Form **8937**
(December 2017)
Department of the Treasury
Internal Revenue Service

# Report of Organizational Actions Affecting Basis of Securities

► See separate instructions.

OMB No. 1545-0123

## Part I Reporting Issuer

| | | | |
|---|---|---|---|
| 1 Issuer's name<br>Alight, Inc. | | | 2 Issuer's employer identification number (EIN)<br>86-1849232 |
| 3 Name of contact for additional information<br>Investor Relations | 4 Telephone No. of contact<br>470-638-7400 | | 5 Email address of contact<br>Investor.relations@alight.com |
| 6 Number and street (or P.O. box if mail is not delivered to street address) of contact<br>PO Box 64022 | | | 7 City, town, or post office, state, and ZIP code of contact<br>The Woodlands, TX 77387 |
| 8 Date of action<br>6/30/2026 | 9 Classification and description<br>1-for-20 Reverse Common Stock Split | | |
| 10 CUSIP number<br>01626W101 | 11 Serial number(s)<br>N/A | 12 Ticker symbol<br>ALIT | 13 Account number(s)<br>N/A |

## Part II Organizational Action Attach additional statements if needed. See back of form for additional questions.

**14** Describe the organizational action and, if applicable, the date of the action or the date against which shareholders' ownership is measured for the action ► On June 10, 2026, Alight, Inc.'s board of directors approved a 1:20 reverse common stock split.
On June 30, 2026 Alight, Inc. executed the 1:20 reverse stock split effective as of 5:00 pm ET. Every 20 shares owned before the reverse split were converted into 1 share after the stock split. Any partial shares as a result of the split were paid as cash in lieu to shareholders for redemption of stock. This transaction was effected in the form of a nontaxable reorganization.
The stock began trading on a split-adjusted basis on July 1, 2026.

**15** Describe the quantitative effect of the organizational action on the basis of the security in the hands of a U.S. taxpayer as an adjustment per share or as a percentage of old basis ► Every 20 shares previously owned by shareholders of Alight, Inc. now represent 1 share of Alight, Inc. stock. As a result, shareholders must allocate the aggregate tax basis in their shares held immediately prior to the reverse stock split among the shares held immediately after the reverse stock split (including any fractional shares for which cash in lieu was deemed to be received for federal income tax purposes). Shareholders that have acquired different blocks of shares at different times or at different prices are urged to consult their own tax advisors regarding the allocation of their aggregated adjusted basis among, and the holding period of, such shares. Cash in lieu will be paid for shareholders whose reverse stock splits result in fractional shares. This reverse split is considered to be a nontaxable reorganization under IRC Section 368(a)(1)(E). Taxpayer's purpose of undergoing this transaction is germane to the continuance of business and is being undertaken in order to remain listed on the New York Stock Exchange (NYSE). The NYSE requires a minimum $1 stock price per share to be listed on the exchange and the taxpayer will accomplish this via the reverse stock split.

**16** Describe the calculation of the change in basis and the data that supports the calculation, such as the market values of securities and the valuation dates ► While the per share basis is impacted by the reverse stock split, the basis of the shareholder's total investment generally remains unchanged. In general, the shareholder's per share cost basis of each newly acquired share is twenty times the original per share basis immediately before the transaction. Because no fractional shares were issued, the aggregate tax basis of the common stock held by a shareholder immediately after the reverse stock split could be less than the pre-split aggregate tax basis by an amount equal to the aggregate tax basis allocated to the fractional shares, if any.

## Part II Organizational Action *(continued)*

**17** List the applicable Internal Revenue Code section(s) and subsection(s) upon which the tax treatment is based ▶ The applicable Internal Revenue Code Section upon which the tax treatment is based is IRC Section 368(a)(1)(E) along with Treas. Reg. Sec. 1-368-3(a). Under IRC Section 368(a)(1)(E) the IRS has adopted the position that a reverse stock split is treated as a nontaxable recapitalization for shares exchanged under this code section. Additionally, cash issued in exchange for fractional shares is governed by IRC Section 302 and should be determined based on each shareholder's specific facts and circumstances. The tax basis calculations resulting from the reverse stock split are governed by Sections 358(a) and (b) of the Code.

**18** Can any resulting loss be recognized? ▶ Under current law, for U.S. Federal Income Tax purposes, there will generally be no taxable loss recognized by U.S. resident shareholders in connection with the stock split. This transaction is considered a nontaxable reorganization. Cash issued in exchange for fractional shares is treated by shareholders as a distribution in redemption of shares. Depending on the facts and circumstances, cash issued in a Section 368(a)(1)(E) recapitalization may be treated as a dividend or capital gain distribution, but should not be recognized as a loss unless it is treated as a sale or exchange under Section 302, in which case, capital gain or loss will generally be recognized, provided that the deductibility of net capital loss by individuals and corporations is subject to limitations.

The laws of jurisdictions other than the United States may impose income taxes as a result of this transaction. As such, shareholders should consult their tax advisors with respect to the potential tax consequences in light of their individual circumstances.

**19** Provide any other information necessary to implement the adjustment, such as the reportable tax year ▶ The reportable tax year is the 2026 calendar year. A statement will be attached to the taxpayer's 2026 federal tax return, when filed, disclosing this transaction in compliance with Treas. Reg. Sec. 1.368-3(a).

**Sign Here**

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Signature ▶ Signed by: Andrew Serhal 9323AEA418A549F... Date ▶ July 27, 2026 | 06:49 MST

Print your name ▶ Andrew Serhal Title ▶ Vice President - Tax

**Paid Preparer Use Only**

| Print/Type preparer's name | Preparer's signature | Date | Check ☐ if self-employed | PTIN |
|---|---|---|---|---|
| Charles Aikman | DocuSigned by: Charles Aikman 2028ACDCB235486... | July 27, 2026 \| 06:49 MST | | P01516483 |
| Firm's name ▶ PwC US Tax LLP | | | Firm's EIN ▶ | 92-0460586 |
| Firm's address ▶ 263 Tresser Blvd, Stamford, CT 06901 | | | Phone no. | 203-5393-000 |

Send Form 8937 (including accompanying statements) to: Department of the Treasury, Internal Revenue Service, Ogden, UT 84201-0054