



Alight and the United Nations Sustainable Development Goals

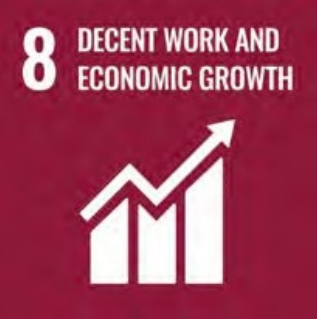
The United Nations Sustainable Development Goals (SDGs) provide a globally recognized framework for advancing sustainable development and long-term value creation. Alight uses the SDGs as a reference point to help focus our Corporate Sustainability and Impact program on the issues most relevant to our business, our stakeholders and the communities we serve. Through our People, Progress and Principles pillars, we have identified 10 SDGs where our strategy, operations and offerings are most closely aligned and where we believe we can have the greatest impact.

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SDG	SDG description	Relevant target	Alight's actions
	Ensure healthy lives and promote wellbeing for all at all ages	3.4	Alight offers a suite of programs and resources to support colleagues' holistic wellbeing across mind, body, wallet and life. This includes access to mental health services, physical therapy, family-related support and digital wellbeing tools. Employees also have access to initiatives such as Total Care Connection, a centralized destination that brings together mental health, caregiving and family forming resources to simplify access and improve the user experience.
		3.8	Alight provides healthcare coverage to all eligible employees and improves access to quality care through AI-enabled guidance and expert support. The Alight Worklife® platform enables our colleagues and clients' employees to enroll in and utilize their medical and wellbeing benefits, while healthcare navigation and clinical guidance solutions help reduce barriers to timely, appropriate care.
	Achieve gender equality and empower all women and girls	5.1	Alight promotes nondiscrimination through inclusive hiring practices, fair compensation processes and policies that support equal opportunity. This includes conducting regular equal pay analyses and supporting community initiatives through which colleagues provide mentorship and support to young women.
		5.5	By the end of FY 2025, 48% of our senior leaders who were ranked as directors or above were female.
	Ensure availability and sustainable management of water and sanitation for all	6.2	Alight promotes hygiene education and awareness to support proper sanitation practices and reduce health risks in the workplace. These efforts help support the wellbeing of colleagues and visitors across our locations. Alight also supports water stewardship through our commitment to the <u>WASH Pledge</u>, which promotes access to safe water, sanitation and hygiene for colleagues in the workplace. In addition, we monitor and assess water usage to better understand consumption patterns and inform improved water management practices.

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	Ensure access to affordable, reliable, sustainable and modern energy for all	7.2	Alight has set a goal to use 100% renewable electricity by 2032 and reach net-zero greenhouse gas emissions by 2050. To support these goals, we are transitioning away from physical, energy-intensive data centers to cloud-based providers, improving energy efficiency across our facilities and purchasing renewable electricity where available. We also assess and manage the energy impacts of emerging technologies, including AI, which currently represent a small portion of our overall technology footprint.
		7.3	Many of Alight's workplaces utilize energy efficient lighting and equipment. We continue to incorporate energy efficient technologies and practices across our facilities to improve operational efficiency and reduce energy consumption.
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.3	Through its <u>U.S. Supplier Inclusion Program</u> , Alight extends opportunities to a broad range of qualified suppliers, supporting inclusive economic growth.
		8.5	Alight supports decent work and inclusive economic growth by offering equitable benefits packages to colleagues globally and investing in ongoing professional and career development. We also advance inclusive growth through our Supplier Sustainability and Supplier Inclusion Programs, which promote responsible sourcing, supplier sustainability engagement and inclusive participation across our supply chain.
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.1	Alight works to increase access to healthcare and improve outcomes through Alight Worklife. To support responsible innovation, we have established a global AI governance framework that guides the ethical and compliant use of AI across our products and operations.

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	Reduce inequality within and among countries	10.2	Alight strives to foster an inclusive workplace where colleagues feel supported and able to contribute fully. By valuing different perspectives, we strengthen our ability to adapt and thrive. Colleague-led communities support a sense of belonging and help advance Alight's inclusive culture.
		10.4	Alight regularly reviews its hiring, pay and promotion practices to support fairness and consistency across the organization.
	Ensure sustainable consumption and production patterns	12.7	Alight promotes sustainable procurement practices through its supplier sustainability assessment, which helps identify opportunities for improvement and clearly communicates sustainability expectations to suppliers.
	Take urgent action to combat climate change and its impacts	13.3	Alight's Environmental Policy guides our corporate sustainability program and promotes environmentally responsible practices across our operations. Our science-based targets were validated by the Science Based Targets initiative (SBTi), reinforcing our commitment to long-term emissions reduction. We also conduct climate scenario analysis, integrate climate-related risks into enterprise risk management and engage suppliers to support emissions reduction across our value chain. Alight also aims to engage our colleagues in our work as stewards of the environment, biodiversity and the natural world through the Alight for the Planet colleague-led community.
	Promote peaceful and inclusive societies, provide access to justice and build effective, accountable and inclusive institutions	16.5	Through our Code of Conduct and related governance documents and additional reports and policies , Alight demonstrates a commitment to ethical business practices, regulatory compliance and adaptive governance to address evolving requirements.
		16.7	Alight's governance framework is supported by an experienced and independent Board of Directors (Board) that provides oversight and strategic guidance. The Board's diverse range of skills, experiences and perspectives supports informed decision-making and the creation of long-term value for stakeholders.