



VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

To: The Stakeholders of Alight Solutions, LLC

Apex Companies LLC, (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions and total energy consumption reported by Alight Solutions, LLC (Alight) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions and energy consumption is the sole responsibility of Alight. Alight is responsible for the preparation and fair presentation of the GHG emissions and energy consumption statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions and energy consumption reported, and on the underlying systems and processes used to collect, analyze, and review the information. Apex is responsible for expressing an opinion on the GHG emissions and energy consumption statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions and energy consumption covered by the verification:

- Operational Control
- Worldwide

Types of GHGs: CO₂, N₂O, CH₄, HFCs

GHG Emissions and Energy Consumption Statement:

- Scope 1: 2,862 metric tons of CO₂ equivalent
- Scope 2 (Location-Based): 15,272 metric tons of CO₂ equivalent
- Scope 2 (Market-Based): 16,674 metric tons of CO₂ equivalent
- Total Energy Consumption: 46,593 megawatt hours (MWH)

Data and information supporting the Scope 1 and Scope 2 emissions and energy consumption were in some cases historical in nature, but in some cases estimated.

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR-5)
- United States Environmental Protection Agency (USEPA) Emission Factor Hub, released 2025
- USEPA Emissions & Generation Resource Integrated Database (eGRID), 2025 (2023 data)
- Green-E Residual Mix Emission Rates, 2024 (2022 data)
- Carbon Database Initiative, released 2024

Period covered by GHG emissions verification and energy consumption:

- January 1, 2024 to December 31, 2024

Criteria against which verification conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard, Revised Edition (Scope 1 and 2) and the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard

Reference Standard:

- ISO 14064-3 (2019-04) Second Edition: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of 5% for aggregate errors in sampled data for each of the above indicators

GHG Emissions and Energy Consumption Verification Methodology:

Evidence gathering procedures included but were not limited to:

- Interviews with relevant personnel of Alight and their consultant;
- Review of documentary evidence produced by Alight;
- Review of Alight data and information systems and methodology for collection, aggregation, analysis, and review of information used to determine GHG emissions and energy consumption; and
- Audit of sample of data used by Alight to determine GHG emissions and energy consumption.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions and energy consumption statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions and energy consumption data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2).

It is our opinion that Alight has established appropriate systems for the collection, aggregation, and analysis of quantitative data for determination of GHG emissions and energy consumption for the stated period and boundaries.

Statement of independence, impartiality, and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Alight, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:A handwritten signature in blue ink, appearing to read 'Jessica Jacobs'.

Jessica Jacobs, Lead Verifier
ESG – Program Manager
Apex Companies, LLC

A handwritten signature in blue ink, appearing to read 'David Reilly'.

David Reilly, Technical Reviewer
ESG – Principal Consultant
Apex Companies, LLC

April 29, 2025

This verification opinion declaration, including the opinion expressed herein, is provided to Alight Solutions, LLC and is solely for the benefit of Alight Solutions, LLC in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.