

Merging the Credit Suisse 401(k) Plan into the UBS 401(k) Plan

Your guide to this transition



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merger of the Credit Suisse 401(k)
Plan into the UBS 401(k) Plan

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>.



Questions?

401(k) Service Center at Fidelity

800-588-6200

Weekdays between 8:30 a.m. and
midnight ET, excluding most holidays

www.NetBenefits.com

Contact Fidelity with any questions.

What's happening

The Employees' Savings and Retirement Plan of Credit Suisse (the "Credit Suisse 401(k) Plan") will merge into the UBS 401(k) Plan at Fidelity Investments on January 1, 2027.

Your Credit Suisse 401(k) Plan account balance and any outstanding loans will merge into the UBS 401(k) Plan.

Changes are being made to the investment options. The assets in your Credit Suisse 401(k) Plan account will transfer as described on pages 8–9.

There will be a blackout period during which you will not be able to access or make changes to your Plan account while it's being transferred to the UBS 401(k) Plan. See page 10 for key details about the blackout period.

Your beneficiary designations from the Credit Suisse 401(k) Plan **will not** transfer to the UBS 401(k) Plan. If you were eligible to make a beneficiary election in the UBS 401(k) Plan prior to January 1, 2027, that election in the UBS 401(k) Plan at Alight is transferring to Fidelity.

Repayments of loans under the Credit Suisse 401(k) Plan must be made to the UBS 401(k) Plan after December 31, 2026.

– **If you are a current UBS employee** as of January 1, 2027, your Credit Suisse 401(k) Plan loan payment will be made through your regular UBS payroll on a monthly basis.

– **If you are a terminated participant** in the Credit Suisse 401(k) Plan, your ACH banking information will transfer to the UBS 401(k) Plan.

You will be able to view your Credit Suisse 401(k) Plan account balance through December 31, 2026. Beginning January 1, 2027, you will see a zero balance in the Credit Suisse 401(k) Plan because your balance has begun transferring to the UBS 401(k) Plan. You will be able to see your balance (and initiate transactions) in the UBS 401(k) Plan once the transition is complete.

You will be notified once the transition is complete during the week of January 10, 2027. You can then log in to your UBS 401(k) Plan account at **www.NetBenefits.com**.

Important notice regarding the merger of the Credit Suisse 401(k) Plan into the UBS 401(k) Plan

When the Credit Suisse 401(k) Plan merges into the UBS 401(k) Plan at Fidelity, there will be a blackout period during which you will not be able to access or make changes to your Credit Suisse 401(k) Plan account.

Transactions will be permitted until 4:00 p.m. ET on December 30, 2026, although please note that you are unable to request a general loan beginning at 4:00 p.m. ET on December 29, 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 4 and the *Important notice regarding the merger of the Credit Suisse 401(k) Plan into the UBS 401(k) Plan* on page 10.

Action is needed

Before the transition begins:

- If you want to make changes to your Credit Suisse 401(k) Plan account and your elections before the transition and blackout period begin, take action before the deadlines in the table below.
- 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 are an active UBS employee who was eligible to make a beneficiary election in the UBS 401(k) Plan prior to January 1, 2027, we encourage you to review that beneficiary designation in the UBS 401(k) Plan at Alight Solutions because it is transferring to Fidelity.
- You don't need to do anything for your Credit Suisse 401(k) Plan account balance and any outstanding loans to transfer to the UBS 401(k) Plan.

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. You can then log in to your UBS 401(k) Plan account at **www.NetBenefits.com**.



Key dates²

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 29, 2026, by 4:00 p.m. ET	<ul style="list-style-type: none">– Request a new general loan from your Credit Suisse 401(k) Plan account
December 30, 2026, by 4:00 p.m. ET	<ul style="list-style-type: none">– Request exchanges (transfers) between investment options– Request systematic withdrawals (installments)– Request full payouts– Request required minimum distributions– Request in-service withdrawals– Check your account balance in the Credit Suisse 401(k) Plan at Fidelity
December 31, 2026	Your Credit Suisse 401(k) Plan account is valued for the last time before your account balance transfers to the UBS 401(k) Plan.
January 1, 2027	Your Credit Suisse 401(k) Plan account will reflect a zero balance. (This is because the assets are being transferred to the UBS 401(k) Plan account.) See page 8 for details.
Week of January 10, 2027	The blackout period ends and you will have full account access to your UBS 401(k) Plan account at Fidelity. You will be notified when you have full access to your account balance in the UBS 401(k) Plan.

² 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.

The UBS 401(k) Plan, as of January 1, 2027

A few highlights

The UBS 401(k) Plan will offer certain features that will be new to former Credit Suisse employees and will apply to Credit Suisse 401(k) Plan account balances once they transfer to the UBS 401(k) Plan. Changes will be in effect on January 1, 2027, unless otherwise specified in this document.

In-service withdrawals

Former Credit Suisse employees who are actively employed by UBS will be able to take withdrawals (including hardship withdrawals) from their Credit Suisse balance after it has merged into the UBS 401(k) Plan. Keep in mind that you will be unable to take a withdrawal until after the transition is complete during the week of January 10, 2027.

Distributions

The UBS 401(k) Plan at Fidelity 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 UBS 401(k) Plan will permit former Credit Suisse employees who had an outstanding loan in the Credit Suisse 401(k) Plan as of 4:00 p.m. ET on December 30, 2026, to make partial loan payments or repay their loans in full via ACH.

Repayments of loans under the Credit Suisse 401(k) Plan must be made to the UBS 401(k) Plan after December 31, 2026.

- Former Credit Suisse employees who **are currently employed by UBS** and who have an outstanding loan in the Credit Suisse 401(k) Plan, as of 4:00 p.m. ET on December 29, 2026, will have future loan repayments deducted on a monthly basis from payroll beginning in 2027.
- Former Credit Suisse employees **who are not currently employed by UBS** and who have an outstanding loan in the Credit Suisse 401(k) Plan will continue to be able to repay loans via ongoing ACH payments. Your ACH banking information will transfer to the UBS 401(k) Plan from the Credit Suisse 401(k) Plan.

You can make an investment election, which is where your loan repayments will be credited. 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.



Transaction history & account statements

Transaction history for your Credit Suisse 401(k) Plan account will not transfer to the UBS 401(k) Plan. However, you will have access to your transaction history and account statements under the Credit Suisse 401(k) Plan for 10 years. To access your transaction history or account statements, log in to **www.NetBenefits.com**, select the Credit Suisse 401(k) Plan link and then click the *Transaction History* or *Statements* link, depending on what you need.

In mid-April 2027, your UBS 401(k) Plan account statement will be available. On this statement, you will see a “transfer in” of your Credit Suisse 401(k) Plan account balance on December 31, 2026.

Your mid-January 2027 statement for the Credit Suisse 401(k) Plan will show a “transfer out” of your account balance on December 31, 2026. The closing balance will be zero, and statements will no longer be generated for the Credit Suisse 401(k) Plan.

Future Fidelity account statements will not be automatically mailed to your home, unless you previously made an election within your *Profile* on **www.NetBenefits.com** to receive statements via U.S. mail. Statements 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.

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 8–9.

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.

To learn which investments will transfer to target date funds as part of the transition to the UBS 401(k) Plan, see the *How your money will transfer* section on pages 8–9. 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.

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

Tier 2: Core investment options

In addition to the target date funds, the UBS 401(k) Plan will continue to offer an array of investment options for participants:

Investment option
American Century U.S. Small Cap Growth Trust Portfolio
Artisan International Growth Trust Portfolio
BNYM Newton NSL U.S. Dynamic Large Cap Value Trust Portfolio
Boston Partners Mid Cap Value Equity Trust Portfolio
Dimensional U.S. Small Cap Value Trust Portfolio
Eagle Equity Portfolio
Federated Hermes MDT Mid Cap Growth Trust Portfolio
Fidelity® Institutional Blue Chip Growth Trust Portfolio
Invesco Stable Value Trust Portfolio
Mondrian International Equity Value Opportunities Trust Portfolio
Ninety One Emerging Markets Equity Trust 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 Real Asset 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 UBS 401(k) 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.

How your money will transfer²

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.

When the market closes at 4:00 p.m. ET on December 31, 2026, several investment options offered through the Credit Suisse 401(k) Plan will no longer be available. As a result, applicable current account balances will transfer to the new investment options on January 1, 2027.

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 9 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.

² 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	Ticker		Investment option name at Fidelity	Ticker
Alliance Growth Fund	N/A	▶	Fidelity® Institutional Blue Chip Growth Trust Portfolio	N/A
Diversified International Strategy	N/A	▶	Artisan International Growth Trust Portfolio	N/A
Fidelity® Blue Chip Growth K6 Fund	FBCGX	▶	Fidelity® Institutional Blue Chip Growth Trust Portfolio	N/A
Fidelity® Emerging Markets Fund Class K	FKEMX	▶	Ninety One Emerging Markets Equity Trust Portfolio	N/A
Fidelity® Low-Priced Stock Strategy ⁴	N/A	▶	50% to Boston Partners Mid Cap Value Equity Trust Portfolio ⁴ 50% to Dimensional U.S. Small Cap Value Trust Portfolio ⁴	N/A
Northern Trust Short Term Investment Fund	N/A	▶	NT Collective Government Short Term Investment Trust Portfolio	N/A
T. Rowe Price Retirement 2005 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2005 Trust Portfolio	N/A
T. Rowe Price Retirement 2010 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2010 Trust Portfolio	N/A
T. Rowe Price Retirement 2015 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2015 Trust Portfolio	N/A
T. Rowe Price Retirement 2020 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2020 Trust Portfolio	N/A
T. Rowe Price Retirement 2025 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2025 Trust Portfolio	N/A
T. Rowe Price Retirement 2030 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2030 Trust Portfolio	N/A
T. Rowe Price Retirement 2035 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2035 Trust Portfolio	N/A
T. Rowe Price Retirement 2040 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2040 Trust Portfolio	N/A
T. Rowe Price Retirement 2045 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2045 Trust Portfolio	N/A
T. Rowe Price Retirement 2050 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2050 Trust Portfolio	N/A
T. Rowe Price Retirement 2055 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2055 Trust Portfolio	N/A
T. Rowe Price Retirement 2060 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2060 Trust Portfolio	N/A
T. Rowe Price Retirement 2065 Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2065 Trust Portfolio	N/A
T. Rowe Price Retirement Balanced Trust Class C	N/A	▶	T. Rowe Price Retirement Blend 2005 Trust Portfolio	N/A
T. Rowe Price Small-Cap Value Fund	PRSVX	▶	Dimensional U.S. Small Cap Value Trust Portfolio	N/A
Vanguard Energy Fund Admiral Shares ⁵	VGELX	▶	The Plan's default investment: one of the T. Rowe Price Retirement Blend Trust Portfolios ⁵	Varies
Vanguard Growth Index Fund Institutional Shares	VIGIX	▶	State Street S&P 500 Index Non-Lending Series Trust Portfolio	N/A
Vanguard Health Care Fund Admiral Shares ⁵	VGHAX	▶	The Plan's default investment: one of the T. Rowe Price Retirement Blend Trust Portfolios ⁵	Varies
Vanguard High-Yield Corporate Fund Admiral Shares ⁵	VWEAX	▶	The Plan's default investment: one of the T. Rowe Price Retirement Blend Trust Portfolios ⁵	Varies
Vanguard Inflation-Protected Securities Fund Institutional Shares	VIPIX	▶	State Street Real Asset Non-Lending Series Trust Portfolio	N/A
Vanguard Institutional Total International Stock Market Index Trust	N/A	▶	State Street Global All Cap Equity Ex-U.S. Index Non-Lending Series Trust Portfolio	N/A
Vanguard Institutional Total Stock Market Index Trust	N/A	▶	State Street S&P 500 Index Non-Lending Series Trust Portfolio	N/A
Vanguard Intermediate-Term Investment-Grade Fund Admiral Shares	VFIDX	▶	Prudential Core Plus Bond Trust Portfolio	N/A
Vanguard Mid-Cap Index Fund Institutional Plus	VMCPX	▶	State Street S&P Midcap Index Non-Lending Series Trust Portfolio	N/A
Vanguard PRIMECAP Fund Admiral Shares	VPMAX	▶	Eagle Equity Portfolio	N/A
Vanguard Real Estate Index Fund Institutional Shares ⁵	VGSNX	▶	The Plan's default investment: one of the T. Rowe Price Retirement Blend Trust Portfolios ⁵	Varies
Vanguard Value Index Fund Institutional Shares	VIVIX	▶	State Street S&P 500 Index Non-Lending Series Trust Portfolio	N/A

⁴ In place of the current combined small/mid-cap fund option, separate small and mid-cap fund options are being added. If you are invested in the current option at the time of the transition, your current account balance will be directed to two new investment options as explained here. The impacted funds and the allocation after January 1 are these: Fidelity® Low-Priced Stock Strategy will be allocated 50% to Boston Partners Mid Cap Value Equity Trust Portfolio and 50% to Dimensional U.S. Small Cap Value Trust Portfolio.

⁵ Current balances 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.

Important notice regarding the merger of the Credit Suisse 401(k) Plan into the UBS 401(k) Plan

To ensure that all information is transferred accurately from your current Credit Suisse 401(k) Plan account to your new UBS 401(k) 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, withdrawal 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.” Transactions will be permitted until 4:00 p.m. ET on December 30, 2026, although please note that you are unable to request a general loan beginning at 4:00 p.m. ET on December 29, 2026.

The blackout period is expected to end during the week of January 10, 2027. During this time, you can call to check whether the blackout period has ended by contacting the UBS 401(k) Service Center at Fidelity at 800-588-6200.

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 401(k) 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.

You are not permitted to make a direct exchange from Invesco Stable Value Trust Portfolio to NT Collective Government Short Term Investment Trust Portfolio or Fidelity BrokerageLink (considered “competing funds”). Before exchanging from Invesco Stable Value Trust Portfolio, you must first exchange to a “noncompeting” fund for 90 days. While these requirements may seem restrictive, they are imposed by issuers such as insurance companies, banks, or other approved financial institutions, as a condition for issuing investment contracts to retirement plans.

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