

Report of Organizational Actions Affecting Basis of Securities

OMB No. 1545-0123

► See separate instructions.

Part I Reporting Issuer

1 Issuer's name Alight Inc.		2 Issuer's employer identification number (EIN) 86-1849232	
3 Name of contact for additional information Investor Relations	4 Telephone No. of contact 470-638-7400	5 Email address of contact investor.relations@alight.com	
6 Number and street (or P.O. box if mail is not delivered to street address) of contact PO Box 64022		7 City, town, or post office, state, and ZIP code of contact The Woodlands, TX 77387	
8 Date of action See Below		9 Classification and description Cash distributions to common stock shareholders	
10 CUSIP number 0001844744	11 Serial number(s) N/A	12 Ticker symbol ALIT	13 Account number(s) 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 ► **Issuer made a cash distributions to its shareholders in excess of its current and accumulated earnings and profits.**
See Part II, line 15 for the amount of these distributions per share.

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 ► **The distributions reduced the basis of the security in the hands of the US taxpayers as follows:**

Date:	Per Share Reduction of Basis
03.17.25	\$0.04
06.16.25	\$0.04

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 ► **When a cash distribution (or other distribution of property) is made by a corporation, it is treated as a taxable dividend to the extent of the current and accumulated earnings and profits ("E&P") of that corporation at the date of the distribution or, in certain cases, at the end of the tax year in which the distribution was made. In order to determine what portion of this cash distribution should be treated as a taxable dividend versus return of capital, Issuer completed a computation of accumulated E&P as of June 30, 2025 with an estimate of current E&P for the tax year ended December 31, 2025. According to these computations, Issuer had a deficit of current and accumulated E&P. As a result, the distribution is estimated to be a nontaxable distribution and result in a reduction in basis of up to \$0.04 per share.**

17 List the applicable Internal Revenue Code section(s) and subsection(s) upon which the tax treatment is based ► [IRC Section 301\(c\)\(2\)](#)

19 Provide any other information necessary to implement the adjustment, such as the reportable tax year ► [These actions are effective on the date of the distributions identified above.](#)

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.

Andrew Sarkis

Date ► August 14, 2025

Print your name ► **Andrew Serhal**

Title ► **VP Tax**

Print/Type preparer's name

Preparer's signature

Date

Check ☐ if
self-employed

PTIN

Firm's name ▶

Firm's EIN ▶

Firm's address ►

Phone no.
