

Environmental Policy

Alight Solutions

June 2025

Policy Statement

Alight is dedicated to conducting business in an environmentally responsible manner by minimizing our potential impact on the environment and providing a safe and healthy workplace for our colleagues. We recognize the importance of protecting the environment, preserving resources and minimizing our ecological footprint. Alight operates in compliance with all relevant environmental legislation and strives to use pollution prevention and environmental best practices in all we do. Environmental stewardship is a key part of our business practices, and we continue to seek opportunities to become a more sustainable organization.

Purpose

This Environmental Policy outlines our commitment to sustainable practices and our dedication to continually improving our environmental performance. We strive to integrate a philosophy of sustainable development aligned with the United Nations Sustainable Development Goals and ISSB Sustainability Standards into organizational activities and to establish and promote sound environmental practices in our operations.

Audience

This policy applies to Alight's employees, contractors, suppliers and others acting on behalf of Alight.

Oversight

This Environmental Policy will be reviewed annually by Alight's Management Sustainability Committee to ensure its continued relevance and effectiveness. Alight will communicate our environmental performance and progress transparently to stakeholders. By adopting this Environmental Policy, Alight reinforces its commitment to environmental stewardship and sustainable business practices.

Fundamental Principles

Alight commits itself to minimizing its impact on our environment through:

Compliance

- Complying with all applicable environmental laws, regulations and standards in the locations where we operate
- Striving to go beyond mere compliance whenever possible
- Developing and maintaining appropriate emergency and spill response programs¹, where required by legislation or where significant health, safety or environmental hazards exist

Greenhouse gas management and resource conservation

- Measuring Scope 1, Scope 2 and Scope 3 greenhouse gas (GHG) emissions

¹ Alight operates in an industry that is not considered to be at high risk for spills

- Executing our GHG emissions reduction strategy and integrating renewable sources of electricity
- Incorporating water and energy efficient systems within our buildings and processes to reduce our impact on natural resources
- Integrating potential environmental impacts where appropriate to promote the protection of biodiversity and ecosystems
- Promoting waste management strategies that minimize over-consumption through responsible purchasing practices
- Decreasing landfill waste through recovery, re-use and recycling programs where appropriate
- Ensuring the proper disposal of electronic waste
- Assessing and upgrading environmental management systems and business continuity plans to mitigate risk, especially in physical locations with high climate-related physical and transition risks

Sustainable procurement

- Partnering with suppliers to collectively improve environmental outcomes through procurement policies and requirements
- Seeking to protect natural resources (water, land, forests) and biodiversity through thoughtful procurement opportunities
- Regularly communicating our environmental commitment to clients, vendors and third-party representatives as we progress towards our established targets

Communication, education and reporting

- Raising awareness and understanding of environmental issues among employees, contractors, clients, suppliers and stakeholders
- Providing education and training to promote environmental responsibility through communication of sustainability efforts and a colleague environmental interest group

Roles and Responsibilities

Alight colleagues, suppliers and contractors have a responsibility to follow environmental policies, procedures, and guidelines. Any violations of this policy should be reported to the Alight EthicsPoint Helpline. The helpline is managed by an independent third party and is accessible at <https://secure.ethicspoint.com/domain/media/en/gui/51067/index.html>