



UNS Energy Corporation
A Fortis Company

Summary of Material Modifications to the
Tucson Electric Power Company
Employee Group Insurance Plan
Summary Plan Description

TO: Participants and Beneficiaries in the Employee Group Insurance Plan
FROM: Human Resources Department, on behalf of the Plan Administrator
DATE: February 13, 2026
RE: Changes to Life Insurance Benefits

Note: In the event of any discrepancy between this Summary of Material Modifications and the Summary Plan Description, the provisions of this Summary of Material Modifications will govern.

Modifications

Effective January 1, 2026, important changes to the Employee Group Insurance Plan will go into effect as follows:

1. For Local Union 1116 Gas, the Life and AD&D Plan, insured by The Hartford, provides life insurance coverage equal to 1.5 times your annual base pay, up to a maximum of \$500,000.

Such employees may purchase additional supplemental life insurance in increments of \$10,000, up to a maximum of \$500,000, with a guaranteed issue of \$350,000.

If you have questions about these changes in benefits, please contact your Plan Administrator at BenefitServices@tep.com.

**Please keep this
Summary of Material Modifications
with your copy of the
Summary Plan Description**