Important changes to the UBS Financial Services Incorporated of Puerto Rico Savings Plus Plan

Your guide to the UBS Puerto Rico Savings Plus Plan and recordkeeper transition to Fidelity Investments

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Read the Transition Kit, including this guide, carefully for details about these changes. All documents in the Transition Kit are posted on the Transition Microsite at **myfidelitysite.com/UBS401k**. Text **UBS401k** to **343-898** for a link to the site.[1]

1 Message and data rates may apply. Get details at https://digital.fidelityinvestments.com/smsee.

If you are a former employee, an alternate payee or a beneficiary, you may have a balance in the UBS Puerto Rico Savings Plus Plan. Please review this guide to learn how the upcoming changes may affect you.

Questions?

UBS 401(k) Service Center at Fidelity

800-588-6200
Weekdays between 8:30 a.m. and midnight ET, excluding most holidays

www.NetBenefits.com
(once the transition is complete)

You are welcome to contact Fidelity before and during the transition blackout period with any general questions. Fidelity will have full access to Plan and individual account details once the transition is complete, which is expected during the week of January 10, 2027.

Alight

888-251-2500 (within the U.S.)
+1 646-254-3465 (outside the U.S.)
Weekdays between 9 a.m. and 7 p.m. ET

goto/usbenefits from the UBS intranet
digital.alight.com/UBS *(before 11:59 p.m. ET on December 31, 2026)*

For help before January, contact Alight.

1 Changes to the UBS Financial Services Incorporated of Puerto Rico Savings Plus Plan

UBS ("We") would like to share details about important developments affecting the UBS Financial Services Incorporated of Puerto Rico Savings Plus Plan (the "UBS Puerto Rico Savings Plus Plan" or "Plan").

We're making these changes because:

- We listen. We carefully considered employee feedback for a simplified 401(k) plan design and an intuitive, easy-to-navigate participant experience.
- We believe in the importance of periodically evaluating our benefits to ensure they help our employees meet long-term needs.

Changes will be in effect beginning January 1, 2027, unless otherwise specified in this document, and center on three key developments.

1. **New recordkeeper for the UBS Puerto Rico Savings Plus Plan**—We are moving administrative services for the UBS Puerto Rico Savings Plus Plan from Alight Solutions ("Alight") to Fidelity Investments.
2. **Plan design changes**—We are simplifying the UBS Puerto Rico Savings Plus Plan design to add new Plan features and enhance the participant experience. Read this guide for more information.
3. **Updated investment lineup**—We regularly review the Plan's investment options and are making changes that can help support your long-term goals.

Why Fidelity?

After an extensive marketplace review, Fidelity was selected as the new provider of recordkeeping services for the Plan.

Fidelity offers a streamlined, easy-to-navigate experience supported by advanced digital capabilities and convenient access anytime, anywhere through the Fidelity NetBenefits® website and its award-winning mobile app.[2] With strong extended customer call center support and thoughtfully designed tools, Fidelity helps make retirement planning easier to manage.

Important notice concerning your rights under the UBS Puerto Rico Savings Plus Plan

When recordkeeping services transition to Fidelity, there will be a blackout period during which you will not be able to access or make changes to your Plan account.

Most transactions will be permitted until 4:00 p.m. ET on December 30, 2026; however, some transactions may be restricted as early as December 4, 2026. The blackout period is expected to end during the week of January 10, 2027, at which time Fidelity will send notice that you have full account access and can resume normal account activities.

For details, please carefully review the *Key dates* section on page 11, as well as the *Important notice regarding the UBS Puerto Rico Savings Plus Plan transition from Alight to Fidelity* section on page 14.

2 System availability and response times may be subject to market conditions.

2
The UBS Puerto Rico Savings Plus Plan, as of January 1, 2027

Plan changes

To modernize the Plan design and offer a more competitive benefit for employees, UBS is making several changes to the Plan:

UBS Contributions

UBS will make the following contributions for eligible employees:

- **Matching contributions:** UBS will continue to match 100% of the first 6% of your pre-tax contributions. The annual maximum matching contribution will increase from $8,000 to $10,200. After-tax contributions will no longer be matched. The maximum match will be indexed annually.

  Any contributions over 6% of your compensation are not matched; however, the maximum amount of the matching contribution will continue to be based on your annual eligible compensation and annual discretionary award. In certain circumstances, matching contributions will continue to be made in subsequent payroll periods until the maximum match for the Plan year is made to your account.

- **Retirement Contributions:** All eligible employees will receive Retirement Contributions of 2% of eligible compensation up to a maximum annual contribution of $5,000. The Retirement Contribution will be contributed each pay period based on your eligible compensation for that pay period. You will receive the Retirement Contribution whether you choose to contribute to the Plan or not.

  Generally, you must be employed by UBS on December 31 to retain the matching contributions and Retirement Contribution for the year.

Distributions

The Plan will include access to partial distributions and the Automatic Withdrawals tool, which can be helpful when you retire to evaluate, compare, and select a withdrawal option that meets your specific needs for retirement income. After the transition is complete during the week of January 10, 2027, you will have access to this tool.

Available options include:

- **Fixed amount:** You will receive a specific dollar amount for each of your withdrawal payments until your account is depleted.
- **Fixed percent:** You will receive a fixed percentage of your account balance distributed on an agreed-upon schedule. This works well if you want to maintain a specific payout rate while receiving variable payments over time.

Loans

The Plan will permit participants to make partial loan payments or repay their loans in full via ACH, as long as your bank is a member of Nacha (the organization that governs the ACH network). Active participants who pay off a loan will be required to wait 15 days before initiating a new loan.

Once the transition to Fidelity is complete during the week of January 10, 2027, you can take action as described above. Former UBS employees will need to provide their ACH banking information to have loan repayments deducted from their banking account.

Withdrawals

Hardship withdrawals will be subject to a $500 minimum. You can take action on your account once the transition is complete during the week of January 10, 2027.

Fidelity BrokerageLink®

There will no longer be an initial transfer minimum, and there will be no maintenance fee for the self-directed brokerage account.

Active employees currently have the Payroll Investment Program ("PIP"), which allows you to defer contributions to investments in self-directed brokerage. This same functionality will be available when recordkeeping services transition to Fidelity. Automatic investment of payroll contributions is open to any mutual fund on Fidelity's platform that is eligible in BrokerageLink®. This includes No Transaction Fee (NTF) funds, Transaction Fee (TF) funds, and Load funds.

Please note that transaction fees will be waived for any purchases made through Automatic Investments. If you choose to include a Load fund in your allocation, you will receive a warning notification at the time you establish your elections.

Investment options

In January 2027, several changes will be made to the Plan's tiered lineup. For details about each investment option, please see the accompanying *Investment Options Guide*. Information regarding the mapping of current account balances to the new funds is in the *How your money will transfer* section on pages 12–13.

Tier 1: Target date funds
The T. Rowe Price Retirement Blend Trust Portfolios will be the Plan's default investment option. Target date funds are an asset mix of stocks, bonds and other investments that automatically become more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

Investment option	Date of birth range
T. Rowe Price Retirement Blend 2005 Trust Portfolio	1942 and before
T. Rowe Price Retirement Blend 2010 Trust Portfolio	1943–1947
T. Rowe Price Retirement Blend 2015 Trust Portfolio	1948–1952
T. Rowe Price Retirement Blend 2020 Trust Portfolio	1953–1957
T. Rowe Price Retirement Blend 2025 Trust Portfolio	1958–1962
T. Rowe Price Retirement Blend 2030 Trust Portfolio	1963–1967
T. Rowe Price Retirement Blend 2035 Trust Portfolio	1968–1972
T. Rowe Price Retirement Blend 2040 Trust Portfolio	1973–1977
T. Rowe Price Retirement Blend 2045 Trust Portfolio	1978–1982
T. Rowe Price Retirement Blend 2050 Trust Portfolio	1983–1987
T. Rowe Price Retirement Blend 2055 Trust Portfolio	1988–1992
T. Rowe Price Retirement Blend 2060 Trust Portfolio	1993–1997
T. Rowe Price Retirement Blend 2065 Trust Portfolio	1998–2002
T. Rowe Price Retirement Blend 2070 Trust Portfolio	2003 and after

To learn which investments will transfer to target date funds as part of the recordkeeper transition to Fidelity, see the *How your money will transfer* section on pages 12–13. Current balance and future contributions will be invested in the target date fund that has a target retirement date closest to the year you might retire, assuming a retirement age of 65. The target retirement date timeline and retirement age were selected by the Plan.

Tier 2: Core investment options
In addition to the target date funds, the Plan will continue to offer an array of investment options for participants:

Investment option
American Beacon Ninety One Emerging Markets Equity Portfolio
Artisan International Growth Trust Portfolio
Eagle Equity Portfolio
Fidelity® Institutional Blue Chip Growth Trust Portfolio
Mondrian International Value Equity Portfolio
NT Collective Government Short Term Investment Trust Portfolio
Prudential Core Plus Bond Trust Portfolio
State Street Global All Cap Equity Ex-U.S. Index Non-Lending Series Trust Portfolio
State Street Russell Small Cap Index Non-Lending Series Trust Portfolio
State Street S&P 500 Index Non-Lending Series Trust Portfolio
State Street S&P Midcap Index Non-Lending Series Trust Portfolio
State Street U.S. Bond Index Non-Lending Series Trust Portfolio
UBS Company Stock Fund[3]

Tier 3: Fidelity BrokerageLink®
For participants seeking to select from a broader array of mutual funds, the Plan will continue to offer a self-directed brokerage option through Fidelity BrokerageLink®. BrokerageLink® provides an opportunity to invest in a broad range of mutual fund investment options beyond the investment options offered directly through the Plan.

BrokerageLink includes investments beyond those in your Plan's lineup. You should compare investments and share classes that are available in your Plan's lineup with those available through BrokerageLink, and determine the available investment and share class that is appropriate for your situation. The Plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.

3 Unless otherwise noted, transaction requests confirmed after the close of the market, normally 4:00 p.m. ET, or on weekends or holidays, will receive the next available closing prices. Requests received by Fidelity to sell units of a unitized stock fund before the close of the market will be processed at that day's closing price only if there is sufficient liquidity in the fund. If not, requests to sell units of the stock fund will be suspended. As liquidity is restored, suspended transactions will be processed, generally on a first-in, first-out basis, at the closing price for the processing date. Please contact Fidelity to learn if your request to sell units of your Plan's unitized stock fund has been suspended.

3
Recordkeeper transition to Fidelity

What's happening

The assets in your UBS Puerto Rico Savings Plus Plan account will transfer as described on pages 12–13, although you will not be able to see your balance at Fidelity or initiate transactions at Fidelity until the transition is complete during the week of January 10, 2027.

Your UBS Puerto Rico Savings Plus Plan account information will transfer from Alight to Fidelity, including your balance, investment elections for future contributions, contribution elections, after-tax spillover elections, and loans. Your Plan beneficiary information may transfer to Fidelity.

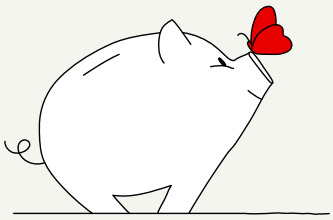
Your contributions will continue during the transition blackout period, based upon your elections in place as of 4:00 p.m. ET on December 30, 2026. Your loan repayments will continue during the transition. Any outstanding loan balances in the UBS Puerto Rico Savings Plus Plan at Alight will transfer to Fidelity. If you are currently an active participant in the Plan, you will continue to repay your loans in the UBS Puerto Rico Savings Plus Plan in the same manner as you have with Alight. The transition will not affect the terms or length of your loans.[4]

There will be a blackout period during which you will not be able to access or make changes to your UBS Puerto Rico Savings Plus Plan account while it's being transferred to Fidelity. See page 14 for key details about the blackout period.

You will be able to view your UBS Puerto Rico Savings Plus Plan account balance at Alight until 4:00 p.m. ET on December 31, 2026.

You will no longer have access to your UBS Puerto Rico Savings Plus Plan account at Alight, including past transactions or history, beginning at 11:59 p.m. ET on December 31, 2026.

You will see your UBS Puerto Rico Savings Plus Plan account balance at Fidelity once the blackout period has ended during the week of January 10, 2027.



You can find this guide and all other documents in the Transition Kit, plus helpful FAQs, on the Transition Microsite at **myfidelitysite.com/UBS401k**.

4 Loan repayments received during the blackout period will be invested in the NT Collective Government Short Term Investment Trust Portfolio until the blackout period ends. At that time, loan repayments and any associated earnings will be posted to your account according to your investment elections on file with Fidelity.

If you do not have any elections on file, your loan repayments and any associated earnings will be invested in the T. Rowe Price Retirement Blend Trust Portfolio that has a target retirement date closest to the year you might retire and assumes a retirement age of 65.

Action is needed

Before the transition begins:

– If you want to make changes to your account and your elections before the transition and blackout period begin, take action at Alight by the deadlines on page 11. Log in to Alight at **goto/usbenefits** from the UBS intranet, visit **digital.alight.com/UBS** or call Alight.

– If you don't take action by those deadlines, you will not be able to make changes to your account or your elections until the blackout period ends during the week of January 10, 2027.

– If you want to retain transaction history, download this information at Alight before the end of the year because it will not be available after 11:59 p.m. ET on December 31, 2026.

– You don't need to do anything for your 401(k) Plan account to transfer from Alight to Fidelity.

If you have the self-directed brokerage account at Alight, take action as explained on the next page.

After the transition is complete:

You will need to take action once the transition blackout period has ended. Fidelity will notify you when the transition is complete and provide details about the actions that must be taken at that time.

Do you have the self-directed brokerage account at Alight?

If so, you need to take action.

From 4:00 p.m. ET on December 31, 2026, the self-directed brokerage account at Alight will no longer be available as the Plan account is transitioned to the self-directed brokerage account at Fidelity.

Fidelity will send a separate communication the week of November 2, 2026, with details about how your securities will (or won't) transfer to Fidelity BrokerageLink.‡

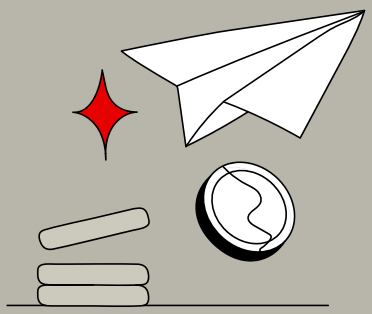
- **Transfer Fee:** Alight will deduct a **$20 fee to transfer** the self-directed brokerage account from Alight to BrokerageLink.

- **Liquidation Fee:** Each security not eligible for transfer to BrokerageLink will be subject to a **$25 liquidation fee** if Alight is required to liquidate them on your behalf. To avoid this fee, please liquidate any non-transferable securities by **1:00 p.m. ET on December 24, 2026**.

- **Transaction Fee:** Some funds may be subject to a **$19.95 transaction fee** when non-transferable securities are sold; these would have been disclosed at the time you purchased the securities through Alight. For questions about transaction fees, contact Alight at 888-251-2500 (within the U.S.) or +1 646-254-3465 (outside the U.S.), weekdays between 9 a.m. and 7 p.m. ET.

Please note: Collectively, these fees will be deducted from your Alight brokerage account and may reduce the amount transferred to Fidelity.

If you want to have your future contributions automatically invested into specific mutual funds within BrokerageLink (similar to how the Payroll Investment Program works), you will need to establish Automatic Investments after the transition is complete. If no elections are made, any contributions directed to BrokerageLink will be invested in the core position, Fidelity® Government Cash Reserves.[5]



‡ For help in researching securities that are eligible to transfer to BrokerageLink, visit **myfidelitysite.com/UBS401k** or call the UBS 401(k) Service Center at Fidelity.

5 ***You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at $1.00 per share, it cannot guarantee it will do so. An investment in the fund is not a bank account and is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Fidelity Investments and its affiliates, the fund's sponsor, is not required to reimburse the fund for losses, and you should not expect that the sponsor will provide financial support to the fund at any time, including during periods of market stress.***

Fidelity's government and U.S. Treasury money market funds will not impose a fee upon the sale of your shares.

Key dates[6]

If you do not take action by the deadlines below, you will not be able to make changes to your account or your elections until the blackout period ends during the week of January 10, 2027.

Deadline	Last day to...
December 4, 2026, by 4:00 p.m. ET	– Open a brokerage account under the UBS Puerto Rico Savings Plus Plan
December 14, 2026, by 4:00 p.m. ET	**December 14, 2026, by 4:00 p.m. ET is the last day to *request* documentation from Alight for:** – Hardship withdrawals – Home loans – Rolling over contributions into your UBS Puerto Rico Savings Plus Plan – Changing your beneficiary to a non-spousal beneficiary
December 18, 2026, by 4:00 p.m. ET	**December 18, 2026, by 4:00 p.m. ET is the last day to *submit* to Alight:** – Any requests (and documentation) for hardship withdrawals or home loans* – Checks for early loan payoffs – Rollover contribution checks, with all required supporting documentation* – Any requests (and documentation) to change your beneficiary to a non-spousal beneficiary* *** Important:** For ***all*** transactions above, Alight must have your documentation/forms in good order by this deadline. This means you must allow enough time to request documentation (if applicable) and then submit your properly completed and signed request, along with any supporting documentation, **by December 18, 2026, at 4:00 p.m. ET.** If your form and documentation (if applicable) are not received by this deadline, your request will be denied, and you must wait until the transition to Fidelity is complete to initiate a new request.
December 24, 2026, by 1:00 p.m. ET	– Enroll in the UBS Puerto Rico Savings Plus Plan – Change investment elections for future contributions under the UBS Puerto Rico Savings Plus Plan – Change your contribution elections under the UBS Puerto Rico Savings Plus Plan – Place trades (buys or sells) within the brokerage account* – Exchanges (transfers) between the retirement plan account and the brokerage account at Alight* * Please carefully read the information on page 10 about the transfer of the self-directed brokerage account at Alight to Fidelity BrokerageLink. **You may need to take action before 1:00 p.m. ET on December 24, 2026, to avoid liquidation fees charged by Alight.** In addition, please also note that Alight will charge a $20 transfer fee for each self-directed brokerage account that transfers to BrokerageLink.
December 30, 2026, by 4:00 p.m. ET	**Submit a request to Alight for:** – A new general loan from your Plan account – Exchanges (transfers) between investment options – Systematic withdrawals (installments) **Request the following transactions (if documentation is not required):** – Full payouts (online or by phone) – In-service withdrawals (online or by phone) – Required minimum distributions (online only)
December 31, 2026, by 4:00 p.m. ET	**Check your account balance at Alight.** Alight will send your quarterly statement to you via U.S. mail in January 2027. **Your UBS Puerto Rico Savings Plus Plan account is valued for the last time at Alight before your account transfers to Fidelity.**
January 1, 2027	Your UBS Puerto Rico Savings Plus Plan account balance will be transferred to Fidelity. See page 12 for details.
Week of January 10, 2027	**The blackout period ends and you will have full account access at Fidelity.** You will be notified when you have full access to your account at Fidelity. If you want to enroll in the UBS Puerto Rico Savings Plus Plan, change your contribution rate, change your investment elections or otherwise act on your account, you'll be able to do so on your account with Fidelity.
April 2027	Your first quarterly Fidelity statement will be available at **www.NetBenefits.com** in April 2027. Fidelity account statements will not be automatically mailed to your home; they will be available at **www.NetBenefits.com**. After the blackout period ends, you will be able to change your mail preferences and request that statements be mailed to your home address.

6 The timing of the Plan changes and transition period, including any asset reallocations, described within this communication depends on a variety of factors, which may include the timing and accuracy of the transfer of data, receipt of instructions and receipt of assets. Changes in any of these factors may result in changes to the timing of the delivery of services, the transition period and/or the dates on which, and thus the prices at which, assets in your account are sold and/or reinvested.

How your money will transfer[6]

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

Please see the table on page 13 to learn how your balances and future contributions will transfer. Note that changes may occur during the transition period that could result in changes to the asset transfer strategy described here.

It is important you become familiar with the various investment options that will be available in the Plan. Information regarding each investment option's risk, as well as its strategy and objective, can be found in the accompanying *Investment Options Guide*. Please consider all investment information before choosing your investments.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

For an explanation of your rights to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with your Plan account, refer to the accompanying *Participant Disclosure Notice*.

We anticipate that investments in the left column of the table on page 13 will be sold at close of business on December 31, 2026, and investments in the right column will be purchased on December 31, 2026.

Once the blackout period has ended during the week of January 10, 2027, all services will be available, including the ability to make investment changes within your account at Fidelity.

6 The timing of the Plan changes and transition period, including any asset reallocations, described within this communication depends on a variety of factors, which may include the timing and accuracy of the transfer of data, receipt of instructions and receipt of assets. Changes in any of these factors may result in changes to the timing of the delivery of services, the transition period and/or the dates on which, and thus the prices at which, assets in your account are sold and/or reinvested.

Current investment option		Investment option name at Fidelity
Artisan Intl Growth Trust Fund – Tier 9	▶	Artisan International Growth Trust Portfolio
Eagle Equity Class SA	▶	Eagle Equity Portfolio
Loomis Sayles Global Bond	▶	Prudential Core Plus Bond Trust Portfolio
Mirova Global Sustainable Equity[7]	▶	70% to State Street S&P 500 Index Non-Lending Series Trust Portfolio[7] 30% to State Street Global All Cap Equity Ex-U.S. Index Non-Lending Series Trust Portfolio[7]
Mondrian International Value Equity	▶	Mondrian International Value Equity Portfolio
Ninety One Emerging Markets Equity	▶	American Beacon Ninety One Emerging Markets Equity Portfolio
NTAM US Collective Govt STIF	▶	NT Collective Government Short Term Investment Trust Portfolio
Prudential Core Plus Bond Class 5	▶	Prudential Core Plus Bond Trust Portfolio
State Street Global All Cap Equity Ex-US Index Class K	▶	State Street Global All Cap Equity Ex-U.S. Index Non-Lending Series Trust Portfolio
State Street S&P 500 Index Class M	▶	State Street S&P 500 Index Non-Lending Series Trust Portfolio
State Street Small/Mid Cap Index Class K Fund[7]	▶	65% to State Street Russell Small Cap Index Non-Lending Series Trust Portfolio[7] 35% to State Street S&P Midcap Index Non-Lending Series Trust Portfolio[7]
State Street US Bond Index Class M	▶	State Street U.S. Bond Index Non-Lending Series Trust Portfolio
T. Rowe Price Large Cap Growth	▶	Fidelity® Institutional Blue Chip Growth Trust Portfolio
UBS Company Stock Fund[3]	▶	UBS Company Stock Fund[3]
Vanguard Target Retirement 2020	▶	T. Rowe Price Retirement Blend 2020 Trust Portfolio
Vanguard Target Retirement 2025	▶	T. Rowe Price Retirement Blend 2025 Trust Portfolio
Vanguard Target Retirement 2030	▶	T. Rowe Price Retirement Blend 2030 Trust Portfolio
Vanguard Target Retirement 2035	▶	T. Rowe Price Retirement Blend 2035 Trust Portfolio
Vanguard Target Retirement 2040	▶	T. Rowe Price Retirement Blend 2040 Trust Portfolio
Vanguard Target Retirement 2045	▶	T. Rowe Price Retirement Blend 2045 Trust Portfolio
Vanguard Target Retirement 2050	▶	T. Rowe Price Retirement Blend 2050 Trust Portfolio
Vanguard Target Retirement 2055	▶	T. Rowe Price Retirement Blend 2055 Trust Portfolio
Vanguard Target Retirement 2060	▶	T. Rowe Price Retirement Blend 2060 Trust Portfolio
Vanguard Target Retirement 2065	▶	T. Rowe Price Retirement Blend 2065 Trust Portfolio
Vanguard Target Retirement 2070	▶	T. Rowe Price Retirement Blend 2070 Trust Portfolio
Vanguard Target Retirement Income	▶	T. Rowe Price Retirement Blend 2005 Trust Portfolio

3 Unless otherwise noted, transaction requests confirmed after the close of the market, normally 4:00 p.m. ET, or on weekends or holidays, will receive the next available closing prices. Requests received by Fidelity to sell units of a unitized stock fund before the close of the market will be processed at that day's closing price only if there is sufficient liquidity in the fund. If not, requests to sell units of the stock fund will be suspended. As liquidity is restored, suspended transactions will be processed, generally on a first-in, first-out basis, at the closing price for the processing date. Please contact Fidelity to learn if your request to sell units of your Plan's unitized stock fund has been suspended.

7 In place of the current combined small/mid-cap fund options, separate small and mid-cap fund options are being added. If you are invested in the current options at the time of the transition, your current account balance and any investment elections for future contributions will be directed to two new investment options as shown below. The impacted funds and the allocation after January 1 are:

- State Street Russell Small/Mid-Cap Index (a current investment option) will be allocated 65% to State Street Russell Small Cap Index Non-Lending Series Trust Portfolio and 35% to State Street S&P Midcap Index Non-Lending Series Trust Portfolio.
- Mirova Global Sustainability Equity (a current investment option) will be allocated 70% to State Street S&P 500 Index Non-Lending Series Trust Portfolio and 30% to State Street Global All Cap Equity Ex-U.S. Index Non-Lending Series Trust Portfolio.

Important notice regarding the UBS Puerto Rico Savings Plus Plan transition from Alight to Fidelity

To ensure that all information is transferred accurately from your current UBS Puerto Rico Savings Plus Plan account at Alight to your new UBS Puerto Rico Savings Plus Plan account at Fidelity, there will be a period of time when you will be unable to direct or diversify investments in your individual accounts or obtain a loan or distribution from the Plan.

This time during which you will be unable to exercise your rights otherwise available under the Plan is called a "blackout period." Most transactions will be permitted until 4:00 p.m. ET on December 30, 2026; however, some transactions may be restricted as early as December 4, 2026. (Please see the *Key dates* section for the deadlines for each transaction type.)

The blackout period is expected to end during the week of January 10, 2027. During this time, you can check whether the blackout period has ended by contacting the UBS 401(k) Service Center at Fidelity at 800-588-6200. Keep in mind that representatives will be able to answer only general transition-related questions during this time.

Because you will be unable to direct or diversify your Plan balance during the blackout period, it is very important that you review and consider the appropriateness of your investment allocations in place at the time the blackout period begins. Whenever you make investment decisions, you should give careful consideration to the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income and investments. Whether or not you are planning to access your account in the near future, we encourage you to carefully consider how this blackout period may affect your retirement planning and your overall financial plan.

You should be aware that there is a risk to holding substantial portions of your account in the securities of any one company, as individual securities tend to have wider price swings, up and down, in short periods of time, than investments in diversified funds. Stocks that have wide price swings might have a large loss during the blackout period, and you would not be able to direct the sale of such stocks from your account during the blackout period.

If you have any questions concerning this notice, you should contact the UBS 401(k) Service Center at Fidelity at 800-588-6200 or P.O. Box 770001, Cincinnati, OH 45277.

Investing involves risk, including risk of loss.

This document provides only a summary of the main features of the UBS Puerto Rico Savings Plus Plan, and the Plan document will govern in the event of any discrepancies.

The NTAM US Collective Govt STIF and NT Collective Government Short Term Investment Trust Portfolio are not mutual funds and are managed by Northern Trust Asset Management.

A link to third-party material is included for your convenience. The content owner is not affiliated with Fidelity and is solely responsible for the information and services it provides. Fidelity disclaims any liability arising from your use of such information or services. Review the new site's terms, conditions, and privacy policy, as they will be different from those of Fidelity's sites.

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