

Optimize costs.
Boost productivity.

Gain the Alight Benefits Advantage™



alight®

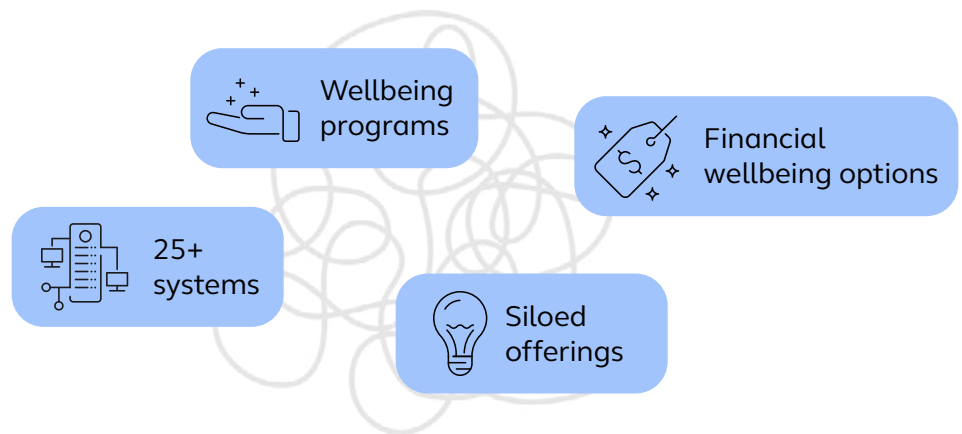
The benefits impact gap

Employers are investing more than ever before in improving and expanding benefits for their employees. In fact, by 2026, the cost of benefits will have increased by more than 40%.* This is particularly difficult in today's environment where cost containment and expense reduction are major objectives.

At the same time, benefits complexity around choice, providers and experience is outpacing employee engagement and productivity. This creates a gap in the impact your benefits have, and despite increased investment in this area, employees remain dissatisfied with their experience.

Employees are confused and overwhelmed by friction-filled benefits experiences

- Too many providers
- Fragmented data
- Confusing options



Wellbeing and engagement are impacted

>1/3
are fully productive**

Only 22%
have an excellent
experience**

Merely 1/3
say there are
engaged***

52%
don't know the
benefits offered**

*Bureau of Labor Statistics

** Alight International Workforce & Wellbeing Mindset Study

*** Gallup

Productivity suffers

Faced with disconnected offerings, systems and data, employees are regularly confused and overwhelmed. They find it challenging to navigate benefits and lack the relevant information to access the benefits they really need. This increases stress and impacts their wellbeing, reducing productivity at work.

Alight can help.

**\$1.9
Trillion**
cost of lost
productivity*

**\$190
Billion**
estimated
annual cost of
work-related
stress**

**\$1
Trillion**
cost of
annual
employee
turnover*

*Gallup

**Harvard Business School

Alight Benefits Advantage™

We help many of the best-known brands gain a benefits advantage and build a healthy, financially secure and resilient workforce. We achieve this through our cloud-enabled benefits platform, purpose-built AI and our thousands of benefits experts.

Our Alight Worklife® platform helps you break existing silos, personalize benefits at scale, accelerate outcomes across health, wealth, wellness and absence, and give your employees and HR team an easy way to navigate benefits.

Powered by Alight LumenAI™, the platform empowers you to gain a deeper understanding of your workforce and engage them throughout life's most important moments with personalized benefits management and data-driven insights.



Transform benefits from a necessary expense into a talent advantage

Benefits status quo

Siloed/fragmented benefits

Cost **or** experience

Generic standard offerings

Periodic communications

One size fits all solution

Manual administration

Alight Benefits Advantage™

Unified / integrated / full spectrum

Optimize cost **and** experience

Personalized human experiences

Continuous engagement

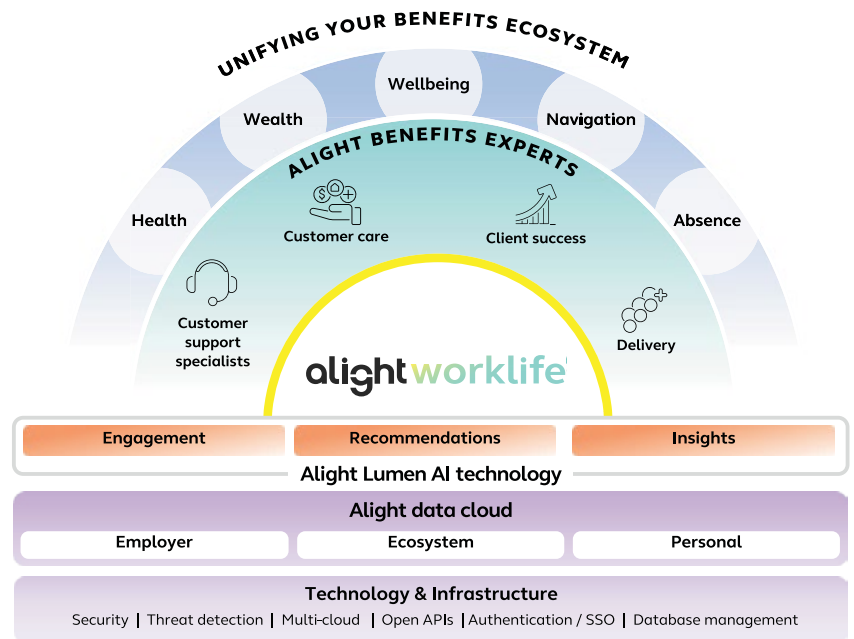
Every workforce is different

Scale with automation, AI, expertise

The power of a benefits advantage

We unify your benefits ecosystem, bringing health, wellbeing, retirement benefits, absence management and healthcare navigation together in one centralized, user-friendly place — Alight Worklife.

Easily accessible online and through our mobile app, the platform cuts complexities and empowers your workforce to engage with and utilize your benefits to lead a healthier, more financially secure life.



Join the outperformers of your industry and take hold of better business outcomes

Why companies choose Alight:

1

Experienced benefits experts



Our experienced benefits experts serve as health and medical allies, absence administrators, financial advisors, guidance counselors and implementation support, giving your employees answers to their toughest questions and freeing your team to focus on strategic priorities.

2

Expansive industry data



Our purposeful AI sits on an unmatched repository of benefits data to deliver personalized automation and insights for better decisions.

3

Powerful, purpose-built AI



Our Alight LumenAI technology helps you integrate more than 600 tools from your HR and benefits ecosystem easily and at your own pace with the open architecture and industrial-strength security capabilities of the Alight Worklife platform.

4

Responsive technology



Everything is made possible by Alight's advanced technology that listens, learns and adapts to personalize the benefits experience and automate critical tasks.

Better outcomes, greater efficiency

Alight helps you put benefits front and center to create a healthy, resilient workforce. Our solutions break down the silos between benefits offerings and unify fragmented data for an experience your employees will love and the efficiency your business needs.



Optimized costs

Advanced analytics and continuous measurement ensure you have the robust, real-time data you need to optimize costs and make informed decisions.



Improved talent retention

Personalized health, wellbeing, wealth, absence and healthcare navigation benefits improve your ability to find and retain the top skills and talent your business needs to stay ahead.



Greater productivity

Leading-edge self-service and automation tools reduce manual HR processes and gives employees a way to feel supported and engaged across health, wealth, wellness, absence and benefits navigation.

The benefits advantage in results

We connect employees to the wellbeing they need to thrive and outperform. We connect organizations to the benefits data they need for better decisions that enable cost control and a sustainable advantage.



\$2.4 million

in total claims savings for an energy service provider utilizing Healthcare Navigation — and a **56% increase in benefits utilization**



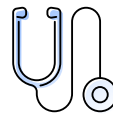
\$3.6 million

in lower turnover value for an automotive parts retailer with our benefits support — and a **\$614 savings per household** with our navigation



\$9.7 million

in assessed healthcare savings for a life sciences client — **70% of utilization was driven by our AI-personalization**



3.4%

annual increase in 401(k) contributions for a healthcare company after our AI-personalized communications provided financial education



+200% ROI

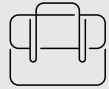
in Alight Healthcare Navigation solutions for a consumer goods manufacturer

A different way to motivate the workforce and untangle benefits sprawl

With Alight, you can shift to a new model of benefits management — one that delivers a good employee experience and organizational efficiencies.



The better experience your employees love



The greater efficiency your business needs



A healthy and financially secure workforce

Outperformers consistently choose to partner with us because of the unique Alight Benefits Advantage™:

Your benefits advantage

Unique combination: Cloud platform | Purposeful AI | Industry experts



Unified benefits ecosystem

Health | Wellbeing
Wealth | Absence
Healthcare Navigation



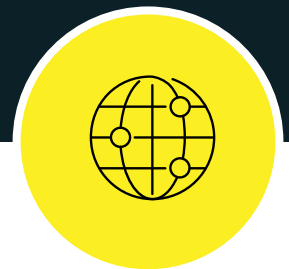
Extensive data and expertise

AI-driven personalization, automation and insights for better decisions



Optimized cost and experience

Streamlined processes for both you and your employees



Built for the world's best companies

Modern, composable architecture built for scale and complexity

Why Alight?

Alight has more than four decades of benefits administration expertise and a successful track record working with some of the best-known brands. Our recognitions include:

NelsonHall **Leader** in Health and Wealth Administration

Ranked #1 DB Administrator by participant counts

Ranked #2 DC Administrator by assets under administration

70%
of the
Fortune 100

50%
of the
Fortune 500

35M
employees and
retirees served

200M
interactions
annually

We have the unique capabilities to help you deliver a world-class benefits experience.



Industry-leading administration capabilities

H&W benefits admin for **13 million participants** (and their families)

Leave admin support for **8 million+ participants**

Pension admin for **5.2 million participants**; 401(k) admin for **11 million participants**

\$1 trillion+ in DC plan assets



Powerful engagement experience

200 million mobile, web and customer care interactions annually

4.8 star rated mobile app

39 interactions per user per year

89% digital CSAT



Business outcomes and ROI

<\$200 million assessed health cost savings in 2023

\$441 average health claim savings per case

15% average increase in program utilization;
2.7x increase in interactions

13% shorter leave of absence duration



About Alight Solutions

Alight is a leading cloud-based human capital technology and services provider for many of the world's largest organizations and over 35 million people and dependents. Through the administration of employee benefits, Alight helps clients gain a benefits advantage while building a healthy and financially secure workforce by unifying the benefits ecosystem across health, wealth, wellbeing, absence management and navigation. Our Alight Worklife® platform empowers employers to gain a deeper understanding of their workforce and engage them throughout life's most important moments with personalized benefits management and data-driven insights, leading to increased employee wellbeing, engagement and productivity. Learn more about the Alight Benefits Advantage™ at alight.com.