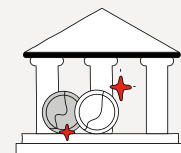
The CDHP Core Plus Plan has higher per-paycheck contributions and lower deductible and out-of-pocket maximums while the CDHP Core Plan has lower per-paycheck contributions but higher deductible and out-of-pocket maximums.



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.⁶

The UBS Medical plan includes coverage for travel and lodging connected with covered medical and behavioral services when contracted providers are not available within a 100-mile radius. 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.

⁶ 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.⁶



Earn \$25

- Participate in WW (Weight Watchers)
- Register with telemedicine
- Complete first telemedicine visit
- Register on the UBS Financial Wellness website



Earn \$125

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



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
- Complete an assessment with a financial wellness coach
- **NEW** Complete the mental health check-in series



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



Earn \$75

- Complete an annual preventive exam
- Complete the Mental Health well-being journaling exercise



Earn up to \$100

- Attend up to four qualifying UBS Financial Wellness webinars



Earn \$100

- Complete a health assessment

Track your incentives or learn more about those listed by visiting MyActiveHealth using the Single Sign-On link [goto/usbenefits](https://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.

ENHANCED Headspace

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

As of October 2023, you are able to invite one family member to join your free Headspace plan.

If you have an existing membership, visit [headspace.com/family/manage](https://www.headspace.com/family/manage) to extend access to your dependent.

Additional Support

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

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 [goto/flexibleworking](https://goto.flexibleworking) 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 neurodivergent employees.

Onsite Mental Health Counselors

- Connect one-on-one with an onsite licensed (NJ, NY, TN) counselor at the UBS Employee Health Centers. Virtual appointments are also available, depending on state licensing.

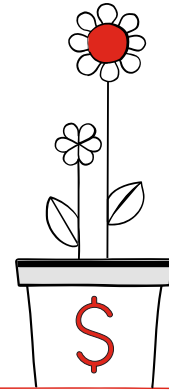
Support for anything, anytime



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 standing by to provide guidance and support.



Flexible Spending Account (FSA)

- **Healthcare Flexible Spending Accounts:** You can choose from two accounts depending on your Medical plan enrollment and your needs: Healthcare FSA (General purpose) or Limited Purpose FSA (dental and vision).
- **Dependent Care Flexible Spending Accounts:** 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 2024 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 a Retirement Contribution equal to a percentage of your eligible compensation.⁷ 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

- Several reduced cost benefits for your employee and employee-related accounts at UBS. See page 12.

UBS Financial Wellness

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

ENHANCED Short-Term Disability (STD)⁸

- Provides salary continuation to eligible employees for approved illnesses or injuries of 100% of eligible pay, regardless of length of service.

Long-Term Disability (LTD)

- Basic coverage of 50% of LTD BBS up to \$5,000 per month at no cost to employees.⁹ Supplemental LTD coverage also available.

Critical Illness Insurance¹⁰

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

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.¹¹

Spouse/Partner Life Insurance

- Purchase coverage in increments of \$25,000, up to \$250,000.¹²

Dependent Life Insurance

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

Accidental Death & Dismemberment Insurance

- Purchase coverage up to \$1.75 million.

NEW Accident Plan

- Purchase coverage to protect against out-of-pocket costs related to a covered accidental injury. See page 5.

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 six months of service to further professional development.

ENHANCED Group Legal Plan

- Affordable access to attorneys for certain personal legal services improved for 2024. See page 5.

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, EstateGuidance® Will Services and Ability Assist Counseling.

Employee pricing on UBS products and services

UBS acknowledges the significant value employees bring to the firm. We take pride in extending exclusive pricing on select UBS products and services because we believe your feedback and advocacy is critical to our success.

With employee pricing on UBS products and services you have exclusive access to:

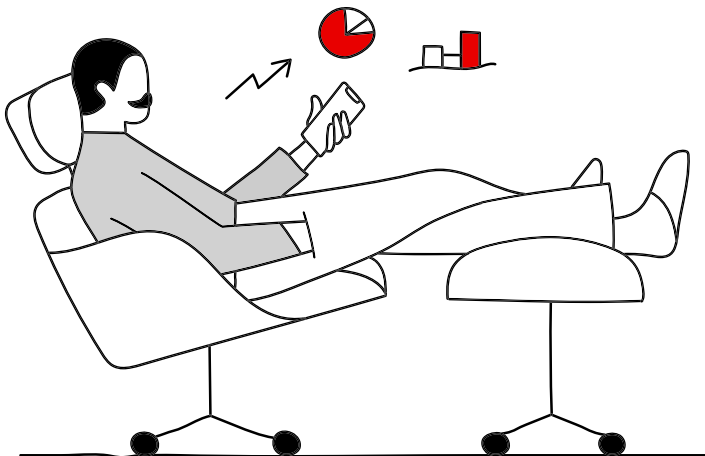
- \$8.95 per trade commission for equities and options
- 50bps fee for the UBS Advice Portfolio Program, a powerful investment solution that offers a modern digital experience, a customized portfolio and a human touch when you need it
- Discounts on a range of banking and lending products and services
- Reduced fees on select accounts
- Maintenance and account fee waivers when eligibility criteria are met, and more

Note: All full-time and part-time US employees on UBS payroll who are eligible for benefits are eligible to participate, although additional eligibility requirements specific to the product, waiver or service may apply.



Contact your UBS Financial Advisor to learn more.

Don't have a Financial Advisor? Call +1-201-352-0178 Monday–Friday, 8:30 a.m.–7:30 p.m. ET to connect with the UBS Wealth Advice center or visit ubs.com/appointment to schedule an appointment.



⁷ 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 payments. 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 expectations 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 401(k) Plan SPD for additional details.

⁸ 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.

⁹ 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 Summary Plan Description (SPD). Supplemental LTD coverage is available at the employees' cost.

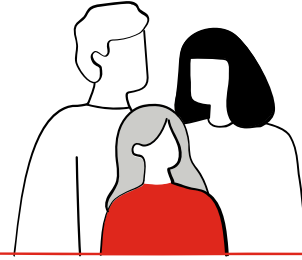
¹⁰ Additional details are available on the US Benefits microsite at ubs.com/usbenefits > Financial Well-being > Other Financial Benefits.

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

¹² Rates are based on age and tobacco-user status and the coverage option selected.

Family well-being

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



Fertility Support

- UBS provides coverage for voluntary, non-medically necessary egg retrieval and up to one year of freezing/cryopreservation for all employees enrolled in a UBS Medical plan and covered dependents, up to a \$35,000 lifetime maximum.
- A wide range of support, including connection to a variety of available programs, is also available from WINFertility and Ovia Health. Learn more at managed.winfertility.com/ubs or +1-866-329-1224.

ENHANCED Adoption & Surrogacy Reimbursement Benefit

- UBS will provide expense reimbursement related to adoption and surrogacy, up to \$25,000 per year for eligible expenses.

Family Concierge Support and Coaching

- Ovia Health offers programs to support the whole employee and entire family along the journey from preconception through parenthood and across the full spectrum of women's health, including menopause. See page 14.

Dependent Care Flexible Spending Account (FSA)

- 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.

Milk Stork

- Milk Stork provides resources for breast-feeding mothers (when traveling for business) and milk surrogates to pack and ship their milk.
- Milk Stork can help parents identify, order, assemble and use the breast pump right for them.

Parental Leave & Parental Leave Phase Back

- If you are a new parent, you may be eligible for up to 20 weeks of paid Parental 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.

- 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 work week.

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 12 weeks of unpaid job-protected Family Medical Leave during any 12-month period.

Bereavement Leave

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

Keep reading for more UBS family support options.



Back-Up Child and Adult Care

- 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 sitters.
 - Discounts on College Nannies, a local nanny placement service.
 - Families who require assistance for an adult/elderly family member can schedule a Bright Horizons in-home caretaker.
- 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.
- Learn more at clients.brighthorizons.com/UBS (Username: UBS | Password: ubscopy) or +1-877-BHCARES (+1-877-242-2737).

Academic Support

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

RethinkCare

- UBS has partnered with RethinkCare to provide support and resources for parents and caregivers for the care of a child with learning, social, behavioral or developmental needs, as well as for neurodivergent employees.
- The Neurodiversity Inclusion Center provides a variety of tools and resources. To learn more, visit connect.rethinkcare.com/sponsor/ubs (code: UBS).

Family planning and building

UBS provides a variety of programs to support your journey to parenthood¹³:

- 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.
- UBS will provide eligible expense reimbursement at the time the adoption/surrogacy is legally finalized, up to \$25,000 per year. The reimbursement is increasing from \$10,000 per child to \$25,000 per year, regardless of the number of children.
- 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

Ovia Health 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.

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 and working parents
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¹³ Additional details, including eligibility and terms and conditions of participation, may be found in the UBS Employee Handbook at [goto/HR](#).

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 9.
- Are there any gaps that your benefits, both new and existing, might help fill?

ENROLL BY NOVEMBER 15

Make your elections on Alight Worklife by November 15.

- 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 Alight Worklife account from public computers.
- Don't forget: Your 2023 HSA and FSA elections will not carry over to 2024; you must take action if you wish to contribute in 2024.
- Update your tobacco-user status.
- Change your coverage or dependent information.
- Review and update your beneficiaries.



Open Enrollment:

Your opportunity to make changes

If you don't take action by November 15, 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, if applicable.



Be sure to click the Complete Enrollment button.



Review your elections.

- 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 15.
- 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).
- If you've added new dependents to medical, dental, vision and/or life insurance coverage, be sure to complete the dependent verification process by the specified deadline.

Note: If you don't take action by November 15, 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.

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 US), Monday–Friday, 9:00 a.m.–7:00 p.m. ET. During the Open Enrollment period, 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.

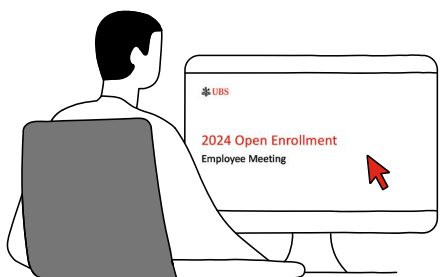


Make an appointment online to talk to a Benefits Express representative who will answer your enrollment questions. To schedule an appointment, visit [goto/usbenefits](https://ubs.com/usbenefits) > Need Help with Health Benefits or Reimbursement Accounts? and follow the steps to set up an appointment 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 and reminders, 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 7 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.



Learn more and get your questions answered.
View the [2024 Benefits Webinar](#).

Go to ubs.com/usbenefits for details.

Send any benefits questions to:
sh-usbenefitsannualenrollment@ubs.com.

Your benefits throughout the year

Having a baby? Getting married? Losing other coverage?



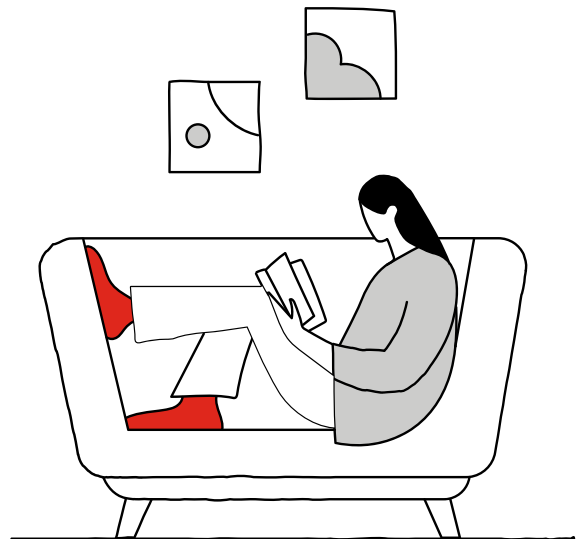
If you need to change coverage during the year because of a Qualifying Life Event (QLE), you have 30 days to log the QLE on the benefits portal and make changes to your benefits.

To initiate your QLE, visit **goto/usbenefits**, 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.

Be on the lookout for helpful information, seasonal insights and updates delivered straight to your inbox, enhancing your benefits experience year-round. You may receive information from UBS Financial Wellness, Alight, Included Health, Bright Horizons and Premise Health.



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):
kp.org See Kaiser numbers above.

CRITICAL ILLNESS, HOSPITAL INDEMNITY AND ACCIDENT PLAN

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 Supplemental 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 US),
From work (Single Sign-On enabled): goto.usbenefits

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

WELLNESS INCENTIVES – MYACTIVEHEALTH

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

UBS Financial Advisors

+1-201-352-0178
ubs.com/appointment

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

[promo.gympass.com/ubs/](#)

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 +1-510-356-0221

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

[clients.brighthouse.com/UBS](#)

Username: UBS | Password: [ubsbackup](#)

+1-877-BHCARES (+1-877-242-2737),

24 hours a day, seven days a week

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](#).

