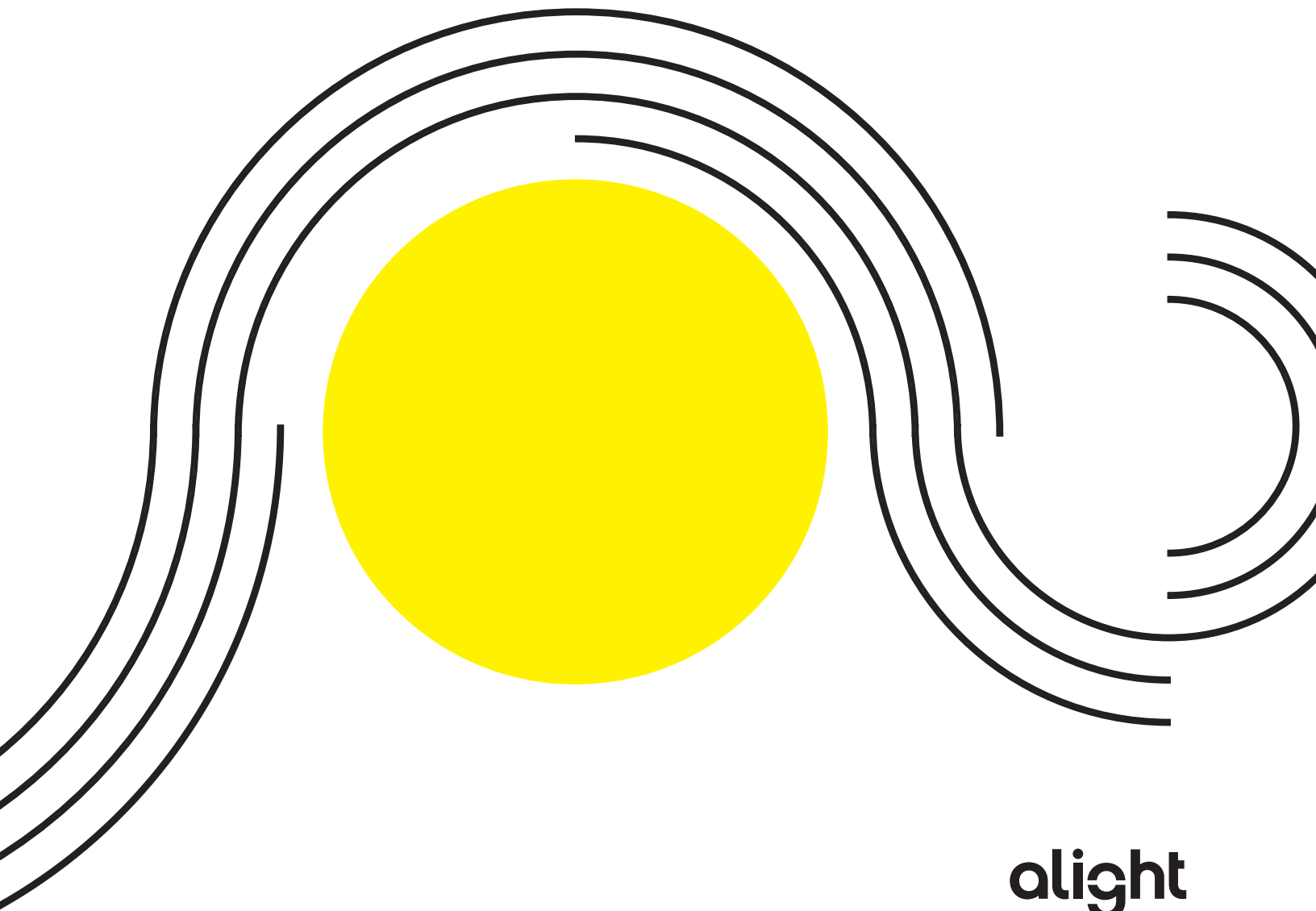

Alight Global Impact Report

2022



alight

About this report

Our Global Impact Report aligns with the accounting standards published by the Sustainability Accounting Standards Board (SASB) related to Professional & Commercial Services. We also have identified several United Nations Sustainable Development Goals (SDGs) that we believe our business activities and key priority areas support. Both are included in the appendix to this report. Unless otherwise noted, company performance metrics provided throughout this report cover our fiscal year 2021 (FY 2021) and reflect data for the period from January 1 through December 31, 2021. We have included certain subsequent progress and initiatives that occurred after the end of FY 2021 and have endeavored to note them as such. All quantitative company data, unless otherwise stated, reflects FY 2021.

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INTRODUCTION

As we complete Alight's first year as a publicly traded company, there is no better way to mark the occasion than to share our inaugural report on the progress of our environmental, social and governance (ESG) approach. While we're still early in our journey, I'm proud of the progress we've made, and I am even more excited about the work we've done over the past year to set our strategy and vision for the future.

Notably, in 2021, we established a strong ESG governance structure, identified our strategic pillars and key areas of focus through a materiality assessment, determined which ESG frameworks to align to, and completed our first carbon assessment to better understand our environmental footprint.

As we looked at our ESG priorities and our long-term strategy, we had to look no further than our reason for being. At Alight, our purpose is to power confident decisions, for life. We do this by providing our clients' employees with the tools, technology, resources and guidance to make more well-informed decisions around their health, wealth and wellbeing. We believe that when we put the power of artificial intelligence (AI), embedded with years of experience and engineered with empathy, in people's hands, the result is the security of better outcomes and peace of mind throughout life's big moments and most important decisions.

This purpose shines through in all we do and is the center point for our approach to ESG — our business is fundamentally the “S” in ESG. Today, we provide health, wealth, wellbeing, and payroll solutions and services to 70% of the Fortune 100 and 50% of the Fortune 500, which accounts for 36 million employees and dependents worldwide. The influence that we have to help people make better decisions around their physical, mental and financial wellbeing is an incredible opportunity and responsibility that we believe it is critical to caring for the wellbeing of the world's workforce.

I joined Alight in April 2020, and that has given me a front-row seat to the tectonic shifts that COVID-19 forced onto companies — perhaps none more seismic than the fundamental realignment of employees' priorities driven by the impact the pandemic had on people's mental, physical and financial wellbeing. We are in what we call the “Era of the Employee,” and we believe companies — and the people who lead them — are being evaluated based on how they treat their employees.

There has never been a more important time for companies to serve that higher calling.

The COVID-19 pandemic, geopolitical issues, social justice issues and historically high inflation have contributed to a mental health crisis. According to recent Alight research, nearly three in four workers around the world report high or moderate stress levels, and 34% say they are suffering burnout symptoms. And, of course, mental health struggles don't happen in isolation and are often interconnected challenges. Indeed, fewer than half of people worldwide rate their wellbeing positively today, and only 38% of workers view their financial wellbeing positively.

The good news is that employees want and expect more help from their employers. Nearly three-quarters of employees would be comfortable sharing information in exchange for personalized health guidance, and almost half of workers would be comfortable sharing personal financial information with their employer if it would allow them to provide personalized financial guidance or planning.

CEOs, CHROs, and leaders have a higher calling: fiercely contributing to the wellbeing of workers by creating an engaging benefits experience that helps them make better decisions about their health, finances and plans for themselves and their families. Today, those can be complicated problems to solve, but Alight is helping. For example, the Alight Worklife® platform combines AI and data with robust content across health, wealth, clinical navigation, retiree healthcare, payroll and wellbeing to create a personalized and integrated experience that enables confident decisions and meaningful outcomes across arguably the most important aspects of people's lives — their health and wellbeing. Features like an accessible user experience mean fewer barriers to getting critical information and better decision support. Additionally, capabilities like Alight's healthcare navigation and clinical guidance provide employees and their family members with personalized help navigating the most complex healthcare decisions, medical second opinion support, and even someone to help manage confusing and costly medical billing and claims processes.

Like our clients, our colleagues have struggled with the emotional, financial and health impacts of the COVID-19 pandemic, world events and difficult social justice issues, not to mention the day-to-day challenges we all face. Given our business, we are in a unique position to truly understand the impact of positive wellbeing on a company's workforce and the importance of caring for our colleagues. We understand that caring for the wellbeing of our colleagues takes a holistic approach to supporting the multiple facets, demands and needs of their lives. We have incorporated new practices — like frequent listening sessions with colleagues worldwide to help them navigate various societal issues — along with tools and resources they need to support their total wellbeing.

Our Global Impact Report provides more information on our accomplishments, strategy and journey ahead in greater detail.

As Alight continues to grow and mature, our commitment to ESG — how we operate our business, how we achieve our purpose to deliver innovative solutions that help workers and their families around the world improve their overall wellbeing, and how we support our colleagues — will also continue to grow and evolve. We look forward to continuing our journey and our path to positively impacting our colleagues, communities, clients and the world.



Stephan Scholl
CEO

Powering confident decisions, for life.

Alight is a leading cloud-based human capital technology and services provider that powers confident health, wealth and wellbeing decisions for 36 million people and dependents. Our Alight Worklife® platform combines data and analytics with a simple, seamless user experience. Supported by our global delivery capabilities, Alight Worklife is transforming the employee experience for people around the world. With personalized, data-driven health, wealth, pay and wellbeing insights, Alight brings people the security of better outcomes and peace of mind throughout life's big moments and most important decisions. Learn how Alight unlocks growth for organizations of all sizes at alight.com.

Culture of wellbeing:

- Over 16,000 colleagues worldwide
- Robust benefits and wellbeing support
- 9 colleague-led communities ranging in focus from racial and ethnic communities to a veterans community
- Promoting an inclusive and diverse culture through education and training, observing Juneteenth as a companywide holiday
- Investing in our communities through volunteerism and donations
- Paid time off for community involvement

Social innovation:

- Proudly serving 4,300 clients and their 36 million employees and family members around the globe
- Providing deep insights and thought leadership to help clients meet their workforce needs
- Enabling accessible and affordable support to help individuals make better decisions for themselves and their families

Responsible business practices:

- A focus on cybersecurity, data privacy, and data security
- Promoting a strict adherence to ethical and compliant behavior
- Understanding our impact on the environment and taking action to reduce our footprint
- Working to create a diverse and sustainable supply chain

OUR PURPOSE:

Powering confident decisions, for life.

OUR VALUES:

Champion people

Be empathetic.
Help create a place where everyone belongs.
Win together.

Grow with purpose

Be inspired by our higher calling of improving lives.
Fail forward and choose progress over perfection.
Be brave, show grit, and grow our whole selves.

Be Alight

Be a beacon and empower others.
Act with integrity and be real.
Find ways to add joy.

AWARDS AND RECOGNITION:

- **2021 Corporate Equality Index: Human Rights Campaign — Score of 100**
(second year in a row)
- **FlexJobs List of Top 100 Companies with Remote Jobs**
(fifth consecutive year)
- **Great Place to Work Institute: Best Workplaces in Chicago**
- **parents@work — Best Place to Work 2021**
- **Black EOE Journal Top Employer 2021**
- **Professional Woman's Magazine Top Employer 2021**
- **Hispanic Professionals Network Top Employer 2021**

Our ESG approach

Our environmental, social, and governance (ESG) strategy is at the heart of our purpose and shines through in our culture, business practices, and commitment to our clients and their employees. We recognize that our ability to positively impact the wellbeing of our own employees (colleagues), clients' employees, and communities starts with us. The way we deliver services to our clients and their employees gives us the unique opportunity to empower workers and their families to make confident decisions around many aspects of their lives.

We view sustainability as critical to our commitment to positively impacting our colleagues, clients, environment, communities, and long-term financial value. We are pleased to share our inaugural Global Impact Report that outlines our sustainability initiatives, practices, and objectives in areas fundamental to our business, as follows:

OUR ENVIRONMENTAL, SOCIAL, AND GOVERNANCE PILLARS

<u>Culture of wellbeing</u>	<u>Social innovation</u>	<u>Responsible business practices</u>
<p>We aim to create an inclusive culture that celebrates diversity and encourages belonging. Through our focus on promoting healthy minds, bodies, wallets, and lives, our colleagues and the people they service can thrive.</p>	<p>The workforce of today faces unprecedented challenges to their physical, mental, and financial wellbeing. Alight's innovative approach and solutions provide people with the security of better outcomes and peace of mind throughout life's big moments.</p>	<p>We are dedicated to operating with integrity, sound governance, responsible business practices, and high standards of data security to achieve business success and enhance long-term stockholder value. We are also committed to minimizing our environmental impact.</p>

ESG oversight

In 2021, we focused on creating an ESG charter and governance structure that reflects our public company status and our unique place in the human capital market. While the full Board of Directors (Board) is responsible for ESG matters that impact our business, the Nominating and Corporate Governance Committee exercises primary Board oversight of ESG risk management, strategy, initiatives, and policies. Our Management ESG Committee, comprised of cross-functional leaders across the Alight management team, drives our ESG strategy development and implementation. It is led by our General Counsel and Corporate Secretary, who has

primary responsibility for corporate governance and the legal and compliance function. In addition to creating our governance structure, we analyzed our business and identified relevant ESG factors through an ESG materiality assessment and the utilization of leading ESG and sustainability frameworks and guiding principles, such as the [Sustainability Accounting Standards Board \(SASB\)](#) and the [United Nations Sustainable Development Goals \(SDGs\)](#). We will continue to evolve our ESG program in a manner that helps create long-term value for our stockholders, colleagues, clients, communities, and other stakeholders.

Nominating & corporate governance committee

- ESG Oversight written in the Committee's charter: "Review and monitor the development and implementation of the goals the Company may establish from time to time with respect to its ESG and sustainability matters, and provide guidance to the Board on such matters."
- Receives updates from the Management ESG Committee on a quarterly basis
- Aligns on short-term and long-term ESG objectives and priorities

Management ESG committee

- Core group sponsored by Alight's General Counsel and is comprised of a cross-functional set of management representatives including Human Resources, Legal, Operations, and Communications
- Meets on a monthly basis and reports to the Nominating and Corporate Governance Committee of the Board on a quarterly basis
- Agendas will combine strategic alignment, progress on deliverables, and discussion on external developments in ESG affecting Alight

ESG working group

- The ESG Working Group is comprised of a larger group of Subject Matter Experts (SME's) covering all material ESG focus areas
- This group meets on a quarterly basis ahead of the Nominating and Corporate Governance Committee meetings
- The purpose of the meetings is to update the Management ESG Committee on advancements in their area, provide information for reporting and disclosure purposes, and integrate priorities in their work plans

Materiality assessment

In 2021, we completed a materiality assessment to help determine which ESG topics our internal and external stakeholders value most. Through this assessment, six themes emerged as the primary areas of focus:



Employee wellbeing

Giving our colleagues and the people they serve the tools to help enable a healthy mind, body, wallet, and life.



Ethics

Making ethical values, standards, and norms for the organization and managing them throughout business operations.



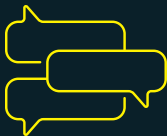
Cybersecurity and privacy readiness

Establishing systems to protect privacy, including the secure use of confidential information from employees and clients.



Career development

Implementing programs and policies that are designed to attract and retain talent.



Diversity, equity, and inclusion

Providing a work environment that promotes, welcomes, and celebrates diversity regarding gender, ethnicity, sexual orientation, physical ability, age, religious or personal beliefs, and socioeconomic background.



Risk and disaster management

Preparing for and managing potential crises and risks that may impact the business.

Stakeholder engagement

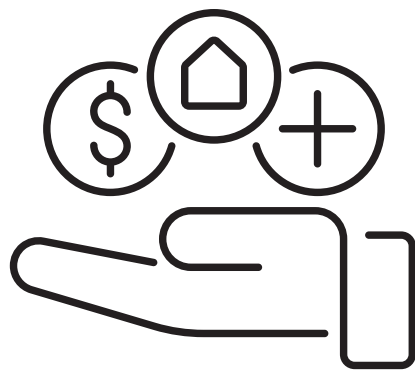
We regularly engage various stakeholders to guide and improve our ESG strategy. We proactively foster open dialogue with our stakeholders to gather feedback that informs our Board and management team of ESG issues that are integral to our long-term value creation.

Stakeholder group	ESG-related topics addressed
Clients	Cybersecurity, customer privacy, social innovation, business ethics, and compliance
Colleagues	Benefits and wellness, professional development, diversity, equity, and inclusion, and a culture of belonging
Stockholders	Board composition and effectiveness, executive compensation, climate change strategy, workforce diversity, and talent engagement
Suppliers	Business ethics, supply chain resiliency, sustainable business practices, diversity, and human rights
Communities	Community development, volunteerism, and corporate donations



Culture of wellbeing

Alight's ability to positively impact our clients and the people we serve starts internally with our colleagues. We strive to foster an inclusive, progressive culture of wellbeing that enables our colleagues to strive for a healthy mind, body, wallet, and life. We believe that our intentional approach to engaging and connecting our colleagues in this way can inspire other organizations to do the same.



Our people strategy

We believe in creating a diverse and inclusive work environment for our colleagues, supporting their wellbeing with fair and market-competitive pay and benefits, and investing in their growth and development.

Our efforts have resulted in being recognized as a Great Place to Work® for four consecutive years and a Best Place to Work by parents@work. We were also listed among the Top 100 Companies with Remote Jobs by FlexJobs. Attracting, developing, and retaining talent is critical to executing our strategy and competing effectively.

Board oversight of Human Capital Management

Our Board plays an integral role in our human capital management efforts that starts with a strong, ethically minded, and performance-driven senior management team. The Compensation Committee reviews our corporate human capital management practices around building culture and fostering engagement and monitors management's diversity, equity, and inclusion (DEI) initiatives. In connection with its responsibility for developing management continuity, our Board reviews, at least annually, the succession plans for senior management, including the CEO.

The Board actively engages in executive officer talent management through regular reviews and provides input on important decisions in this area. High-potential leaders are considered for additional leadership roles and developmental opportunities to prepare them for greater responsibilities. We are focused on building a diverse and inclusive workforce to support a culture of openness and innovation at Alight, so we regularly assess with the Board the talent pool of candidates just below the executive leadership team level to maintain a robust and diverse talent pipeline.

Investing in our colleagues

At Alight, we believe that investments in our colleagues are investments in the long-term wellbeing of our organization. Competitive compensation, employee benefits, and training and development opportunities provide considerable value to our colleagues and clients.

Healthy mind, body, wallet, and life

We design our employee benefits to help colleagues and their families stay healthy, meet their financial goals, and balance their work and personal lives. These benefits include health and wellness, paid time off, employee assistance, competitive pay, career growth opportunities, paid volunteer time, and a culture of recognition. Some other specific examples are:

- Global minimum maternity pay
- Global minimum paternity pay
- Global minimum bereavement leave for death of a first- or second-degree family member

Additionally, regular full-time and part-time colleagues (who work at least 20 hours per week) in select countries have access to other benefits including:

- Medical, dental, and vision benefits
- 401(k) savings plan
- Adoption assistance to offset related expenses
- Backup daycare for children and adults
- Caregiver support

Alight has recently conducted a benefits competitiveness review to assess the benefits in each country we operate in and ensure equitable benefits packages for our colleagues worldwide.

Caring for our colleagues

Colleague wellbeing is a focus and priority for Alight. Our colleagues have complimentary access to various resources that aim to help them maintain physical and mental health. Tending to these aspects of wellbeing helps our colleagues navigate current challenges, big and small, and sets them up to thrive in the future.

Even before the COVID-19 global pandemic, Alight operated a hybrid working model with many colleagues enjoying the flexibility to work from home. While some of our colleagues may be required to work full-time in an Alight office due to service delivery requirements, Alight intends to continue to employ a hybrid flexible working model where feasible under the circumstances.

ENGAGING AND RETAINING OUR COLLEAGUES

Alight values feedback from our colleagues and regularly conducts surveys to understand how they feel about the company. We subsequently take appropriate actions and deploy best practices to improve their work experience. Survey data is aggregated and anonymized before being provided to leaders and managers to provide actionable insights into the engagement of their teams. Additionally, Alight regularly conducts regional listening sessions (both virtually and in person) to better understand colleague sentiment.

At the end of 2021, Alight's employee satisfaction score was 73, above our global benchmark set by our external engagement provider. The provider's database contains benchmarks on a broad array of matters representing feedback from over 900 companies over the last 12 months.

At a global level, Alight focuses on five key priorities within DE&I that are regularly communicated back to employees as part of

our commitment to listening to our colleagues. These categories — culture, recognition, wellbeing, growth, and belonging — align with our diversity, equity, and inclusion initiatives.

EMPLOYEE WELLBEING PROGRAM

Alight communicated a new employee wellbeing strategy, "caring for the whole person," that cuts across four pillars of wellbeing. These pillars are mind, body, wallet, and life. Using Alight's proprietary Alight Worklife® platform, our colleagues continue to access regional benefits under these broad pillars of wellbeing. While benefits vary by geographic region, Alight provides wellbeing programs that are accessible to all colleagues globally.

Alight colleagues also have access to a leading mental health resiliency assessment and improvement app, which provides a personalized experience for employees to build workforce resilience and valuable wellbeing intelligence on the mental resiliency of Alight's colleagues.

As part of our wellbeing strategy, Alight regularly communicates the independent and complimentary support available to all colleagues through our employee assistance program (EAP) provider. All colleagues have access to one-on-one support, counseling, and support resources across various wellbeing-related issues. All HR professionals are provided guidance and training on how and when to refer a colleague to our EAP services. The EAP services are also regularly communicated through CEO and executive leader messaging.

CELEBRATING OUR COLLEAGUES

Alight strives to bring greatness to light by recognizing colleagues for exceeding expectations. We celebrate the diversity of our colleagues' achievements while creating a consistent global culture to show appreciation.

Training and development

We are committed to actively fostering a learning culture and investing in our colleagues' ongoing professional and career development. We commit ourselves to a development framework of 70% experience, 20% coaching, and 10% education — a framework we believe reflects how people truly learn, grow, and develop. We empower managers and colleagues with collective accountability for developing themselves and others and promote ongoing dialogue, coaching, feedback, and improvement through our continuous performance management practices. We understand that developing our talent is critical for continuing success in a rapidly evolving environment and colleague engagement and retention. Each of our colleagues sets annual performance and personal development goals that are reviewed with managers quarterly, allowing them to understand the value they are providing and receive valuable input on their career goals.

We offer colleagues numerous programs and tools for personal and professional development, including instructor-led training courses, leadership development programs, on-demand virtual learning, individual development planning, role-based functional and technical training, compliance training, peer learning opportunities, and tuition reimbursement programs.

We have also aligned our talent and succession-planning framework at a global level for our director level and above roles to support the development of our internal talent pipeline for current and future organizational needs and to provide an overall health gauge of our global talent pool.



Employee health and safety

Alight recognizes its responsibility for occupational health and safety (OHS) and the welfare of colleagues across all locations. Our Global Security team oversees our OHS practices and provides periodic updates to our senior leaders.

Health and safety policy

We have adopted a Health and Safety Policy (HS Policy) to help promote the health and safety of our colleagues and anyone else who may be affected by our work activities. This HS Policy applies to all colleagues, contractors, and vendors of Alight. We operate according to procedures intended to promote workplace health, safety, and welfare. Alight is committed to fostering a proactive approach that incorporates the following principles:

- Establishing safe working practices, including guidance on our COVID-19 arrangements
- Clearly defining health and safety responsibilities and competencies
- Providing colleagues and contractors working on-site with access to training and informing them of the health and safety risks in our business
- Monitoring the effectiveness of the HS Policy and making continual improvements
- Reviewing Alight security policies and standards on an annual basis

Alight OHS training

Alight provides colleagues access to relevant health and safety training, including emergency response procedures, so they can work safely and avoid work-related ill health. Alight office locations are regularly risk assessed to identify unsafe conditions and allow for resolution. Risk assessments and findings are brought to the attention of those affected, where applicable. Our current training includes:

- **Alight protection services (available in multiple languages)**
 - Responsible for keeping our assets, people, and data safe and secure, including providing emergency procedures, appropriate contacts, and basic dos and don'ts
- **Healthy working ergonomics (required in certain jurisdictions)**
 - Ergonomic and workstation awareness module to help colleagues recognize potential hazards and learn how to address them

Our COVID-19 response

Our COVID-19 philosophy was reflected in our pandemic response efforts and embodied within our products and solutions. By focusing on four key areas, we designed effective interventions to keep our colleagues and clients safe.

1. **Communication and engagement** — Microsites that serve as central hubs for vaccine-related information (including state-by-state requirements and resources) and promote timely content around updated guidance and employer programs
2. **Navigation services** — Concierge support from professional health consultants who can help determine vaccine eligibility, locate distribution sites, and provide additional clinical resources
3. **Hotline support** — Specialized call centers with HR professionals who can answer questions about employer programs and COVID-19 policies, including leaves of absence
4. **Financial assistance** — Employee care cards that provide one-time, pre-funded financial incentives to those who get vaccinated

How we've made a difference in India (COVID-19 relief during the second wave of the pandemic):

According to colleagues, one of India's biggest issues during the COVID-19 pandemic has been providing access to necessary resources. That's why leaders and colleagues acted in a variety of ways — including hosting vaccine drives, establishing a 24/7 helpline for people to talk to doctors, and helping however they could... Alight hosted seven vaccine drives during June in Gurgaon, Chennai, Jaipur, Mumbai, Pune, Hyderabad and Kochi, providing 1,575 vaccines to colleagues and their family members.

Diversity, equity, and inclusion

Alight is committed to creating a sense of belonging in the workplace and making our company a place where all colleagues can feel happy and fulfilled while serving our clients and their people with excellence. In 2021, we earned a perfect score on the Human Rights Campaign Foundation's Corporate Equality Index for the third consecutive year. We continually work to build a better Alight for our colleagues and other stakeholders. We value diverse viewpoints and inclusive experiences and strive for balanced representation in our organization.

Our promise

We can't improve others' lives without first enriching our own employees' wellbeing. We drive awareness, practice accountability, and foster community to build an inclusive culture. Diversity, equity, and inclusion (DE&I) are essential to us, and we will continue to report on our efforts here, remain accountable, and keep our promises to our stakeholders.



At Alight, we believe that diversity should be visible, valued, and sustained throughout the organization. We are committed to enabling an inclusive culture of belonging that engages all colleagues and grows the diversity of our talent to proudly represent the clients and communities we serve.

CULTURAL AWARENESS

Our people bring a diverse range of backgrounds and perspectives to the table, and that diversity is what helps us better serve the needs of all our customers. This includes race, ethnicity, age, citizenship status, education, income, skills, gender identity, sexual orientation, nationality, physical or cognitive ability, beliefs, upbringing, and lived experiences. We're committed to developing these diverse talents so we can become stronger and brighter together. To increase cross-cultural sharing and appreciation, we prioritize global recognition of cultures and heritage and provide inclusion training.

Accountability

We believe it's critical to measure and track our progress. To maintain transparency and better meet our goals, we named a global inclusion and diversity (I&D) leader in 2020 and appointed an I&D recruiting lead in 2021. We actively review our pay and promotion practices and invest in inclusivity training so

our managers are aware of bias and its many forms. To ingrain inclusion in our day-to-day activities, our Inclusion and Diversity team addresses how to be an ally, creating an environment where all colleagues feel educated and open and can learn how to be better colleagues to their peers.

Alight embraces inclusivity and accessibility through thoughtful and intentional design. We recently introduced our new consumer-tested, data-driven illustration language and library with inclusion, accessibility, and global representation at its core.



Attracting and retaining diverse talent

Alight centers diversity in our recruiting efforts. In 2020 Alight became a charter member of Blackstone's Career Pathways initiative designed to foster economic mobility and support ongoing diversity, equity, and inclusion (DEI) efforts by adopting inclusive workplace practices and expanding applicant pools. Through partnerships like Year Up, Hiring our Heroes, Career Springs and Inroads, these organizations provide training for untapped talent to prepare them for entry-level roles, including customer service, IT, and operations. In 2021 we sought to strengthen our Career Pathways through continued investments that support diverse hiring, retention and advancement and enable untapped talent to thrive. We plan to continue to track our progress in these areas annually with the knowledge that we are stronger when we support employees and advance DEI at every level.

We are committed to representing the communities we serve and to attracting and retaining under-represented talent. That commitment extends to internal mobility and movement within our organization. In 2021, we launched the Colleague Career Portal (CCP) provide for equitable access to jobs. Through the CCP employees can:

- Create a profile that will create job alerts and automatic notifications when there are open positions based on the criteria they provide.
- Network with other colleagues globally who share common interests and backgrounds.
- Share open positions to professional and personal networks, as well as use a simplified job referral process to refer candidates to open positions.
- Get connected with colleague-led communities and our inclusion and diversity efforts, which is a great way to get involved and share new ideas.

Colleague-led communities

Our employee resource groups, called colleague-led communities (CLCs), are an integral component of Alight's commitment to driving change in diversity and inclusion by:

- Sharing knowledge and acting as a bridge across cultural issues
- Working as an employee support system providing education, personal growth, information, and idea-sharing

- Assisting with recruitment and retention efforts
- Supporting managerial effectiveness, leadership development, succession planning, and communication with colleagues

These communities affirm Alight's diversity inside and out, infuse Alight culture in our client experience, and, most importantly, foster a sense of belonging.

ASIAN PROFESSIONAL NETWORK

Strive to enhance professional and individual development for Alight employees of Asian descent and help build a corporate culture that embraces diversity. With our unique language and cultural skills, we further contribute to the success of the company.

LATINX PROFESSIONAL NETWORK

Unite Alight's Latinx community by serving as a voice for our unique needs and promoting access to professional development and career advancement opportunities.

BLACK PROFESSIONAL NETWORK

Promote initiatives that strengthen the Black experience at Alight so that all Black colleagues feel heard, seen, and safe while having access to sponsorship, skill development, and growth opportunities.

PRIDE/LGBTQ+ PROFESSIONAL NETWORK

Collaborate with inclusivity leaders at Alight to advocate for the LGBTQ+ community while educating and raising awareness of LGBTQ+ concerns for all colleagues across Alight.

VIRTUAL PROFESSIONAL NETWORK

Share opportunities and challenges associated with performing work virtually as well as strategies and experiences to promote career growth and satisfaction while working at Alight.

TEAM VALOR — VETERANS NETWORK

Foster an environment where Alight veterans, military associates, family members, and allies strive for excellence in all we do for our organization and clients. Our community offers the opportunity to connect, network, and share experiences while creating a veteran-friendly corporate culture.

WOMEN'S PROFESSIONAL NETWORK

Provide resources, opportunities, and knowledge to empower, inspire, represent, and connect women in the workplace and beyond.

YOUNG PROFESSIONALS NETWORK (YOPRO)

Consists of a diverse network of emerging Alight professionals around the world who help each other grow in their careers and expand cultural understanding.

ABLE AT ALIGHT

Empowering people with long-term, temporary, or situational disabilities and their families. Being able to get people to believe in themselves and perform.

INCLUSION NETWORKS

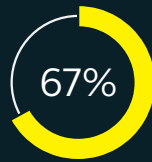
Drive inclusion and belonging at the local and regional level by building cultural awareness, facilitating learning, celebrating differences, and creating opportunities for networking beyond borders.

EMPLOYEE DIVERSITY METRICS

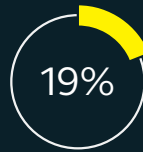
As of December 31, 2021:

16,000+

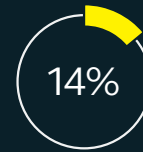
colleagues employed by Alight



of colleagues are located in the Americas



of colleagues are located in Europe

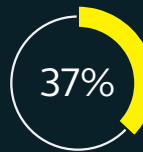


of colleagues are located in Asia

In the United States:



of colleagues are women



of colleagues are from diverse racial and ethnic backgrounds

An employee self-identification campaign utilizing our Alight Worklife® platform is underway to capture how employees identify themselves.

At Alight, we believe measuring and tracking our progress is critical. We're actively reviewing our pay and promotion practices and furthering our investment in inclusivity training so that our managers can be aware of bias and its many forms.

Alight cares by giving back

We are committed to the global communities where our colleagues live and work. Our philanthropic and community engagement programs help unite our teams as they support the causes they care about, strengthen the impact of our colleague-led communities, and develop our future workforce through mentorship programs.

Our purpose-driven charity strategy

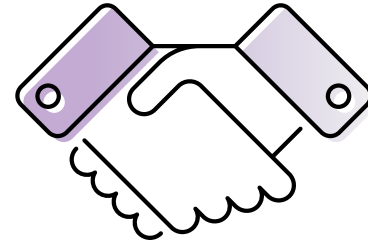
Anchored to our corporate values, we localize our charitable strategy as much as possible so that it is specific, impactful, and authentic. As our company has grown, we have aligned our philanthropy to advance our central values of health and wellbeing. We aim to follow the dollar and ensure our giving translates into direct impact at the local community level. Our colleagues at Alight's primary locations collaborate with their location leader to choose which organizations to partner with so everyone feels connected to the causes they support.

While each location drives philanthropy locally, there is company oversight to allocate and approve funds. In 2022, we will continue to improve the coordination of our charitable efforts and broaden our global reach.



Making a difference

Alight strives to make a difference in the world by creating a positive impact. We know the last few years have been challenging for our communities, so we make resources available for colleagues to maximize their impact on the causes that are meaningful to them.



ALIGHT CARES

Our Alight Cares program allows our colleagues to donate to the organizations they care about with a match of up to \$5,000 per year per colleague by Alight, up to a maximum aggregate annual limit each year. We also align our philanthropy with important causes to our clients and suppliers. During our 2021 Alight Up the Holidays winter fundraising drive, Alight clients and suppliers were invited to donate to a charity of their choice, with Alight matching their contributions. Throughout the year, we look for ways to drive charitable giving and connect fundraising efforts to colleague interests and important moments in time.

SUPPORTING CLC IMPACT

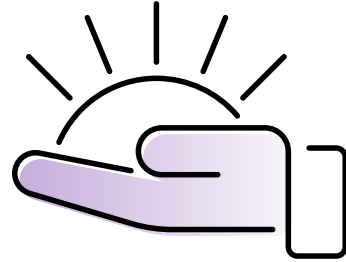
A third of the charitable giving budget is earmarked for diversity, equity, and inclusion. Most of these funds are distributed to our CLCs to donate to their selected organizations. CLCs meet locally to identify community partners who align with their goals.

COLLEAGUES HELPING COLLEAGUES

The Employee Assistance Fund was created to help colleagues facing financial hardship immediately after a natural disaster or unforeseen personal matter. Our People Matter Fund relies primarily on individual donations from colleagues and support from Alight. Colleagues can request a tax-free grant when they are facing unexpected hardships.

Colleague volunteering

We aim to cultivate a culture of giving back by offering many opportunities for our colleagues to volunteer. Our North American colleagues receive eight hours of paid time off annually to volunteer. In 2021, Alight colleagues logged approximately 4,700 volunteer hours. Colleagues in the U.S. and Puerto Rico can use their wellness time (sick time) to volunteer if they choose.



GLOBAL DAY FOR SOCIAL JUSTICE

In 2020, after the murder of George Floyd, Alight provided U.S. colleagues with the day off on Juneteenth. In 2021, we established Juneteenth as a corporate holiday and created our Global Day of Social Justice to empower colleagues worldwide to take action.

Local Alight communities are encouraged to come together to help address local social justice opportunities that are important to their community and give colleagues a chance to work together on projects and campaigns promoting their contributions to economic and social development at local, national, and international levels. This covers a range of issues, including racism, poverty, illiteracy, gender and minority inequality, LGBTQ+ inequality, and economic disparity.

GLOBAL SERVICE WEEK

Every year during the winter season, our colleagues take time to give back to their community in many ways to help those in need, including volunteering or donating money to a charitable cause. In the spirit of giving back, we host a Global Service Week the first week in December. Global Service Week is an opportunity to recognize the impact of volunteer service and the power of volunteers to tackle society's most significant challenges, build stronger communities, and be a force that transforms the world. Whether online, in the office, or at the local food bank, with a voice or a wallet — doing good comes in many forms, and we recognize and celebrate them all.

Social innovation

Alight strives to enhance the employee experience with our human-centered approach and keen focus on wellbeing. Our research provides objective and actionable insights for organizations seeking benefit and employee engagement strategies that deliver improved employee and business outcomes. We leverage that research to help us build smart, integrated technology platforms like Alight Worklife® to help organizations succeed by enabling their people to thrive. We strive to lead by example in this space. Our products and solutions mirror our values and colleague wellbeing initiatives.



Alight insights and thought leadership

We never stop learning about and enhancing our products and capabilities. As part of our commitment to meet the needs of a constantly evolving workforce, we conduct research to equip us with information on the challenges and opportunities facing people and their employers today.

Here are some of the important studies we've done in the past year:

WINNING WITH WELLBEING

The rise in remote work due to the COVID-19 global pandemic has ushered in the **era of the employee**. Workers think differently about their jobs, their relationship with their employers, and even the meaning of work itself. Recognizing the shift in the workforce, our **Winning with Wellbeing** paper focuses on what organizations need to do to achieve their talent management outcomes, including their DEI goals. The study uncovers how employees want benefits offerings and an inclusive culture and work environment that reflects their unique personal needs.

WORKFORCE MINDSET® SERIES

In 2022, we conducted the 12th year of Mindset research in partnership with the Business Group on Health and Kantar research. In this longitudinal study, we asked employees in five countries about topics such as wellbeing, employee experience, cultural characteristics and differentiators, flexible workplaces, rewards, communications, and technology.

Each year the study evolves to reflect our changing world environment. This year's study — conducted amidst the COVID-19 pandemic, flourishing social justice movements, and at the onset of unstable financial markets — explores financial wellbeing, social health, mental wellbeing, flexibility, caregiver support, and the evolution of the employee experience and expectations from an employer.

Among key findings, the study shows that just over 50% of employees regret a healthcare decision, 75% are experiencing high to moderate stress levels, and 42% say it's impossible to save enough for retirement because their current pay only covers near-term expenses. The value of physical and mental health and wealth programs, tools, and information continues to rise. There is mounting pressure for businesses to integrate these considerations into their human resources strategy. Key research findings will be released in Q3 2022.

Increasing accessibility and utilization of employee benefits

We are in the era of the employee, and employees expect their employers to deliver more. But this means something different to each member of the workforce. What is certain is that when companies invest in their people, employees will invest in them.

Announced in April 2021, Alight Worklife® combines artificial intelligence (AI) and data with rich content across health, wealth, clinical navigation, retiree healthcare, payroll, and wellbeing to create a personalized and integrated experience. The result is confident decisions and meaningful outcomes for more than 30 million users and their family members.

Our solutions

As a highly competitive job market, turbulent and evolving workforce, and rising healthcare costs vex employers; Alight continues to support emerging needs. Alight Worklife® opens new options to drive utilization and engagement centered around three key pillars:

- **Access** — Provide an integrated, one-stop shop for HR and benefits programs
- **Optimize** — Follow AI-based recommendations for wellbeing actions and programs and personalized, actionable content to simplify and improve engagement
- **Measure** — Benchmark and identify ROI opportunities

Within the Alight Worklife® platform, we have solutions to support organizations and their employees by adapting to rising healthcare costs, understanding emerging employee needs, and maximizing utilization of benefits.

1. **Retirement Auto Portability** — The routine, standardized, and automated movement of a worker's 401(k) savings account from their former employer's plan to an active account in their current employer's plan provides workers with an easy way to move their retirement assets from job to job and allows those with even modest balances
2. **Healthcare Navigation and Clinical Guidance Programs** — Improve the quality, cost, and experience of care from the get-go. Alight Health Pro Consultants have helped millions of employees and more than 2,500 companies nationwide navigate the hard part of healthcare. We match individual needs against our data to identify which provider or prescription at what price and quality may be the best fit. It is a determination based on more than 2 million healthcare interactions considering cost, quality, and patient experience. When a patient's situation calls for more care, we walk beside people throughout their entire healthcare journey. Our medical allies provide second opinions; identify top providers; practice shared decision-making, and assist with the logistics of appointments, admissions, insurance, and finances.
3. **Alight Digital Wallet** — Launched in 2022, Alight Digital Wallet reduces the stress of waiting for payday by giving employees access to their income as soon as it is earned and providing additional financial freedom with a physical and digital pay card to receive their wages.

Healthcare navigation: solving for utilization, engagement, and cost

When employees are not equipped with the knowledge and skills to effectively navigate the healthcare system and make informed choices, they often opt for inappropriate care or no care at all, which can further increase costs and worsen health.

Many employers are looking to innovative healthcare navigation solutions to offset rising healthcare expenditures, and the approach is paying off — resulting in improved utilization, engagement, and outcomes.

WHAT IS HEALTHCARE NAVIGATION?

Healthcare advocacy solutions offered by an employer to help their people:

- Learn about their health conditions and treatment plans
- Identify the best providers
- Understand their benefits and costs
- Get to the right level of support, at the right time, for their journey back to work after an illness, accident, or surgery

In a fragmented healthcare journey, employees must call several individual companies for medical, behavioral, and pharmacy benefits. Healthcare advocacy solutions provide a single point of contact for all benefits. This approach makes the healthcare journey simple and easy to navigate. As reported by Forbes, 92% of healthcare executives understand the value of a highly personalized experience and rank it as a top strategic priority.

Many businesses also offer claims advocacy to help employees understand the basics of their benefits. Claims advocacy experts explain issues like out-of-pocket costs and deductibles while providing help navigating frustrating billing problems and guiding employees through complex denials and appeals.

Claims advocacy is an essential service since medical billing today is challenging even for those experienced in the healthcare system. When employees don't understand their benefits or get frustrated, they may simply forgo care, further inhibiting better health and potentially impacting their financial wellbeing. It's also an increasingly important benefit as some 50% of Americans reported medical debt in 2021, up from 46% in 2020 (source: Medical Debt Survey, debt.com).

Partnering with proven healthcare navigation providers is vital to improving utilization, engagement, and health outcomes while managing the rising costs of healthcare and enhanced benefits.

Our design and research approach

ARTIFICIAL INTELLIGENCE POWERS HUMAN DECISIONS

Benefit offerings should align with employees' unique needs so that workers feel seen, known, supported, protected, and valued. We build technology platforms that provide personalized communications and engagement to build the foundation.

Alight Worklife® leverages machine learning and AI to help reveal opportunities and actions most relevant to employees. Technology is used to determine an employee's needs and pull more valuable programs to the forefront. Alight Worklife® improves employee adoption by providing tailored and actionable recommendations through an employee's channel of choice — mobile, web, virtual chat, and expert support.

A large technology client used Alight Worklife® to develop a targeted campaign promoting their telemedicine program which drove a 50% increase in usage of tele-med services and provided broader access and cost savings for the organization and its employees.

LEVERAGING DATA AND TECHNOLOGY TO MOVE THE NEEDLE ON TALENT MANAGEMENT OUTCOMES

Research indicates that employers who tailor benefits around employees' life stages with support for a broader range of goals (i.e., not just retirement savings) significantly improve acquisition and retention. Alight Worklife® combines the human resources and benefits ecosystem into an integrated experience with an employer analytics portal that provides insights and data that can be used to refine employee offerings and engagement strategies. Employers can track benchmarks against industry metrics based on human capital and business data managed by Alight for more than 4,300 organizations and 30 million employees and their family members. Curated benefits influence employees' trust in their employers. Our research finds that trust is strongly correlated with loyalty and retention.

“When people feel confident about their mental, physical, and financial health, their level of engagement and satisfaction at their job increases — and when it's their employer that is empowering these decisions, their connection to their employer changes.

— Greg Goff
Chief Technology Officer

”

SOCIAL INNOVATION

FOCUS GROUPS AND USER FEEDBACK DRIVE NEW FEATURES AND CAPABILITIES

We are committed to conducting user research and studies to confirm that our platforms meet customer needs and expectations. We collaborate with an insider group of our clients' employees who participate in focus group testing. Some of our research streams also sample members of the public. At mid- and large-market levels, client councils are consulted so our product design team can stay connected to their needs and opinions. A smaller subgroup of clients is usually pulled in to test early beta features before they go live to the rest of the community.

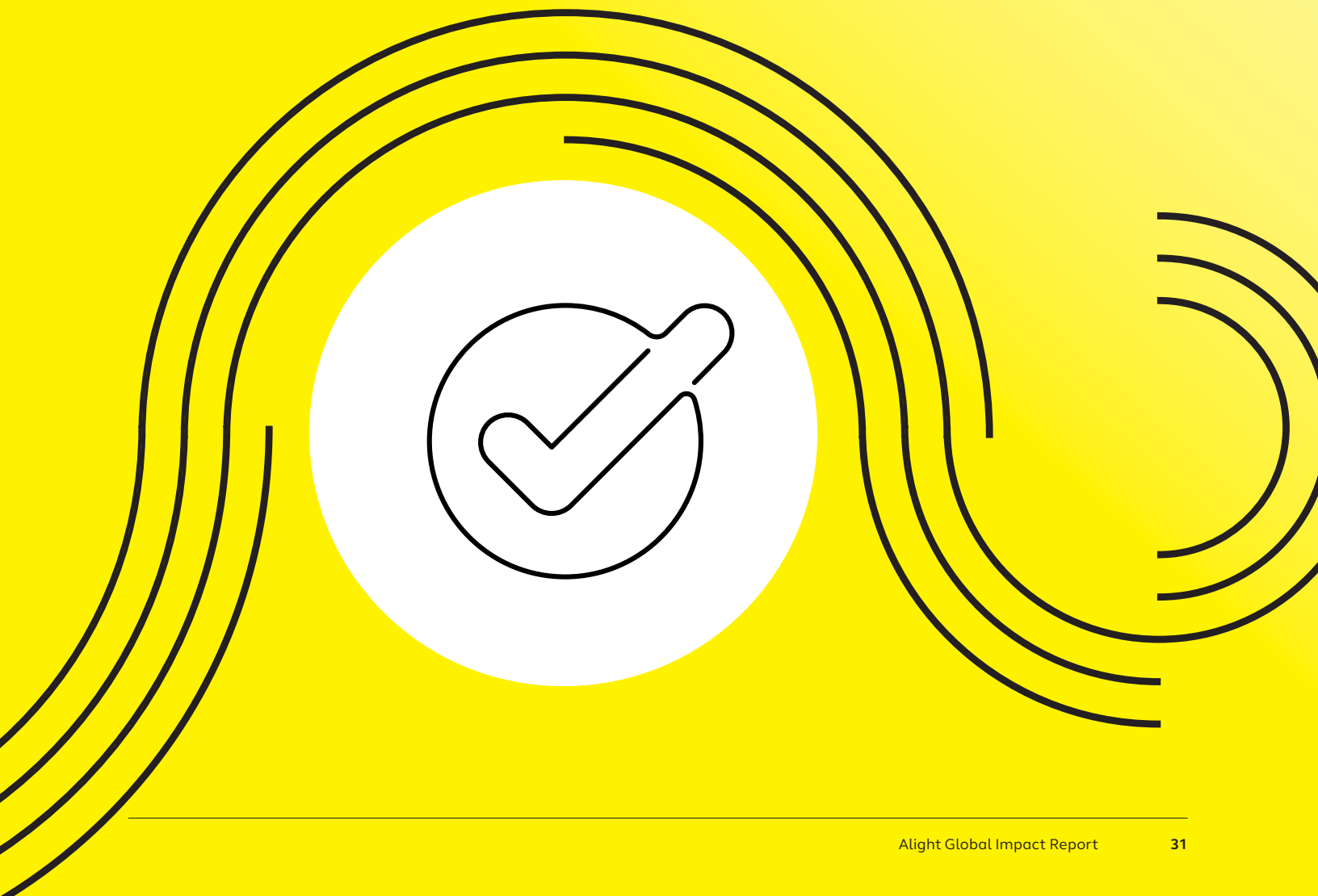
We track and respond to metrics around digital engagement (such as top features used), user satisfaction, adoption, and digital downloads. Our mobile app team closely monitors public reviews and comments to get feedback and resolve user issues.

As the Alight Worklife® platform and our other products evolve, our team emphasizes thoughtful product release management and user education. We continually enhance how we drive client and user awareness of new features and capabilities.



Responsible business practices

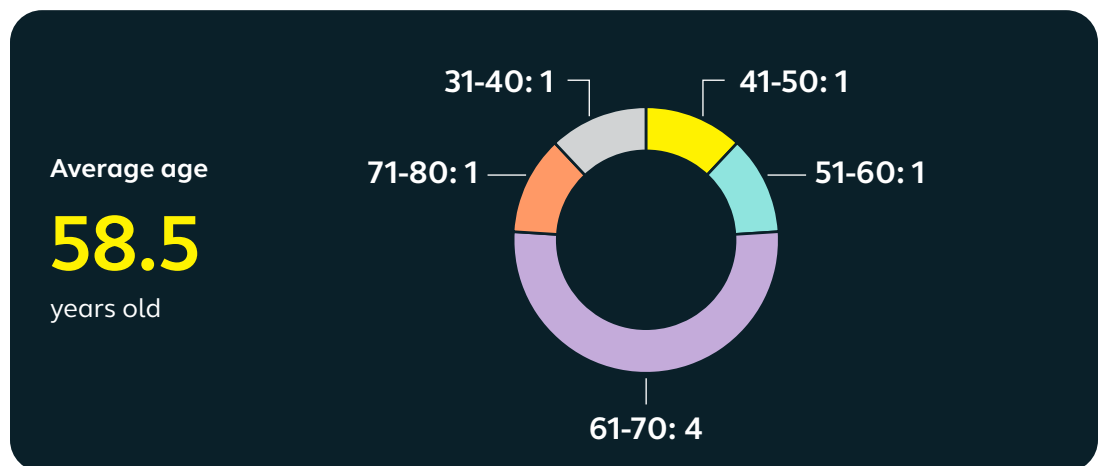
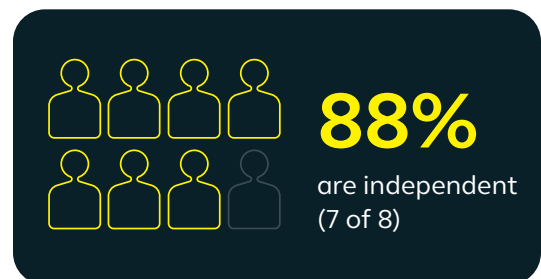
We believe that operating with integrity, accountability, and transparency is fundamental to delivering long-term value to our colleagues, customers, stockholders, and communities. Our leadership team continually works to integrate responsible business practices within our global team culture and business operations through strong oversight and good governance.



Board leadership and composition

Our Board understands that there is no single approach to providing board leadership and that, given the very competitive and quickly developing environment in which we operate, the right leadership structure may vary as circumstances change. The Board monitors the mix of specific experience, qualifications, and skills of its directors. This enables the Board to perform its oversight function effectively considering our business and corporate structure. The Nominating and Corporate Governance Committee is responsible for reviewing the qualifications of potential director candidates, including the strength of character, mature judgment, familiarity with our business and industry, independence of thought, and all aspects of diversity, including age, gender, nationality, race, ethnicity, and sexual orientation.

OUR BOARD DIVERSITY



Board ethics and compliance

The Board oversees the management of the business, corporate affairs, and sustainability matters in a manner consistent with enhancing long-term stockholder value. Alight is committed to sound governance, high ethical standards, and compliance with laws, regulations, and company policies.

Governance and Code of Conduct

Our Nominating and Corporate Governance Committee periodically reviews our governance structure and practices. The Audit Committee receives a quarterly update on compliance with our [Code of Conduct](#) (Code). Our Code has been developed as a guide to efficiently resolve ethical issues in our complex global business environment and address topics such as:

- Conflicts of interest
- Information confidentiality, privacy, and security
- Anti-bribery laws
- Anti-corruption policy
- Financial crime and anti-money laundering
- Whistleblower policy
- Compliance with applicable laws and regulations

Alight sees this Code as a critical part of our organization.

Education, awareness, and acknowledgment

Directors and colleagues receive periodic updates regarding corporate governance policies and are informed when material changes are made to the Code. Our Code and global policies and procedures apply to the following key constituents:

- Colleagues
- Officers and directors
- Contractors and subcontractors as appropriate
- Any agents, affiliates, partners, or third parties representing Alight

Each constituent is scheduled to complete compliance training upon onboarding and annually thereafter, including written acknowledgment of both receipt and review of the Code. Courses include:

1. Code of conduct
2. Cybersecurity
3. Data privacy and data security
4. Conflicts of interest
5. Business resilience
6. Dignity and respect in the global workplace

Whistleblower policy

The Audit Committee established our Whistleblower Policy to provide procedures for the receipt, retention, investigation, and treatment of complaints and concerns regarding financial matters. Complaints and concerns regarding legal and regulatory issues are overseen by the Legal Department and handled pursuant to our Code and related policies, procedures, and investigation guidelines.

We have an [Ethics Helpline](#) for colleagues to report possible violations of our Code, policies or procedures, or the law. The Ethics Helpline is operated by an independent, third-party provider who maintains the confidentiality of calls. Colleagues who provide their names will have their identities protected to the extent consistent with Alight's need to investigate and take appropriate corrective action. For more information, please see our [Whistleblower Policy](#), located under our [Governance Documents](#) webpage.

Intellectual property

Our intellectual property portfolio is comprised of various copyrights (including software copyrights), trademarks, and certain trade secrets or proprietary know-how. Our success has partly resulted from our proprietary methodologies, processes, and other intellectual property.

Our business relies on software provided by both internal development and external sourcing to deliver its services. With respect to internally developed software, we claim copyright on all such software, registering works where appropriate. We require all colleagues and contractors to assign us the rights to works developed on our behalf. In addition, we rely on maintaining source code confidentiality to maintain our market competitiveness. With respect to externally sourced software, we rely on contracts to allow for continued access for its business use.



Risk management and business continuity

The full Board exercises direct oversight of corporate strategic risks in regular coordination with our management team. Additionally, each Board committee is charged with risk oversight related to areas of responsibilities and reports to the full Board on those matters as follows:

RISK MANAGEMENT OVERSIGHT



Business continuity and disaster recovery

We have established formal processes for managing business continuity, including policies on business resilience that guide our response to continue operations and management in the event of a local emergency or widespread disaster.

INCIDENT RESPONSE STANDARD

The Alight Incidence Response Standard addresses our response to incidents that may affect the safety and security of our colleagues, business operations, brand, and reputation. Incident response is delivered through the Alight Response Center (ARC) and follows a globally utilized framework. We work in partnership with local leaders to conduct a risk assessment of events from which we document the response plan from incident notification to escalation procedures. We administer an exercise and maintenance program at least annually to assess viability

of the standard operating procedures of the ARC. These protocols detail the steps required during an incident to enable a swift, organized, and coordinated response to colleague safety issues and business interruptions that may affect critical processes.

Alight Response Center (ARC)

For natural disasters or other emergencies, the ARC is a one-stop source for immediate advice, resources, and support regarding colleague safety, business disruptions, and data security. Staffed by specially trained colleagues, the ARC offers immediate advice, resources, and support 24/7/365 for situations threatening colleague safety and wellbeing. It also assists with resuming business operations after a disruption and minimizing risks to information Alight manages on behalf of its clients and colleagues.

EMERGENCY RESPONSE STANDARD

The Emergency Response (ER) Standard defines our global program to ensure that our colleagues are prepared to handle emergencies within the office or disaster recovery events. It also ensures that each facility and unit location has defined emergency response procedures so that colleagues know how to respond in the event of a local emergency.

All Alight global facilities are required to have an ER plan that covers each type of emergency that could affect an office — such as a medical incident, fire, dangerous weather event, security issues, earthquake, power loss, or elevator entrapment — and procedures for persons who need help during an evacuation. Each ER plan must include a map showing evacuation stairwells and routes within the building and evacuation assembly areas for Alight colleagues outside the building. Each office must conduct an emergency evacuation drill annually, or more often if local regulations require. This standard is reviewed and updated on an annual basis.

Data security and customer privacy

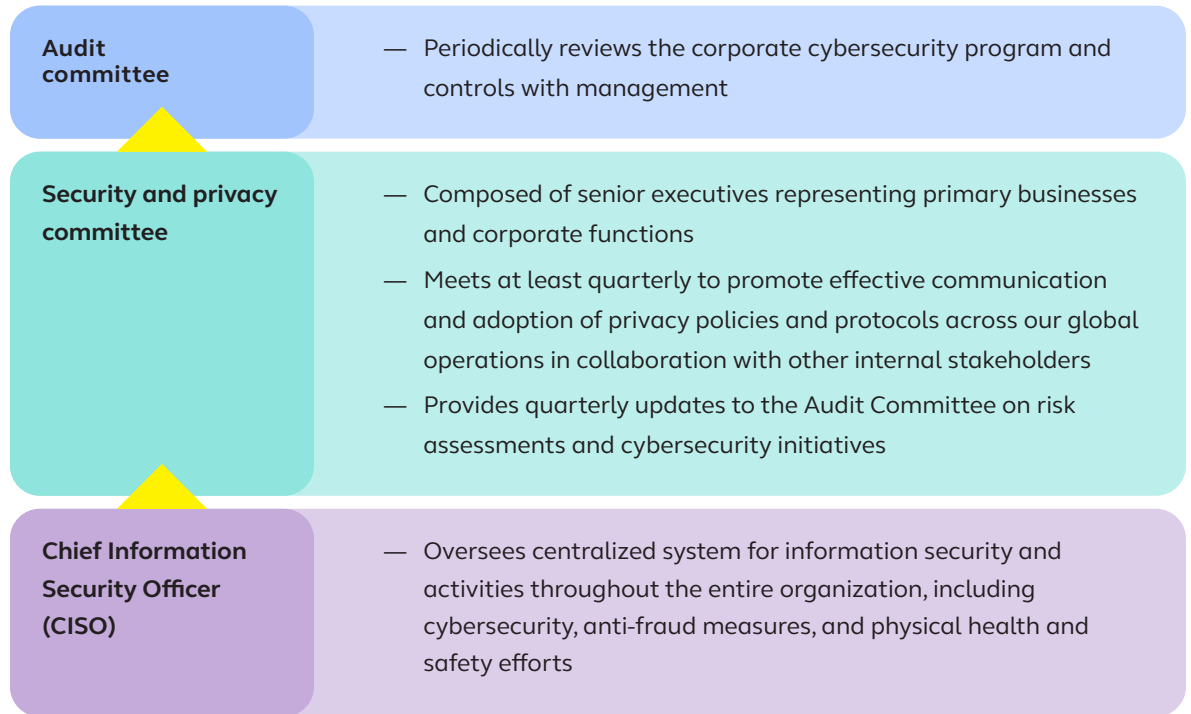
We recognize that protecting business assets and information is critical to our success and necessary to maintain the trust of our clients, colleagues, vendors, and business partners. We implement a variety of measures to maintain the confidentiality, integrity, and availability of our information systems, data, and resources.

Oversight and policies

Our senior leadership team is committed to the strict oversight, maintenance, and continual improvement of our information security management system (ISMS). Our

leadership team is responsible for actively supporting the ISMS by understanding Alight’s security policies and standards and providing clear direction to follow these policies and standards throughout our global operations.

OVERSIGHT OF INFORMATION SECURITY MANAGEMENT SYSTEM (ISMS)



GLOBAL INFORMATION SECURITY POLICY

We have adopted and implemented a global Information Security Policy (IS Policy) that outlines our security and data protection policies and procedures as part of our broader ISMS. The IS Policy provides the framework for our systematic approach intended to preserve information confidentiality, integrity, and availability by applying a risk management process. The IS Policy and associated standards are reviewed and updated annually to ensure that Alight continues to protect the enterprise and clients as the risk landscape evolves.

practices and related contractual requirements reflect a solid combination of oversight and compliance with risk assessments and audits — both internally and externally and by our clients — leading to continual improvements to our controls and procedures.

We collect and process various data files primarily from our clients to support their human capital management operations. This data is used, collected, stored, and maintained in accordance with applicable privacy laws and regulations aligned with the regions of our global footprint and our contractual commitments to our clients.

CUSTOMER PRIVACY

Our privacy control framework, programs, and standards are essential to building trust with our colleagues, clients, and partners and critical to our success. Our customer privacy

The Alight Privacy Policy explains how we collect, use, and share information from visitors to our website. For more information, please see the [Alight Privacy Policy](#) on our website.

1

Business liaisons

Operationalize privacy controls within line of business to align with privacy policies. Support privacy program components within line of business. Tracks and reports on performance of privacy controls within line of business.

2

Global privacy office operations

Establish governance, policies, oversight and accountability for privacy. Includes developing core privacy program components, internal risk assessments and reporting of performance of privacy program to Management and Board.

3

Internal/external audits and reviews

Functions on an independent basis. Periodic evaluation of the effectiveness of privacy controls to provide assurance.

Certification and third-party audits

We have achieved SOC 2 Type 2 certification via a rigorous third-party auditing procedure that examines the ISMS to ensure data security, availability, and confidentiality. Additionally, we implemented the ISMS by the ISO/IEC 27001 standard that meets the requirements of the internationally recognized code of practice (ISO/IEC 27002). The ISMS is also aligned with NIST and GDPR standards and HIPAA standards for customer and client privacy in areas associated with our healthcare support. We maintain a solid foundation of audits and reviews of our alignment with these standards, including ongoing internal audits and periodic external audits annually for SOC and ISO and every two years for HIPAA.

Cyber incident management

We have a Cyber Incident Management Standard in place to address our response to cybersecurity incidents that may affect information assets' confidentiality, integrity, and availability. Our incident response is delivered through the ARC and follows a framework for global situation response plans that incorporates the key tenets of our cybersecurity approach: prevent, predict, detect, and respond.

We develop and maintain well-rehearsed protocols assessed by an independent third party to enable an effective response to incidents, including testing that occurs at least annually per region at the discretion of the CISO. All cybersecurity policies and standards are reviewed and audited both internally and externally on an annual basis. The incident response plan is updated on an ongoing basis to reflect lessons learned and industry developments.

Employee training and compliance

Our colleagues are responsible for maintaining the security of the information, devices, and systems used in our day-to-day operations. All colleagues are required to complete information and data security training to ensure awareness of the most common security threats and how to detect them. Upon onboarding and annually thereafter, our colleagues are required to participate in information security awareness programs to support the protection of Alight's business operations and client data, including topics such as our global data classification and privacy policies.

Supply chain management

Alight works with approximately 5,000 vendors annually and intentionally manages these relationships to align with our purpose and values. We have a robust process to select vendors, including a security assessment, standardized contract terms, and a vendor code of conduct. We align with a third-party supply chain standard to foster responsible business practices.

Vendor selection and security

Alight recognizes the need to engage with various vendors to pursue our mission. We utilize a robust vetting process to ensure that our vendors align with our values. We require all applicable vendors to comply with our ISMS requirements. As part of our pre-contract evaluations, we assess security risks, requirements, and expectations before giving vendors or contractors access to information or assets. Thereafter we conduct vendor risk assessments, compliance training, and monitoring on an ongoing basis for our top-tier vendors, who collectively represent the majority of our annual vendor spend.

Supplier diversity

In alignment with our core values, Alight Solutions U.S. Supplier Diversity Program's goal is to obtain a diverse and inclusive supply chain to guarantee equal opportunities to qualified suppliers. Diversity and inclusion have always been the principles that bind our core values.

As a part of our strategic sourcing and procurement practices, we are committed to building upon inclusivity and diversity of suppliers whose business values are aligned with ours. We actively pursue diverse suppliers and require that they provide competitive, high-quality products and services.

Diverse suppliers are essential to the economic growth of the communities where we do business. We are eager to partner with businesses in their pursuit of increasing economic wealth in the underrepresented and disadvantaged communities they support.

Diverse suppliers generally include businesses owned and operated by women, members of socially and economically disadvantaged groups, and veterans:

- Woman-owned business enterprise (WBE)
- Minority-owned business enterprise (MBE)
- LGBT-owned business enterprise (LGBTBE)
- Veteran-owned enterprise (VBE) or service-disabled veteran-owned business enterprise (SDVBE)
- Historically underutilized business (HUB)
- Disadvantaged business enterprise (DBE)
- Small business enterprise (SBE)
- Disability-owned business (DOBE)

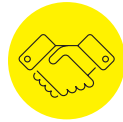
In 2021, Alight spent more than \$50 million supporting diverse and minority-owned businesses.

RESPONSIBLE BUSINESS PRACTICES

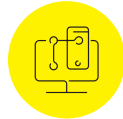
SUPPLIER DIVERSITY: A YEAR IN REVIEW



- Launched U.S. supplier diversity program & policy on February 15, 2021



- Partnered with third party partners for supplier registration portal and supplier diversity program management



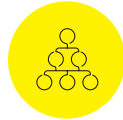
- Supplier diversity program page created on alight.com
- Created internal U.S. supplier diversity program resource page for colleagues



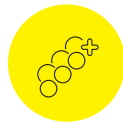
- Generated quantitative & qualitative reporting
- Generated monthly, quarterly, diversity spend metrics



- Added supplier diversity clause in new and renewal contracts
- Supplier/vendor code of conduct



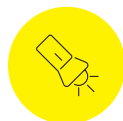
- Engaged with Prime suppliers to provide quarterly Tier 2 direct and/or indirect diversity spend



- Quarterly review of actions steps to ensure alignment with program goals



- Marketing/advertisement in 6 diversity-focused magazines & their platforms (website, digital magazine & newsletter)



- Launched Supplier Showcase on Alight's intranet Colleague Portal, one of the channels we use to connect as OneAlight, to help increase diverse supplier awareness and opportunity to pursue diverse suppliers



- Received 2021 Best of the Best Recognition for Supplier Diversity Program & policy: Black EOE Journal, HISPANIC Network Magazine, Professional WOMEN's Magazine

Human rights and responsibility sourcing

Alight recognizes the many and complex human rights offenses that exist throughout today's supply chains. Alight has made a statement pursuant to the UK's Modern Slavery Act denouncing slavery and human trafficking within our organization and supply chain. This statement also illustrates the steps we have taken to eliminate, as far as possible, the risk of modern slavery and human trafficking.

The business sector in which Alight operates is not considered to be at high risk for slavery and human trafficking. Our procurement process includes vetting new suppliers and carrying out a risk assessment based on the nature of the products and services being provided. Our suppliers must comply with all applicable laws, rules, and regulations. Alight has zero tolerance for slavery and human trafficking. We expect all contractors and those in our supply chain to comply with our values; our standard contract templates address compliance with the Modern Slavery Act 2015. As part of our initiative to identify and mitigate risk, we have in place systems to:

- Where possible, build long-standing relationships with suppliers and make our expectations of business behavior clear
- Encourage the reporting of concerns and protect whistleblowers

We exercise stewardship in maintaining awareness and understanding of rules and regulations impacting our company.

Political contributions

Our Code of Conduct addresses our business practices associated with certain political activity and contributions as follows:

- Particular vigilance is required when interacting with government officials. Giving anything of value above the policy limit to a government official or a government-owned entity is generally prohibited without approval.
- Alight does not currently participate in a political action committee (PAC) or otherwise make corporate political contributions.
- Our colleagues may make personal contributions to causes of their choice. Colleagues are free to participate in personal political activities, but any involvement must be on an individual basis, on personal time, and at personal expense.

Political relations and trade associations

Given the nature of our services, Alight monitors emerging legislation and regulations that would impact our business or the services we provide to our clients. Our legal team is directly involved in any government procurement work and works with our business team to properly engage lobbyists if warranted.

We are actively involved in the industry associations associated with the regulatory concerns in our industry. In particular, we are members of the ERISA (Employee Retirement Income Security Act of 1974) Education Resources Industry Committee (ERIC), the American Benefits Council (ABC), and the Society of Professional Asset-Managers and Record Keepers (SPARK).

Environmental management

Environmental policy

In 2021, we took steps to strengthen our commitment to sustainability by enhancing our Environmental Policy to better guide our global corporate program and reflect our company values. This policy applies to our management, colleagues, contractors, vendors, and others acting on behalf of Alight. The principles of this policy promote environmental practices such as:

- Integrating potential environmental concerns and impacts into decision-making and activities
- Minimizing waste and promoting reuse or recycling by colleagues
- Minimizing energy and water use within our buildings and processes to conserve natural resources
- Mitigating the risks of climate change in long-term planning, business resilience plans, and real estate management
- Purchasing products and services that do the least damage to the environment
- Training, educating, and informing our colleagues about environmental issues that may affect their work
- Promoting environmental awareness among our colleagues and encouraging them to work in an environmentally responsible manner
- Communicating our environmental commitment to clients, vendors, and third-party representatives and encouraging them to support us
- Once gross emissions are reduced as far as possible, purchasing carbon offsets for a positive social and environmental impact

Climate change and environmental degradation are existential threats already hitting the poorest the hardest. We acknowledge our responsibility to work with governments, NGOs, other companies, individuals, and groups to minimize the damage and eventually reverse it.

Alight is committed to providing service in a manner that minimizes our potential impact on the environment. We operate in compliance with all relevant environmental legislation and strive to use pollution prevention and environmental best practices in all we do.

All our locations have business continuity plans to ensure resilience against adverse events, which are more common in a warming world.

Greenhouse gas management

Alight has embarked upon an effort to collect available data from our offices, data centers, and selected employee commuting habits to calculate our energy consumption and greenhouse gas (GHG) emissions. Scope 1 and scope 2 emissions are considered direct and indirect emissions and include natural gas consumption and electricity usage in leased offices and data centers. Because our office and data center needs can change yearly, our carbon footprint can also change. Facility energy collected includes available electric, natural gas, and other fuel data. Utility usage data was collected through a combination of data templates, invoices, and direct reports provided by Alight team members and landlords to track utilities, bills and usage amounts for electricity, natural gas, and other metrics.

- **Facility data** — Available office electricity, natural gas, and other fuel (where applicable) usage data
- **Employee data** — Available employee data associated with Alight’s teleworking

External consultants calculated energy and greenhouse gas metrics based on the data received for the 2020 and 2021 calendar years. The findings from the 2020 and 2021 calculations and metrics are included in this summary.

Through this process, we learned that our Scope 1 and location-based Scope 2 emissions amount to 25,804 MTCO₂e in 2021, while our total Scope 1 and market-based Scope 2 emissions in 2021 amounted to 27,861 MTCO₂e.

Alight has committed to measuring its greenhouse gas emissions across our international portfolio and across Scopes 1, 2, and 3. This is no small undertaking; we continue to learn more throughout this process and by engaging our colleagues. We plan to discuss the implementation of science-based targets to do our part toward global net-zero emissions.

Summary of 2020 & 2021 Alight scope 1, scope 2 and scope 3 emissions (Emissions in MTCO₂e)

Alight’s emissions categories	2020	2021
Scope 1 emissions (stationary combustion)	1,638	1,643
Scope 1 emissions (other fuels)	2	1
Total scope 1 emissions	1,640	1,644
Location-based scope 2 emissions	24,573	24,159
Market-based scope 2 emissions	26,677	26,217
Total scope 1 & location-based scope 2 emissions	26,213	25,804
Total scope 1 & market-based scope 2 emissions	28,317	27,861
Scope 3 emissions — category 7: employee commuting (telecommuting only)	—	7,908

Business practices

Alight is committed to delivering cutting-edge solutions and services that are digital and have lower upstream and downstream environmental impacts. This includes switching the end users of our services to apps and digital technology in preference to paper, as well as discouraging our employees from unnecessary business travel. We believe this business model is positive and sustainable. By powering confident decisions for life, we free up our clients and their employees to focus on their core businesses and wellbeing.

Although we procure only energy-efficient hardware and devices, we want to take additional steps to fully embed sustainable sourcing practices.

Energy management

Alight is working to better steward our energy and resources. We have one property with a LEED certification and three ENERGY STAR properties. Many of our spaces utilize energy-efficient lighting and equipment.

In the past two years, we reduced our real estate portfolio by 25% by offering remote working opportunities—a simple example of doing more with less. Alight has begun exiting physical data centers and moving to the cloud; these efficiencies will significantly reduce our total environmental impact.

Waste and recycling

Alight is working to digitize products and reduce the impact of unwanted paper materials, including opting out of printed copies. We are also balancing this effort with customers who prefer paper by shifting to vegetable or soy-based inks and properly disposing of wastepaper, plates, film chemicals, and ink waste.

IT HARDWARE RECYCLING

Alight partners with Forest Stewardship Council Chain-of-Custody certified vendors committed to reducing their carbon footprint by using environmentally sound manufacturing processes.



















OFFICE WASTE RECYCLING AND LOCAL CLEANUPS

A dedicated group of location leaders and their environment champions have driven the collection and recycling of a wide variety of waste streams from our offices. Other grassroots initiatives include our colleagues volunteering for litter picking and river cleaning in their local communities.

The waste toner from our cut-sheet printers is captured in containers and shipped back to the Konica Minolta Clean Planet Program location.



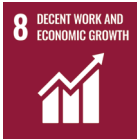



APPENDIX

By the numbers

ESG theme	ESG topic	Disclosure	2021	2020	2019	Related information
Business model & innovation	Supply chain management	Total spend with diverse suppliers	\$50,197,590.61	—	—	Supplier diversity
Environment	Energy management	Total energy consumption (Alight facilities)	48,088 MWh	47,320 MWh	—	Energy management
		Percentage of energy consumed from grid electricity	100% 	100% 	—	
Governance & leadership	Board independence & diversity	Total board members	8.00	—	—	Board leadership and composition
		Number of independent board members	7.0	—	—	
		Gender composition of board members	75% male 25% female	—	—	
		Additional board demographic metrics	58.5 — average age	—	—	
Human capital	Diversity, equity & inclusion	Percentage of workers from minority groups and/or vulnerable workers employed	37% 	35.5% 	34.8% 	Diversity, equity & inclusion
		Percentage of women representation in the U.S.	64% 	63.9% 	63.4% 	
		Percentage of women representation globally	58% 	58.5% 	58.2% 	
		Percent of employee's receiving DE&I training	93% 	—	—	
	Employee engagement, training and development	Employee engagement survey participation	61% (Q4 survey) 	59% (11/2020) 	61% (06/2019) 	Engaging and retaining our colleagues
		Satisfaction & results from employee engagement survey	73% 	74% 	68% 	
	Labor practices	Total employees (full-time and part-time)	16,973	15,578	15,677	Investing in our colleagues
		Total temporary employees	193	494	214	
		Average training provided per employee	37.11hrs (Alight only, no NGA)	—	—	Training and development

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are a collaborative, global effort to achieve a better and more sustainable future for all. Represented by 17 global goals and 169 targets, the SDGs address challenges of poverty, inequality, climate change, environmental degradation, peace, and justice. We identified the key areas where we have the greatest influence and impact through our business strategy, products, and services.

SDG	Description	Alight's response	Section reference
 <p>3 GOOD HEALTH AND WELL-BEING</p>	Ensure healthy lives and promote wellbeing for all at all ages.	We help our clients develop comprehensive wellbeing — healthy mind, body, wallet, life.	Our Alight Worklife® platform
 <p>5 GENDER EQUALITY</p>	Achieve gender equality and empower all women and girls.	We provide mentorship to emerging young professionals and elevate women-owned businesses through our supplier diversity program.	Supply chain management Alight cares by giving back
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Promote sustained, inclusive, and sustainable economic growth; full and productive employment; and decent work for all.	We employ more than 16,000 employees globally, providing competitive compensation, benefits, and training and development opportunities.	About Us Our people strategy
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	<p>Through our Alight Worklife® platform and research, we aim to lead human capital transformation and help organizations achieve their goals in talent attraction and retention, employee engagement, and benefit management.</p> <p>We connect employees with the benefits and resources that are most relevant to serve them and their families.</p>	Social Innovation and customer wellbeing
 <p>10 REDUCED INEQUALITIES</p>	Reduce inequality within and among countries.	<p>Alight's research and products help people live and retire comfortably by working to resolve inequities in access to healthcare and wealth management services.</p> <p>Alight is proud to support community organizations that advance racial equality and social justice.</p>	Alight cares by giving back Social innovation and customer wellbeing
 <p>13 CLIMATE ACTION</p>	Take urgent action to combat climate change and its impacts.	Alight recognizes the importance of adapting to climate change and has baselined our GHG emissions. We will use this information to assess and minimize our carbon footprint.	Environmental management

Sustainability Accounting Standards Board

The table below incorporates accounting standards from the Sustainability Accounting Standards Board (SASB) related to Professional & Commercial Services. It includes references to sections within this report where specific topics are discussed.

Topic	Accounting metric	SASB code	References and responses	Alight response
Data security	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	Data security and customer privacy	Alight's global security program is based on ISO 27001/2, NIST Cybersecurity Framework and ISF Standard of Good Practice. It includes physical, technical, and administrative controls. Alight employs a dynamic risk assessment protocol designed to rapidly assess new emerging risk and threats to ensure we are mitigating today's risks while planning to combat tomorrow's threats. This process is supported by our Security & Privacy Risk Committee co-led by our Chief Security Officer and our Chief Privacy Officer and composed of senior executives who are empowered to take immediate action to ensure secure delivery to our clients and their people. Alight security and privacy teams provide regular audits to the Audit Committee of Alight Board of Directors to ensure our corporate risk management strategy is informed and responsive to both existing and emerging threats. Alight engages an independent third-party auditor to conduct annual risk assessment based on SSAE 18 (SOC) standard. Alight has achieved SOC 2 certification through these rigorous audits. Additionally, we engage an industry-leading third-party to perform an annual penetration test on our network and web applications.
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Data security and customer privacy	Please see Alight's Privacy Policy at https://alight.com/privacy
	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	SV-PS-230a.3	Data security and customer privacy	Not disclosed
Workforce diversity and engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SV-PS-330a.1	Diversity, equity, and inclusion	(1) Female – 64% (2) Minority – 37%
	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	Engaging and retaining our colleagues	Not disclosed
	Employee engagement as a percentage	SV-PS-330a.3	Engaging and retaining our colleagues	73%

APPENDIX

Topic	Accounting metric	SASB code	References and responses	Alight response
Professional integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	Data security and customer privacy Business ethics and compliance	Alight is committed to sound governance, high ethical standards, and compliance with laws, regulations and company policies. As part of our governance model, our Code of Conduct has been developed as a guide to efficiently resolve ethical issues in our complex global business environment and it addresses topics such as: <ul style="list-style-type: none"> — Conflicts of interest — Information confidentiality, privacy and security — Anti-bribery laws — Anti-corruption policy — Financial crime and anti-money laundering — Whistleblower policy — Compliance with applicable laws and regulations <p>Alight colleagues are scheduled to complete compliance training upon onboarding and annually thereafter, including written acknowledgment of both receipt and review of the Code of Conduct. Courses include:</p> <ul style="list-style-type: none"> — Code of Conduct — Cybersecurity — Data Privacy and Data Security — Conflicts of Interest — Business Resilience — Dignity and Respect in the Global Workplace
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Business ethics and compliance	No material monetary losses as a result of legal proceedings associated with professional integrity
Environmental footprint of hardware infrastructure	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Environmental management	We currently host our applications and serve our clients and their employees from a combination of Alight data centers and cloud-based infrastructure in co-located third-party facilities. We are in the process of transitioning to a more fully cloud-based infrastructure model.
Managing systemic risks from technology disruptions	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Responsible business practices	Alight’s dedicated business resiliency team ensures continued business operation and our disaster recovery team validates our ability to recover our technology within defined time periods. Our 24x7x365 Cybersecurity Operations Center monitors and promptly responds to security, network, and data incidents.

Activity metric	Unit of measure	SASB code	Alight response
Number of employees by (1) full-time and part-time, (2) temporary, and (3) contract	Number	SV-PS-000.A	(1) Full time and part time: 16,973 (2) Temporary: 193
Employee hours worked; percentage billable	Hours, Percentage (%)	SV-PS-000.B	N/A

CONTACTS

We at Alight Solutions are grateful to have the opportunity to bring you insights into employee wellbeing. Feel free to contact us if you would like to discuss any aspect of the research or to help you design your own fulfilling and inspiring experiences.

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