

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan ALIGHT SOLUTIONS LLC 401(K) PLAN (FKA HEWITT ASSOCIATES LLC 401K PLAN)
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 05/01/2017
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) ALIGHT SOLUTIONS LLC 4 OVERLOOK POINT LINCOLNSHIRE, IL 60069
2b	Employer Identification Number (EIN) 36-2235791
2c	Plan Sponsor's telephone number 224-737-7000
2d	Business code (see instructions) 541990

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/25/2024	JANICE D HAYES MOORE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 13871
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 10889 6a(2) 10704 6b 4 6c 3128 6d 13836 6e 79 6f 13915 6g(1) 13092 6g(2) 13421 6h 671
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2E 2F 2G 2J 2K 2R 2S 2T 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan ALIGHT SOLUTIONS LLC 401(K) PLAN (FKA HEWITT ASSOCIATES LLC 401K PLAN)	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 ALIGHT SOLUTIONS LLC	D Employer Identification Number (EIN) 36-2235791	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☒ Yes ☐ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
ALIGHT SOLUTIONS LLC	
82-1061233	

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
ARROWSTREET CAPITAL	
45-6500555	

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
BARCLAYS	3344 PEACHTREE ROAD SUITE 950 ATLANTA, GA 30326

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
FTSE EPRA GLOBAL REAL ESTATE	ONE MARKET PLAZA, SPEAR TOWER SUITE 3646 SAN FRANCISCO, IA 94104

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

VANGUARD

P.O. BOX 1110
VALLEY FORGE, PA 19482-1110

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ALIGHT FINANCIAL ADVISORS LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26 50	NONE	897249	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 49 50 51 52	NONE	690832	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

T ROWE PRICE STABLE ASSET MGMT INC.

52-0556948

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51 68	NONE	382516	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

DODGE & COX

94-1441976

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	364863	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

WILLIAM BLAIR INVESTMENT MGMT, LLC

47-2614791

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51 68	NONE	338336	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

PACIFIC INVTMT MGMT COMPANY

33-0629048

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	326016	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

BLACKROCK INSTITUTIONAL TRUST CO.

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 24 28 50 51	NONE	250278	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

JPMORGAN CHASE BANK, N.A.

13-4994650

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
24 27 28 50 51	NONE	189557	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

GOLDMAN SACHS ASSET MANAGEMET

04-3211048

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	154514	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

GOLDMAN SACHS ASSET MANAGEMENT

13-3575636

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	58975	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

ERNST & YOUNG US LLP

34-6565596

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50 51	NONE	56000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PERSHING LLC

13-2741729

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
59 61 71 99	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	36358	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ALIGHT FINANCIAL SOLUTIONS, LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
33 61 63	NONE	0	Yes ☒ No ☐	Yes ☒ No ☐	27148	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PERSHING LLC	71	27705
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
ALIGHT FINANCIAL SOLUTIONS, LLC 82-1061233	CLEARING AGENT SERVICES PROVIDED TO ALIGHT FINANCIAL SOLUTIONS, LLC FOR THE SELF-DIRECTED BROKERAGE WINDOW	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PERSHING LLC	61	5296
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MULTIPLE MUTUAL FUND COMPANIES 13-2741729	FINDER'S FEES	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PERSHING LLC	99	2317
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
ALIGHT FINANCIAL SOLUTIONS, LLC 82-1061233	OTHER FEES RELATED TO CLEARING AGENT SERVICES PROVIDED TO ALIGHT FINANCIAL SOLUTIONS, LLC FOR THE SELF-DIRECTED BROKERAGE WINDOW	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
ALIGHT FINANCIAL SOLUTIONS, LLC	63	26366

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MULTIPLE MUTUAL FUND COMPANIES 82-1061233	AGGREGATED INVESTMENT MANAGER FUND FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
ALIGHT FINANCIAL SOLUTIONS, LLC	61	782

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PERSHING LLC 13-2741729	FINDER'S FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PERSHING LLC	59	1040

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MULTIPLE MUTUAL FUND COMPANIES 13-2741729	SHAREHOLDER SERVICING FEES

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
JPMORGAN CHASE BANK, N.A.	52	1
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
COMMINGLED PENSION TRUST FUND 47-2818728	INVESTMENT MANAGEMENT FEE PAID INDIRECTLY	

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>ALIGHT SOLUTIONS LLC 401(K) PLAN (FKA HEWITT ASSOCIATES LLC 401K PLAN)</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>ALIGHT SOLUTIONS LLC</u>	D Employer Identification Number (EIN) <u>36-2235791</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: JPMRGN HIGH YLD BROAD(COLUMBUS)STGY

b Name of sponsor of entity listed in (a): JP MORGAN CHASE BANK, N.A.

c EIN-PN <u>20-4786224-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>41655781</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK EXTD EQTY MKT FD F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN <u>94-3270116-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>218100597</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK MSCI ACWI EX US INDEX SUP

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN <u>83-0377925-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>294402343</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK MSCI ACWI IMI INDEX FUND

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN <u>82-5170825-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>23641105</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: GSAM EMD 50/25/25 STRATEGY FUND

b Name of sponsor of entity listed in (a): GOLDMAN SACHS TRUST COMPANY, N.A.

c EIN-PN <u>13-4166989-023</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>15045025</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: HEWITT SAVINGS ROLL SELECT COMM

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN <u>46-3787075-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>5767300</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: JPMCB CORE DIVERSIFIED COMM PROP FD

b Name of sponsor of entity listed in (a): JP MORGAN CHASE BANK, N.A.

c EIN-PN <u>47-2818728-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>87125956</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: WESTFIELD SMALL/MID CAP GROWTH EQUI**b** Name of sponsor of entity listed in (a): COMERICA BANK & TRUST, NATIONAL ASSOCIATION

c EIN-PN 82-6648070-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 45480783
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a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan ALIGHT SOLUTIONS LLC 401(K) PLAN (FKA HEWITT ASSOCIATES LLC 401K PLAN)	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 ALIGHT SOLUTIONS LLC	D Employer Identification Number (EIN) 36-2235791	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	24665330	20114534
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	1107196	1387004
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2460920	0
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	1400966	1315334
(B) Common	1c(4)(B)	238589846	299104888
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	22062887	24773833
(9) Value of interest in common/collective trusts	1c(9)	652213575	731218890
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	913115584	1118478145
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	188281237	180188859

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	2043897541	2376581487
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	223346	794263
i Acquisition indebtedness	1i		
j Other liabilities	1j	552725	557871
k Total liabilities (add all amounts in lines 1g through 1j)	1k	776071	1352134
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	2043121470	2375229353

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	46823529	
(B) Participants	2a(1)(B)	79441005	
(C) Others (including rollovers)	2a(1)(C)	14573424	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		140837958
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	-6522	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	1285116	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1278594
(2) Dividends: (A) Preferred stock	2b(2)(A)	5121	
(B) Common stock	2b(2)(B)	3878722	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	3160025	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		7043868
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	113192918	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	103513660	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		9679258
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	59173016	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		90676476
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		175147643
c Other income	2c		3741607
d Total income. Add all income amounts in column (b) and enter total	2d		487578420

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	151576875	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		151576875
f Corrective distributions (see instructions)	2f		70875
g Certain deemed distributions of participant loans (see instructions)	2g		98912
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)	56000	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	2967450	
(6) Bank or trust company trustee/custodial fees	2i(6)	690832	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	9593	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		3723875
j Total expenses. Add all expense amounts in column (b) and enter total	2j		155470537

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		332107883
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **ERNST & YOUNG LLP**

(2) EIN: **34-6565596**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		30000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan ALIGHT SOLUTIONS LLC 401(K) PLAN (FKA HEWITT ASSOCIATES LLC 401K PLAN)		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 ALIGHT SOLUTIONS LLC		D Employer Identification Number (EIN) 36-2235791
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 36-3046063		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b): a Enter the percentage of plan assets held as: Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____% b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20. a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation. _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No 21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). ☒ Design-based safe harbor method ☐ "Prior year" ADP test ☒ "Current year" ADP test ☐ N/A 22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.	
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AUDITED FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULE

Alight Solutions LLC 401(k) Plan
Years Ended December 31, 2023 and 2022
With Report of Independent Auditors



Alight Solutions LLC 401(k) Plan
Audited Financial Statements and Supplemental Schedule
Years Ended December 31, 2023 and 2022

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Report of Independent Auditors

Alight Solutions LLC U.S. Administration and Investment Committee and Participants
Alight Solutions LLC 401(k) Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Alight Solutions LLC 401(k) Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the “financial statements”).

Management, having determined it is permissible in the circumstances, has elected to have the audits of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023, and 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor’s Responsibilities for the Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of

assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Other Matter

Supplemental Schedule Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2023 (referred to as the “supplemental schedule”), is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Ernst & Young LLP

September 24, 2024

Alight Solutions LLC 401(k) Plan
Statements of Net Assets Available for Benefits

(in thousands)

	As of December 31,	
	2023	2022
Assets		
Investments at fair value	\$ 2,187,669	\$ 1,837,378
Investments at contract value	142,637	158,685
Receivables:		
Company contributions	20,114	24,665
Pending trade sales	406	221
Accrued interest and dividends	981	886
Notes receivables from participants	24,774	22,063
Total receivables	46,275	47,835
Total assets	2,376,581	2,043,898
..		
Liabilities		
Pending trade purchases	794	223
Accrued expenses	558	554
Total liabilities	1,352	777
Net assets available for benefits	\$ 2,375,229	\$ 2,043,121

See accompanying Notes to the Financial Statements

Alight Solutions LLC 401(k) Plan

Statements of Changes in Net Assets Available for Benefits

(in thousands)

	Years ended December 31,	
	2023	2022
Additions		
Net investment income:		
Net appreciation (depreciation) in fair value of investments	\$ 338,418	\$ (391,420)
Interest income and dividends	7,037	7,886
Total net investment income (loss)	345,455	(383,534)
Interest income on notes receivable from participants	1,285	978
Contributions:		
Company	46,824	53,574
Participants	79,441	72,809
Rollovers	14,573	19,877
Total contributions	140,838	146,260
Total additions, net of investment loss	487,578	(236,296)
Deductions:		
Benefit payments	151,746	119,659
Management and administrative fees	3,724	3,586
Total deductions	155,470	123,245
Net increase (decrease) in net assets available for benefits	332,108	(359,541)
Net assets available for benefits at beginning of period	2,043,121	2,402,662
Net assets available for benefits at end of period	\$ 2,375,229	\$ 2,043,121

See accompanying Notes to the Financial Statements

Alight Solutions LLC 401(k) Plan
Notes to the Financial Statements
December 31, 2023

1. Plan Description

General

The Alight Solutions LLC 401(k) Plan (the “Plan”) was established on May 1, 2017, in connection with the acquisition by Tempo Acquisition, LLC of certain entities, including Alight Solutions, LLC (“Alight,” the “Company,” or the “Plan Sponsor”) and assets from Aon plc. On that date and effective that date, the accounts for certain participants in the Aon Savings Plan (a defined contribution plan with a salary deferral feature) were transferred to the Plan.

The Plan was authorized by the Board of Directors of the Company. The Plan is a defined contribution plan with a salary deferral feature. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). The Northern Trust Company (“Northern Trust”) serves as the Plan’s trustee to administer the Plan’s assets. Alight serves as the Plan’s record-keeper.

The following description of the Plan provides only general information. Participants of the Plan should refer to the summary plan description for a more complete description of the Plan.

Eligibility and Participation

Full-time and part-time employees scheduled to work 20 or more hours per week are eligible to participate their first day of work. Part-time employees scheduled to work fewer than 20 hours per week and all temporary employees are eligible to participate the first of the month following six months of service.

Contributions

Participant

Participant contributions are made by means of regular payroll deductions. All eligible employees may elect to contribute up to 50% of their compensation, as defined by the Plan, on a combined before-tax, Roth 401(k), and/or regular after-tax basis. Additional catch-up contributions are available to individuals age 50 or older during the year. Before-tax and Roth 401(k) combined contributions are limited to the maximum amount allowed by the Internal Revenue Service. For 2023 and 2022, the maximum contribution was \$22,500 and \$20,500, respectively.

During 2023 and 2022, catch-up contributions for individuals age 50 or older were permitted up to \$7,500 and \$6,500, respectively, for a total maximum annual participant contribution of \$30,000 and \$27,000, respectively.

1. Plan Description (continued)

Automatic enrollment starts shortly after eligibility at a rate of 3% on a before-tax basis unless an individual elects otherwise. Participants can change their contribution elections at any time. If automatically enrolled, a participant's contribution will increase by 1% on the April 1 following six months of service, and then annually thereafter in 1% increments, up to a maximum default contribution rate of 9%.

Company

Eligibility for company matching contributions starts on the first of the month following six months of service. The Company matches 100% of the first 1% of eligible before-tax and/or Roth 401(k) participant contributions and 50% of the next 6% of eligible before-tax and/or Roth 401(k) participant contributions each pay period.

In addition, participants eligible for company matching contributions also receive a separate non-elective Retirement Account Contribution ("RAC") of 2.5% of compensation if they are actively employed on the last day of the year, regardless of participant contributions. However, participants may also be eligible for the RAC if they terminated employment during the applicable year due to death, voluntary termination at or after age 55 with five years of vesting service, or under circumstances that qualified for severance under the Alight Solutions, LLC Severance Plan. Participants are not required to make any contributions to the Plan to receive the RAC. The amount of the contribution is a fixed 2.5% of annual eligible compensation and is deposited to participant accounts after the close of the year.

For the plan year ending December 31, 2022, the RAC was based on the full year of eligible pay.

On September 1, 2023, the RAC was suspended for the plan year ending December 31, 2023 for job levels of manager and above, allowing for a maximum allocation of 1.67% of the full year of eligible pay. Employees at the Associates level were still eligible for a RAC of 2.5% of the full year of eligible pay.

Investment Options

Both participant and company contributions to the Plan will be invested in any of the various investment alternatives offered by the Plan in any whole percentages as directed by the participant. Additionally, a brokerage account is offered, whereby participants can invest up to 50% of their accounts in various stock, mutual funds, and other investments. Participants who are automatically enrolled have their contributions invested in the applicable target fund based on their age until they change their election. Participants may change their investment elections for existing balances or future contributions at any time.

1. Plan Description (continued)

Participant Accounts

Each participant's account is credited with the participant's contributions and allocations of (a) the Company's contributions, (b) plan earnings (losses) and (c) applicable plan fees. Plan earnings are allocated based on the participant's share of net earnings or losses of their respective elected investment options. Plan fees allocated to participants include Trustee fees, investment advice access fees, professional management member fees, certain legal fees, and other expenses that are part of normal Plan operations. Allocations of these expenses are as defined below and can also be found in the Plan's Annual Fee Disclosure Notice.

Administrative Fees, if any, are allocated to all separated participants, regardless of balance, and any active participants with account balances greater than \$100. Trustee Fees are charged to all participants on a pro rata basis, meaning based on the respective size of participant account balances. Investment advice access fees are charged quarterly to all participants regardless of usage. The Professional management member fees are charged based on the size of account under management.

The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are always 100% vested in their own contributions and related investment earnings. Individuals hired on or after January 1, 2016, vest in company matching and RAC upon completing two years of service. Company matching contributions made before January 1, 2016, under the Aon Savings Plan are fully vested.

Forfeitures

Participants terminated prior to becoming fully vested forfeit all company contributions and related investment earnings. Forfeitures are used to provide partial funding for company contributions and to pay other expenses of the Plan. Unallocated forfeited balances as of December 31, 2023 and 2022 were approximately \$20,000 and \$84,654, respectively, and \$802,047 and \$402,000 were used to reduce company contributions during 2023 and 2022, respectively.

In-service Withdrawals and Loans (Notes Receivables From Participants)

A participant may withdraw regular after-tax savings and rollover contributions. Other withdrawals are allowed, upon approval, in the event of financial hardship. Withdrawal options are also available once a participant reaches age 59½ and in the event of an approved disability. A participant may borrow up to 50% of their vested balance up to a maximum loan amount of \$50,000, reduced by the highest outstanding loan

balance in the prior 12 months. Interest rates will be equal to 1% plus the prime rate as reported in the money rate section of the *Wall Street Journal* for the 15th day of the month preceding the month in which the loan is requested.

Interest rates on participant loans ranged from 3.25% to 9.50% for loans outstanding on December 31, 2023 and 3.25% to 8% for loans outstanding as of December 31, 2022. A loan is repaid through payroll deductions for up to 5 years (or up to 15 years if for the purchase of a primary residence).

1. Plan Description (continued)

Benefit Payments

Upon retirement or termination of service, a participant is entitled to a lump-sum payment equal to the participant's vested balance. The participant may elect to receive this payment directly or to have it rolled into another qualified plan or individual retirement account ("IRA"). The Plan has a force out provision for balances less than \$5,000 for which there are two options for distribution. Balances up to \$1,000 are distributed as a direct payment and balances of \$1,000 to \$5,000 are rolled into another qualified plan or IRA. Otherwise, a participant may leave their balances in the Plan. There are other distribution options based on various age, service, and account balance parameters.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in their accounts.

2. Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP") on the accrual basis of accounting.

Investment Valuation and Income Recognition

Investments held by the Plan, except for the synthetic investment contracts ("SICs"), are stated at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price).

The Plan Sponsor maintains proper oversight of the Plan through the U.S. Administration and Investment Committee ("USAIC"). The USAIC is responsible for determining the Plan's valuation policies and analyzing information provided by the investment custodians and issuers that is used to determine the fair value of the Plan's investments.

In conformity with Accounting Standards Codification ("ASC") 820, *Fair Value Measurement*, assets and liabilities measured at fair value are categorized into the fair value hierarchy. See Note 4 for further description and disclosures related to fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Reporting of Investment Contracts

The Plan invests in SICs with Voya Financial Inc., Metropolitan Life Insurance Company ("MetLife"), and Prudential Insurance Company of America. SICs are wrap contracts paired with an underlying investment or investments, usually a portfolio, owned by the Plan, of high-quality, intermediate-term fixed income

2. Significant Accounting Policies (continued)

securities. The Plan purchases a wrapper contract from a financial services institution. SICs credit a stated interest rate for a specified period of time. Investment gains and losses are amortized over the expected duration through the calculation of the interest rate applicable to the Plan on a prospective basis. SICs provide for a variable crediting rate, which typically resets at least quarterly, and the issuer of the wrap contract provides assurance that future adjustments to the crediting rate cannot result in a crediting rate less than zero. The crediting rate is primarily based on the current yield to maturity of the covered investments, plus or minus amortization of the difference between the market value and contract value of the covered investments over the duration of the covered investments at the time of computation. The crediting rate is most impacted by the change in the annual effective yield to maturity of the underlying securities, but it is also affected by the difference between the contract value and the market value of the covered investments. This difference is amortized over the duration of the covered investments. Depending on the change in duration from reset period to reset period, the magnitude of the impact to the crediting rate of the contract to market difference is heightened or lessened. The crediting rate can be adjusted periodically and is usually adjusted either monthly or quarterly, but in no event is the crediting rate less than zero.

These contracts meet the fully benefit-responsive investment contract criteria and, therefore, are reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses.

Certain events limit the ability of the Plan to transact at contract value with the insurance company and the financial institution issuer. Such events include the following: (1) amendments to the plan documents (including complete or partial plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other plan sponsor events (e.g., divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The plan administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with participants, is probable.

The SICs do not permit Voya Financial Inc., MetLife, or Prudential Insurance Company of America to terminate the agreement prior to the scheduled maturity date. However, the SICs generally impose conditions on both the Plan and the issuer. If an event of default occurs and is not cured, the non-defaulting party may terminate the contract. The following may cause the Plan to be in default: (1) a breach of material obligation under the contract, (2) a material misrepresentation, or (3) a material amendment to the plan agreement. The issuer may be in default if it breaches a material obligation under the investment contract, makes a material misrepresentation, has a decline in its long-term credit rating below a threshold set forth in the contract, or is acquired or reorganized and the successor issuer does not satisfy the investment or credit guidelines applicable to issuers. If, in the event of default of an issuer, the Plan were unable to obtain a replacement investment contract, the Plan may experience losses if the value of the Plan's assets no longer covered by the contract value is below contract value.

The Plan may seek to add additional issuers over time to diversify the Plan's exposure to such risk, but there is no assurance that the Plan may be able to do so. The combination of the default of an issuer and an inability to obtain a replacement agreement could render the Plan unable to achieve its objective of maintaining a stable contract value. The terms of an investment contract generally provide for settlement of payments only upon termination of the contract or total liquidation of the covered investments. Generally,

2. Significant Accounting Policies (continued)

payments will be made pro rata based on the percentage of investments covered by each issuer. Contract termination occurs whenever the contract value or market value of the covered investments reaches zero or upon certain events of default. If the contract terminates due to issuer default (other than a default occurring because of a decline in its rating), the issuer will generally be required to pay to the Plan the excess, if any, of contract value over market value on the date of termination. If the SICs terminate due to a decline in the ratings of the issuer, the issuer may be required to pay to the Plan the cost of acquiring a replacement contract within the meaning of the contract. If the contract terminates when the market value equals zero, the issuer will pay the excess of contract value over market value to the Plan to the extent necessary for the

Plan to satisfy outstanding contract value withdrawal requests. Contract termination also may occur by either party upon election and notice.

Certain separate account contracts permit the fund or the issuer to elect to terminate the contract, with the fund having the right to elect to receive either market value, convert the contract to a governance and investment committee or make an amortization election. In addition, if the fund defaults in its obligations under the separate account contract, the issuer may terminate, and the fund will receive market value.

Contributions

Contributions from Plan participants and the matching contributions from the Company are recorded in the year in which the employee contributions are withheld from compensation.

Payment of Benefits

Participants (and beneficiaries) are entitled to vested benefits upon retirement, termination, attainment of age 59.5, long-term disability, and upon death. Benefits are recorded when paid.

Notes Receivable From Participants

Notes receivable from participants represent participant loans that are recorded at their unpaid principal balance plus any accrued but unpaid interest. Interest income on notes receivable from participants is recorded when it is earned. No allowance for credit losses has been recorded as of December 31, 2023 or 2022. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be a distribution, the participant loan balance is reduced, and a benefit payment is recorded. Notes receivable also includes the December year end employee contributions due from the Plan Sponsor which have been reflected in the Statements of Changes in Net Assets Available for Benefits for the year ended December 31, 2023.

Administrative Expenses

The Plan's administrative expenses are paid by either the Plan or the Company, as provided by the Plan's provisions. The Plan's recordkeeping fees are paid by Company. Other administrative expenses incurred as part of normal Plan operations such as trustee, legal and auditing fees are paid by the Plan. Expenses relating to purchases, sales, or transfers of the Plan's investments are charged to the particular investment fund to which the expenses relate. Certain other administrative expenses of the Plan are paid by the Company, at its discretion or as required based on applicable regulations. Expenses that are paid by the Company are excluded from these financial statements.

2. Significant Accounting Policies (continued)

Use of Estimates

The preparation of the accompanying financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

3. Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedule, including investments held and notes receivable from participants at December 31, 2023 and 2022, and net appreciation (depreciation) in fair value of investments, interest, dividends, and interest income on notes receivable from participants for the years ended December 31, 2023 and 2022, was obtained or derived from information provided to the plan administrator and certified as complete and accurate by Northern Trust, the trustee of the Plan.

4. Fair Value Measurements

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The accounting standards related to fair value measurements include a hierarchy for information and valuations used in measuring fair value that is broken down into three levels based on reliability, as follows:

- Level 1 – observable inputs such as quoted prices in active markets for identical assets and liabilities
- Level 2 – inputs other than quoted prices for identical assets in active markets that are observable either directly or indirectly
- Level 3 – unobservable inputs in which there is little or no market data which requires the use of valuation techniques and the development of assumptions

The level in the fair value hierarchy within which the fair value measurement is classified is determined based on the lowest level of input that is significant to the fair value measure in its entirety.

Following is a description of the valuation techniques and inputs used for each general type of assets measured at fair value by the Plan:

Common stock and mutual funds: consist of domestic and international equity securities and mutual funds. Common stock and mutual funds agree to the closing stock prices on a national securities exchange.

Preferred stock/other equities: valued at representative quoted market prices.

4. Fair Value Measurements (continued)

Short-term investment funds: consist of cash, institutional short-term investment funds, and money market funds. The Company reviews the short-term investment funds to obtain reasonable assurance that the fund net asset value is \$1 per share.

Self-directed brokerage account: participant elected investments, typically liquid mutual funds and common stock valued at quoted closing prices or real-time quotes on a national security exchange.

Common collective trusts: valued at the net asset value (“NAV”) provided by the administrator of the fund. The NAV is based on the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding. These funds are primarily invested in publicly traded common stocks and bonds. Participant-directed and plan redemptions have no restrictions.

The Plan’s investments measured at fair value on a recurring basis are as follows:

(in thousands)

	December 31, 2023			
	Level 1	Level 2	Level 3	Total
Investments:				
Common stock	\$ 299,105	\$ —	\$ —	\$ 299,105
Mutual funds	1,118,478	—	—	1,118,478
Preferred stock	—	1,315	—	1,315
Self-directed brokerage account	37,552	—	—	37,552
Common collective trusts	731,219	—	—	731,219
	<u>\$ 2,186,354</u>	<u>\$ 1,315</u>	<u>\$ —</u>	<u>\$ 2,187,669</u>

(in thousands)

	December 31, 2022			
	Level 1	Level 2	Level 3	Total
Investments:				
Common stock	\$ 238,590	\$ —	\$ —	\$ 238,590
Mutual funds	913,115	—	—	913,115
Preferred stock	—	1,401	—	1,401
Short-term investment trusts	2,465	—	—	2,465
Self-directed brokerage account	29,596	—	—	29,596
Common collective trusts	652,211	—	—	652,211
	<u>\$ 1,835,977</u>	<u>\$ 1,401</u>	<u>\$ —</u>	<u>\$ 1,837,378</u>

5. Income Taxes

The Plan has received a determination from the Internal Revenue Service (“IRS”) dated August 29, 2019, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the “Code”) and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The Plan’s management believes the Plan is being operated in compliance with the applicable requirements of the Code, and, therefore, believes the Plan, as amended, is qualified and the related trust is tax-exempt.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

6. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market volatility, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported on the statements of net assets available for benefits.

7. Related-Party Transactions and Parties in Interest

The Plan uses Alight as the record-keeper and 5500 preparer, and Alight Financial Advisors, LLC (formerly known as Aon Hewitt Financial Advisors, LLC) for investment advisory services to participants. In addition, the Plan holds units of mutual funds and/or common/collective trust funds managed by Northern Trust, the trustee of the Plan; as well as offers a Self-directed brokerage account separately administered by Alight Financial Solutions (formerly known as Hewitt Financial Services, LLC). These transactions qualify as party-in-interest transactions; however, they are exempt from prohibited transaction rules under ERISA.

8. Subsequent Events

On July 12, 2024, the Company announced the sale (the "Transaction") of Alight's Professional Services segment and Alight's Payroll & HCM Outsourcing business within the Employer Solutions segment (collectively, the "Divested Business") to Axiom Buyer, LLC, a newly-formed entity and an affiliate of H.I.G. Capital, L.L.C. ("Buyer"), pursuant to the terms of the Stock and Asset Purchase Agreement (the "Purchase Agreement"), dated as of March 20, 2024. As a result of this agreement, the employees of the

Company's Payroll and Professional Services were effectively terminated from the Plan July 1, 2024 with no forced withdrawal required. The assets related to these employees are not material to the plan, and no material withdrawals have been made to date.

Effective April 1, 2024, the plan adopted an Auto Portability Program that provides for the transfer of certain terminated participant assets to a Safe Harbor Individual Retirement Account (SHIRA) established by Retirement Clearing House (RCH). This is in connection with the Portability Services Network (PSN) Auto Portability Program. The Plan also concurrently increased the force out threshold balance to \$7,000.

Management evaluated subsequent events for the Plan through September 24, 2024 the date the accompanying financial statements were available to be issued.

Supplemental Schedule

Form 5500Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**OMB Nos. 1210-0110
1210-0089**2023****This Form is Open to Public Inspection****Part I Annual Report Identification Information**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

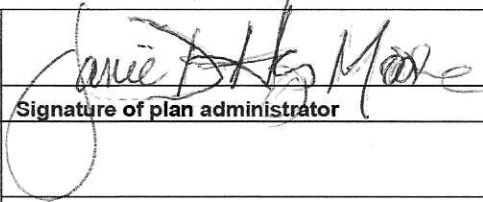
- A** This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
☒ a single-employer plan ☐ a DFE (specify) _____
- B** This return/report is: ☐ the first return/report ☐ the final return/report
☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here. ☐
- D** Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program
☐ special extension (enter description) _____
- E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan ALIGHT SOLUTIONS LLC 401(K) PLAN (FKA HEWITT ASSOCIATES LLC 401K PLAN)	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 05/01/2017
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) ALIGHT SOLUTIONS LLC 4 OVERLOOK POINT LINCOLNSHIRE IL 60069	2b Employer Identification Number (EIN) 36-2235791 2c Plan Sponsor's telephone number 224-737-7000 2d Business code (see instructions) 541990

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE		9.28.24	JANICE D HAYES MOORE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2023)
v. 2300728

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 13,871
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)..... g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)..... h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 10,889 6a(2) 10,704 6b 4 6c 3,128 6d 13,836 6e 79 6f 13,915 6g(1) 13,092 6g(2) 13,421 6h 671
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2R 2S 2T 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) ☐ DCG (Individual Plan Information) – Number Attached _____ (5) ☐ MEP (Multiple-Employer Retirement Plan Information)	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) – Number Attached _____ (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

Alight Solutions LLC 401(k) Plan
EIN 36-2235791; Plan #001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value

*Party-in-interest

Note: Cost information is not required, as all investments are participant-directed.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Non-Interest Bearing Cash - USD</i>			
CAD - Canadian dollar	3,568.680	3,568.67	3,568.68
EUR - Euro	3.290	3.27	3.29
JPY - Japanese yen	0.040	0.04	0.04
USD - United States dollar	0.390	0.39	0.39
Total - all currencies		3,572.37	3,572.40
USD - United States dollar	-1,267.130	-1,267.13	-1,267.13
Total - all currencies		-1,267.13	-1,267.13
Total Non-Interest Bearing Cash - USD		2,305.24	2,305.27
<i>Receivables - Other - USD</i>			
Pending foreign exchange purchases: Canadian dollar	0.000	26,411.53	26,554.54
Pending foreign exchange purchases: Euro	0.000	80,597.81	80,444.91
Pending foreign exchange purchases: Japanese yen	0.000	125,219.90	125,594.07
Pending trade sales: Euro	0.000	23,522.50	23,398.13
Pending trade sales: United States dollar	0.000	150,091.23	150,091.23
Total - all currencies		405,842.97	406,082.88
Total Receivables - Other - USD		405,842.97	406,082.88
<i>Corporate Stock - Preferred</i>			
Germany - EUR			
DR. ING. H.C. F. NON-VTG PRF NPV SEDOL: BJN59B8	3,112.000	255,400.16	274,669.90
SARTORIUS AG NON VTG PRF NPV SEDOL: 5843329	1,455.000	528,321.86	535,540.95
Total Germany - EUR		783,722.02	810,210.85

** All or a portion of this security participates in Securities Lending.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Stock - Preferred</i>			
United States - USD			
PVTPL &&& GM CRUISE HLDG CL G CVT PFD T-ROWE ONLY CUSIP: 361998941	3,111.000	81,974.85	81,974.85
PVTPL &&& NURO SERIES C CVT PFD STOCK T-ROWE ONLY CUSIP: 670999796	5,296.000	69,137.17	69,137.17
PVTPL &&& RAPPI INC SER E CVT PFD PP T-ROWE ONLY CUSIP: 753991447	1,598.000	95,474.17	95,474.17
PVTPL &&& SILA NANO SER F CVT PFD T-ROWE ONLY CUSIP: 826993206	1,543.000	63,683.94	63,682.70
PVTPL &&& WAYMO LLC SER A-2 CONV T PREF STOCK T-ROWE PRICE ONLY CUSIP: 990799WL8	824.000	70,754.58	70,754.57
PVTPL GM CRUISE HOLDINGS LLC CLASS F PREFERRED SHARES CUSIP: 361997471	6,800.000	124,100.00	124,100.00
Total United States - USD		505,124.71	505,123.46
Total Corporate Stock - Preferred		1,288,846.73	1,315,334.31
<i>Corporate Stock - Common</i>			
Australia - AUD			
PRO MEDICUS NPV SEDOL: 6292782	4,300.000	147,474.49	281,175.29
STEADFAST GROUP NPV SEDOL: BCT5FD7	61,517.000	230,157.98	244,301.06
Total Australia - AUD		377,632.47	525,476.35
Belgium - EUR			
WAREHOUSES DE PAUW NPV SEDOL: BK8VQD9	4,499.000	135,585.03	141,639.88
Total Belgium - EUR		135,585.03	141,639.88
Belgium - USD			
ADR ANHEUSER BUSCH INBEV SA/NV SPONSOREDADR CUSIP: 03524A108	33,000.000	1,887,048.74	2,132,460.00
Total Belgium - USD		1,887,048.74	2,132,460.00

** All or a portion of this security participates in Securities Lending.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Stock - Common			
Canada - CAD			
ALIMENTATION COM NPV SEDOL: BL56KN2	10,244.000	566,521.88	606,203.03
BOYD GROUP SERVICE COM NPV SEDOL: BKPNC96	777.000	124,704.08	164,103.39
CCL INDUSTRIES INC CLASS'B'NON VTG COM NPV SEDOL: 2159795	4,748.000	225,438.34	214,571.00
CDN NATL RAILWAYS COM NPV SEDOL: 2180632	6,161.000	646,996.53	778,184.86
CONSTELLATION SOFT COM STK NPV SEDOL: B15C4L6	173.000	400,975.91	431,026.63
DOLLARAMA INC COM STK NPV SEDOL: B4TP9G2	11,164.000	633,337.95	808,471.38
INTACT FINL CORP COM NPV SEDOL: B04YJV1	4,560.000	655,748.57	704,991.35
KINAXIS INC COM NPV SEDOL: BN85P68	1,390.000	144,448.05	156,762.40
PARKLAND CORP. COM NPV SEDOL: BLFHPV8	8,352.000	233,156.06	270,524.74
TFI INTERNATIONAL COM NPV SEDOL: BDRXBF4	1,210.000	160,927.69	165,395.42
TOROMONT INDUSTRIE COM STK NPV SEDOL: 2897103	5,240.000	387,216.30	461,371.15
TORONTO-DOMINION COM NPV SEDOL: 2897222	9,913.000	763,698.89	643,675.91
Total Canada - CAD		4,943,170.25	5,405,281.26
Canada - USD			
CANADIAN PAC KANS CITY LTD SEDOL: BNVTFQ7	12,817.000	942,922.31	1,013,312.02
SHOPIFY INC CL A SHOPIFY INC SEDOL: BXDZ9Z0	7,597.000	374,529.10	591,806.30
Total Canada - USD		1,317,451.41	1,605,118.32
China - USD			
ADR LEGEND BIOTECH CORP SPON ADS EACH REP 2 ORD SHS SEDOL: BMX9K07	4,105.000	272,870.58	246,997.85

** All or a portion of this security participates in Securities Lending.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Stock - Common</i>			
China - USD			
Total China - USD		272,870.58	246,997.85
Denmark - DKK			
DSV A S DKK1 SEDOL: B1WT5G2	4,583.000	549,966.08	805,107.40
NOVO NORDISK A/S SER'B'DKK0.1 SEDOL: BP6KMJ1	16,438.000	891,438.20	1,700,470.16
Total Denmark - DKK		1,441,404.28	2,505,577.56
Finland - EUR			
METSO OYJ SEDOL: B1FN8X9	13,883.000	132,976.85	140,629.80
VALMET OYJ NPV SEDOL: BH6XZT5	4,439.000	122,325.04	128,031.47
Total Finland - EUR		255,301.89	268,661.27
France - EUR			
AIRBUS SE EUR1 SEDOL: 4012250	10,668.000	1,262,206.17	1,647,224.31
CAPGEMINI EUR8 SEDOL: 4163437	2,705.000	515,750.05	563,999.78
DASSAULT SYSTEMES EUR0.10 SEDOL: BM8H5Y5	24,715.000	864,050.48	1,207,678.54
HERMES INTL NPV SEDOL: 5253973	334.000	348,356.78	707,947.22
L'OREAL EUR0.20 SEDOL: 4057808	1,651.000	531,460.35	821,885.18
LVMH MOET HENNESSY EUR0.30 SEDOL: 4061412	962.000	476,196.31	779,577.14
PUBLICIS GROUPE SA EUR0.40 SEDOL: 4380429	5,665.000	525,453.69	525,658.76
SAFRAN SA EUR0.20 SEDOL: B058TZ6	5,924.000	715,288.19	1,043,497.74
SEB SA EUR1.00 SEDOL: 4792132	1,121.000	120,893.68	139,929.33

** All or a portion of this security participates in Securities Lending.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Stock - Common</i>			
France - EUR			
THALES SA EUR3 SEDOL: 4162791	6,054.000	731,482.91	895,797.48
TOTALENERGIES SE SEDOL: B15C557	14,829.000	934,702.24	1,009,060.67
VINCI EUR2.50 SEDOL: B1XH026	6,699.000	670,210.09	841,385.73
VUSIONGROUP EUR2 SEDOL: B0XMRC3	994.000	113,222.47	149,111.40
Total France - EUR		7,809,273.41	10,332,753.28
France - USD			
SANOFI SPONSORED ADR CUSIP: 80105N105	82,800.000	3,970,830.01	4,117,644.00
Total France - USD		3,970,830.01	4,117,644.00
Germany - EUR			
CTS EVENTIM AG & C NPV SEDOL: 5881857	5,162.000	356,788.25	356,957.93
HANNOVER RUECK SE ORD NPV(REGD) SEDOL: 4511809	2,537.000	534,616.05	606,180.12
INFINEON TECHNOLOG ORD NPV (REGD) SEDOL: 5889505	14,996.000	348,658.38	626,169.53
MTU AERO ENGINES A NPV (REGD) SEDOL: B09DHL9	3,184.000	582,035.72	686,734.40
NEMETSCHEK SE ORD NPV SEDOL: 5633962	2,158.000	163,501.37	187,083.35
SILTRONIC AG NPV SEDOL: BYY5978	1,314.000	120,831.98	128,386.07
Total Germany - EUR		2,106,431.75	2,591,511.40
Hong Kong - HKD			
AIA GROUP LTD NPV SEDOL: B4TX8S1	48,000.000	447,984.59	418,310.70
TECHTRONIC INDUSTR NPV SEDOL: B0190C7	32,500.000	399,497.60	387,283.81

** All or a portion of this security participates in Securities Lending.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Stock - Common			
Hong Kong - HKD			
Total Hong Kong - HKD		847,482.19	805,594.51
Ireland - EUR			
KINGSPAN GROUP ORD EUR0.13 SEDOL: 4491235	11,242.000	771,738.24	973,608.48
Total Ireland - EUR		771,738.24	973,608.48
Ireland - USD			
ADR RYANAIR HLDGS PLC SPONSORED ADR NEW SEDOL: BYYN585	5,864.000	573,610.51	782,023.04
ICON PLC COM SEDOL: B94G471	2,951.000	553,159.40	835,339.57
Total Ireland - USD		1,126,769.91	1,617,362.61
Israel - USD			
ADR NICE LTD SPONSORED ADR SEDOL: 2639736	1,515.000	342,180.92	302,257.65
MONDAY COM LTD COM NPV SEDOL: BMHRYX8	297.000	48,016.62	55,779.57
Total Israel - USD		390,197.54	358,037.22
Italy - EUR			
AZIMUT HLDG S.P.A NPV SEDOL: B019M65	4,999.000	123,185.09	130,543.52
BREMBO SPA NPV SEDOL: BF37983	7,785.000	110,410.32	95,456.67
BRUNELLO CUCINELLI EUR100 SEDOL: B7K6D18	3,239.000	123,105.75	317,007.38
MONCLER SPA NPV SEDOL: BGLP232	4,623.000	247,265.17	284,448.59
Total Italy - EUR		603,966.33	827,456.16

** All or a portion of this security participates in Securities Lending.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Stock - Common			
Italy - USD			
FERRARI N V FERRARI N V COMMON S TOCK SEDOL: BZ1GMK5	3,072.000	636,590.99	1,039,656.96
STEVANATO GROUP S.P.A. COM NPV SEDOL: BNM0752	3,790.000	122,603.15	103,429.10
Total Italy - USD		759,194.14	1,143,086.06
Japan - JPY			
AJINOMOTO CO INC NPV SEDOL: 6010906	10,100.000	414,484.20	389,729.04
BAYCURRENT CONSULT NPV SEDOL: BYP20B9	4,900.000	162,202.51	172,080.44
CHUGAI PHARMACY CO. LTD NPV SEDOL: 6196408	18,300.000	625,562.13	693,421.76
DAIICHI SANKYO COM NPV SEDOL: B0J7D91	22,600.000	618,106.08	620,706.48
DAIKIN INDUSTRIES NPV SEDOL: 6250724	2,400.000	336,517.26	391,289.54
DISCO CORPORATION NPV SEDOL: 6270948	1,900.000	174,309.75	471,428.57
HARMONIC DRIVE SYS NPV SEDOL: 6108179	6,000.000	190,743.75	177,046.39
HOYA CORP NPV SEDOL: 6441506	7,400.000	623,258.19	925,131.22
INTERNET COMM STK SEDOL: B05H328	4,700.000	89,986.74	96,146.97
ITOCHU CORP NPV SEDOL: 6467803	10,500.000	381,112.03	429,518.37
JAPAN ELEVATOR SER NPV SEDOL: BF0QWT5	8,100.000	108,088.59	134,329.69
JAPAN EXCHANGE GROUP INC NPV SEDOL: 6743882	24,600.000	456,805.97	520,512.13
KEYENCE CORP NPV SEDOL: 6490995	2,800.000	1,011,798.36	1,233,763.65
LASERTEC CORP NPV SEDOL: 6506267	2,100.000	360,622.81	553,674.28
MATSUKIYOCOCOKARA & CO SEDOL: B249GC0	14,000.000	268,460.34	247,964.25

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Stock - Common</i>			
Japan - JPY			
MITSUI & CO LTD NPV SEDOL: 6597302	10,500.000	383,329.72	394,587.88
MONOTARO CO.LTD NPV SEDOL: B1GHR88	22,400.000	348,872.51	244,607.75
NOMURA RESEARCH INSTITUTE NPV SEDOL: 6390921	3,700.000	106,482.27	107,630.16
PAN PACIFIC INTERNATIONAL HOLDINGS CORP SEDOL: 6269861	27,900.000	592,403.32	665,736.98
RAKUS CO LTD NPV SEDOL: BD87BM2	8,500.000	169,995.16	157,513.48
SCREEN HOLDINGS CO LTD NPV SEDOL: 6251028	3,000.000	209,928.40	253,865.80
SHIFT INC NPV SEDOL: BRJQJX3	900.000	131,728.00	228,670.73
SHIN-ETSU CHEMICAL NPV SEDOL: 6804585	22,800.000	640,035.35	956,927.22
SMC CORP NPV SEDOL: 6763965	900.000	472,487.66	483,643.07
SMS CO LTD NPV SEDOL: B2PLYM1	3,900.000	144,781.21	80,210.31
SUMITOMO MITSUI FINANCIAL GROUP NPV SEDOL: 6563024	19,000.000	953,256.83	927,223.72
SUNDRUG CO LTD NPV SEDOL: 6817895	5,500.000	161,726.35	176,805.22
TECHNOPRO HLDGS IN NPV SEDOL: BSM8SQ9	10,000.000	197,763.37	263,512.55
TIS INC SEDOL: B2Q4CR0	9,100.000	118,968.45	200,551.14
TOKIO MARINE HOLDINGS INC NPV SEDOL: 6513126	32,200.000	791,491.73	806,027.81
TOKYO ELECTRON NPV SEDOL: 6895675	4,500.000	643,902.60	806,124.98
TSURUHA HOLDINGS NPV SEDOL: B0MKZN5	2,500.000	180,578.96	229,199.18
Total Japan - JPY		12,069,790.60	14,039,580.76

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Stock - Common</i>			
Japan - USD			
ADR HONDA MTR LTD ADR REPRESENTING 1 ORDSHS CUSIP: 438128308	32,935.000	984,362.93	1,018,020.85
Total Japan - USD		984,362.93	1,018,020.85
Korea, Republic of - USD			
COUPANG INC SEDOL: BNYHDF3	32,780.000	712,419.07	530,708.20
Total Korea, Republic of - USD		712,419.07	530,708.20
Netherlands - EUR			
ASML HOLDING NV EUR0.09 SEDOL: B929F46	2,243.000	1,062,887.35	1,689,068.53
BE SEMICONDUCTOR INDUSTRIES NV EUR0.01 SEDOL: BG0SCK9	3,211.000	196,593.47	483,992.41
IMCD NV EUR0.16 SEDOL: BNCBD46	2,168.000	240,386.91	377,313.54
JDE PEETS N.V. SEDOL: BMC4ZZ3	5,123.000	144,789.93	137,856.21
Total Netherlands - EUR		1,644,657.66	2,688,230.69
Netherlands - USD			
ADR ARGENX SE SPONSORED ADS SEDOL: BDVLM39	1,117.000	342,738.55	424,940.31
ADR ASML HLDG NV NY REG 2012 (POST REV SPLIT) SEDOL: B908F01	1,585.000	674,150.97	1,199,718.20
AEGON LTD AMER REGD CERT CUSIP: 0076CA104	140,200.000	710,279.94	807,552.00
Total Netherlands - USD		1,727,169.46	2,432,210.51
Norway - NOK			
AUTOSTORE HOLDINGS USD0.01 SEDOL: BN49G27	83,527.000	189,016.76	164,328.35
GJENSIDIGE FORSIKR NOK2 SEDOL: B4PH0C5	8,020.000	175,168.65	148,069.56

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Stock - Common</i>			
Norway - NOK			
Total Norway - NOK		364,185.41	312,397.91
Singapore - SGD			
DBS GROUP HLDGS NPV SEDOL: 6175203	22,100.000	566,154.91	559,746.04
Total Singapore - SGD		566,154.91	559,746.04
Spain - EUR			
AMADEUS IT GROUP EUR0.01 SEDOL: B3MSM28	9,425.000	623,109.17	675,486.86
INDITEX (IND.DE DISENO TEXTIL SA) EUR0.03 (POST SUBD) SEDOL: BP9DL90	15,268.000	569,609.98	665,018.35
Total Spain - EUR		1,192,719.15	1,340,505.21
Sweden - SEK			
ATLAS COPCO AB SER'A'NPV SEDOL: BLDBN41	49,381.000	509,174.93	850,386.99
BEIJER REF AB SER'B'NPV SEDOL: BP2NJ48	21,975.000	278,097.00	294,152.77
EVOLUTION AB NPV SEDOL: BJXSCH4	5,483.000	380,266.00	654,074.29
FORTNOX AK SEDOL: BP6FZN1	24,376.000	159,892.85	145,803.45
HEMNET GROUP AB NPV SEDOL: BN2RJ91	7,585.000	155,183.13	181,687.46
HEXAGON AB SER'B'NPV SEDOL: BNZFH1	44,846.000	440,187.91	538,222.31
INDUTRADE AB NPV SEDOL: B0LDBX7	12,914.000	188,148.63	335,476.83
LIFCO AB SER'B'NPV SEDOL: BL6K7K9	12,684.000	173,435.10	311,126.36
NIBE INDUSTRIER AB SER'B'NPV SEDOL: BN7BZM3	28,828.000	210,673.11	202,525.58
SWECO AB SER'B'NPV SEDOL: BLN9XH8	9,624.000	163,065.55	129,015.85

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Stock - Common</i>			
Sweden - SEK			
Total Sweden - SEK		2,658,124.21	3,642,471.89
Sweden - USD			
SPOTIFY TECHNOLOGY S A COM EUR0.025 SEDOL: BFZ1K46	2,939.000	513,602.93	552,267.49
Total Sweden - USD		513,602.93	552,267.49
Switzerland - CHF			
GALENICA AG CHF0.1 SEDOL: BYQCQ32	2,709.000	201,251.32	234,158.80
NAMEN-AKT BELIMO HOLDING AG (SPLIT) HOLDING AG (SPLIT) SEDOL: BP0QDP8	409.000	130,727.31	225,383.71
PARTNERS GROUP HLG CHF0.01 (REGD) SEDOL: B119QG0	271.000	249,643.40	390,569.71
SIEGFRIED HLDG AG CHF14.60 (REGD) SEDOL: 7391763	221.000	169,025.59	225,687.04
SIG GROUP AG SEDOL: BD5GN60	15,062.000	291,674.98	346,283.73
SIKA AG CHF0.01 (REG) SEDOL: BF2DSG3	2,203.000	532,261.10	716,403.61
STRAUMANN HLDG SEDOL: BQ7ZV06	2,373.000	252,097.47	382,319.02
TECAN GROUP AG CHF0.10 (REGD) SEDOL: 7110902	734.000	244,590.07	299,477.93
VAT GROUP AG CHF0.10 (REGD) SEDOL: BYZWMR9	1,024.000	267,293.40	512,821.24
ZURICH INSURANCE GROUP AG CHF0.10 SEDOL: 5983816	1,354.000	583,810.54	707,204.18
Total Switzerland - CHF		2,922,375.18	4,040,308.97
Switzerland - USD			
ADR NOVARTIS AG CUSIP: 66987V109	13,400.000	983,810.68	1,352,998.00
ADR ROCHE HLDG LTD SPONSORED ADR ISIN #US771195104 CUSIP: 771195104	32,500.000	1,271,747.06	1,177,475.00

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Stock - Common			
Switzerland - USD			
UBS GROUP AG COMMON STOCK CUSIP: H42097107	33,100.000	585,554.26	1,022,790.00
Total Switzerland - USD		2,841,112.00	3,553,263.00
United Kingdom - GBP			
ASHTAD GROUP ORD GBP0.10 SEDOL: 0053673	10,236.000	569,436.24	712,728.41
ASTRAZENECA ORD USD0.25 SEDOL: 0989529	8,991.000	1,141,141.02	1,214,943.16
BAE SYSTEMS ORD GBP0.025 SEDOL: 0263494	41,092.000	555,607.27	581,725.28
BEAZLEY PLC (UK) ORD GBP0.05 SEDOL: BYQ0JC6	28,730.000	167,347.74	191,182.54
COMPASS GROUP ORD GBP0.1105 SEDOL: BD6K457	37,363.000	794,643.80	1,022,147.46
CONVATEC GROUP PLC ORD GBP0.1 (WI) SEDOL: BD3VFW7	139,917.000	382,059.39	435,570.28
DIPLOMA ORD GBP0.05 SEDOL: 0182663	8,092.000	266,682.67	369,507.75
EXPERIAN ORD USD0.10 SEDOL: B19NLV4	11,355.000	339,764.10	463,500.88
GREGGS ORD GBP0.02 SEDOL: B63QSB3	7,094.000	193,474.31	235,310.10
HALEON PLC ORD GBP0.01 SEDOL: BMX86B7	133,791.000	558,536.84	548,595.89
HALMA ORD GBP0.10 SEDOL: 0405207	24,124.000	564,651.92	702,404.87
INTERMED CAP GRP ORD GBP0.2625 SEDOL: BYT1DJ1	16,105.000	227,136.46	345,017.68
LONDON STOCK EXCHANGE GROUP ORD GBP0.06918604 SEDOL: B0SWJX3	10,877.000	925,968.64	1,285,932.92
RELX PLC SEDOL: B2B0DG9	17,166.000	586,184.17	680,568.11
RENTOKIL INITIAL ORD GBP0.01 SEDOL: B082RF1	118,371.000	695,980.23	665,164.40
ROTORK ORD GBP0.005 SEDOL: BVFNZH2	58,342.000	249,985.26	240,675.52

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Stock - Common			
United Kingdom - GBP			
SOFTCAT PLC ORD GBP0.0005 SEDOL: BYZDVK8	8,159.000	116,463.11	141,454.88
SPECTRIS ORD GBP0.05 SEDOL: 0330860	5,226.000	215,338.82	251,760.96
SPIRAX-SARCO ENGINEERING SEDOL: BWFGQN1	3,437.000	383,309.26	460,275.32
SSE PLC ORD GBP0.50 SEDOL: 0790873	9,917.000	208,243.18	234,639.10
WEIR GROUP ORD GBP0.125 SEDOL: 0946580	7,117.000	150,298.41	171,157.48
3I GROUP ORD GBP0.738636 SEDOL: B1YW440	27,521.000	462,392.26	849,378.17
Total United Kingdom - GBP		9,754,645.10	11,803,641.16
United States - USD			
&&& MAPLEBEAR INC LOCKUP SHS PP - TROWE PRICE ONLY CUSIP: TC4RY80L0	1,751.000	84,175.88	41,095.97
&&&MAGIC LEAP INC CLASS A COM STK TROWE PRICE ONLY CUSIP: 552994808	155.000	76,059.00	744.00
#REORG/DISH ECHOSTAR MERGER ECHOSTAR 0002038474 01-02-2024 CUSIP: 25470M109	32,000.000	1,426,744.17	184,640.00
ACCENTURE PLC SEDOL: B4BNMY3	2,063.000	585,434.59	723,927.33
ADOBE INC COM SEDOL: 2008154	1,836.000	986,950.72	1,095,357.60
ADR GSK PLC CUSIP: 37733W204	71,100.000	2,645,629.88	2,634,966.00
ADVANCED MICRO DEVICES INC COM SEDOL: 2007849	6,081.000	549,740.73	896,400.21
ALNYLAM PHARMACEUTICALS INC COM CUSIP: 02043Q107	3,100.000	207,897.12	593,371.00
ALPHABET INC CAP STK USD0.001 CL C SEDOL: BYY88Y7	35,497.000	2,068,851.09	5,002,592.21
ALPHABET INC CAPITAL STOCK USD0.001 CL A SEDOL: BYVY8G0	55,316.000	4,985,881.76	7,727,092.04
AMAZON COM INC COM SEDOL: 2000019	64,246.000	6,905,292.35	9,761,537.24

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Corporate Stock - Common			
United States - USD			
AMPHENOL CORP NEW CL A SEDOL: 2145084	90.000	6,559.87	8,921.70
APPLE INC COM STK SEDOL: 2046251	47,240.000	5,201,103.57	9,095,117.20
ATLASSIAN CORP CL A SEDOL: BQ1PC76	2,704.000	623,733.08	643,173.44
AURORA INNOVATION INC CL A COM SEDOL: BMF0P92	35,789.000	101,838.41	156,397.93
AVANTOR INC COM SEDOL: BJLT387	74,917.000	1,605,863.04	1,710,355.11
BAKER HUGHES CO CUSIP: 05722G100	44,300.000	1,291,373.85	1,514,174.00
BANK NEW YORK MELLON CORP COM STK CUSIP: 064058100	52,800.000	2,343,043.78	2,748,240.00
BANK OF AMERICA CORP CUSIP: 060505104	66,000.000	1,821,883.01	2,222,220.00
BAXTER INTL INC COM CUSIP: 071813109	19,900.000	739,637.41	769,334.00
BIOMARIN PHARMACEUTICAL INC COM ISIN CH0008107010 CUSIP: 09061G101	12,600.000	981,229.03	1,214,892.00
BOOKING HLDGS INC COM SEDOL: BDRXDB4	682.000	1,340,278.46	2,419,204.04
BRIGHTHOUSE FINL INC COM CUSIP: 10922N103	9,000.000	452,482.53	476,280.00
BRISTOL MYERS SQUIBB CO COM CUSIP: 110122108	16,100.000	899,443.41	826,091.00
CAPITAL ONE FINL CORP COM CUSIP: 14040H105	24,000.000	1,973,736.46	3,146,880.00
CARRIER GLOBAL CORPORATION COM USD0.01 WI CUSIP: 14448C104	15,100.000	304,958.51	867,495.00
CELANESE CORP DEL COM STK CUSIP: 150870103	6,300.000	593,296.47	978,831.00
CHARTER COMMUNICATIONS INC NEW CL A CL A CUSIP: 16119P108	7,600.000	3,026,410.90	2,953,968.00
CHIPOTLE MEXICAN GRILL INC COM STK SEDOL: B0X7DZ3	290.000	344,821.46	663,218.40

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<i>Corporate Stock - Common</i>			
United States - USD			
CHUBB LTD ORD CHF24.15 SEDOL: B3BQMF6	4,021.000	852,894.14	908,746.00
CINTAS CORP COM SEDOL: 2197137	463.000	118,249.46	279,031.58
CISCO SYSTEMS INC CUSIP: 17275R102	25,600.000	1,021,589.16	1,293,312.00
COGNIZANT TECH SOLUTIONS CORP CL A CUSIP: 192446102	20,400.000	1,284,879.50	1,540,812.00
COHERENT CORP COM CUSIP: 19247G107	16,500.000	913,933.75	718,245.00
COMCAST CORP NEW-CL A CUSIP: 20030N101	67,000.000	2,626,341.37	2,937,950.00
CONOCOPHILLIPS COM CUSIP: 20825C104	11,700.000	671,869.03	1,358,019.00
CRH ORD EUR 0.32 SEDOL: B01ZKD6	6,611.000	403,861.41	457,216.76
CVS HEALTH CORP COM CUSIP: 126650100	30,000.000	2,215,137.26	2,368,800.00
DANAHER CORP COM SEDOL: 2250870	2,530.000	561,560.41	585,290.20
DAYFORCE INC SEDOL: BFX1V56	3,347.000	300,191.75	224,650.64
DOLLAR GEN CORP NEW COM SEDOL: B5B1S13	6,550.000	773,431.88	890,472.50
DOMINION ENERGY INC COM STK NPV CUSIP: 25746U109	23,000.000	1,215,220.04	1,081,000.00
DYNATRACE INC COM SEDOL: BJV2RD9	10,267.000	449,374.80	561,502.23
ELANCO ANIMAL HEALTH INC COM CUSIP: 28414H103	74,000.000	1,694,344.13	1,102,600.00
ELI LILLY & CO COM SEDOL: 2516152	4,659.000	1,400,188.79	2,715,824.28
FEDEX CORP COM CUSIP: 31428X106	12,700.000	2,488,431.26	3,212,719.00
FIDELITY NATL INFORMATION SVCS INC COM STK CUSIP: 31620M106	35,000.000	2,528,194.85	2,102,450.00

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<i>Corporate Stock - Common</i>			
United States - USD			
FISERV INC COM SEDOL: 2342034	40,715.000	4,176,326.10	5,408,580.60
FLOOR & DECOR HLDGS INC CL A CL A SEDOL: BYQHP96	1,901.000	145,925.20	212,075.56
FOX CORP CL A CL A CUSIP: 35137L105	30,600.000	920,303.43	907,902.00
FOX CORP CL B CL B CUSIP: 35137L204	11,000.000	340,025.94	304,150.00
GAP INC COM CUSIP: 364760108	32,500.000	641,576.47	679,575.00
GE HEALTHCARE TECHNOLOGIES INC COM CUSIP: 36266G107	16,100.000	981,055.05	1,244,852.00
GENERAL ELEC CO COM NEW CUSIP: 369604301	17,200.000	1,085,944.34	2,195,236.00
GILEAD SCIENCES INC CUSIP: 375558103	34,000.000	2,349,901.62	2,754,340.00
GOLDMAN SACHS GROUP INC COM CUSIP: 38141G104	5,600.000	1,329,564.09	2,160,312.00
HALEON PLC ADR CUSIP: 405552100	114,800.000	782,238.14	944,804.00
HEWLETT PACKARD ENTERPRISE CO COM CUSIP: 42824C109	61,600.000	842,656.66	1,045,968.00
HP INC COM CUSIP: 40434L105	37,700.000	751,163.59	1,134,393.00
INCYTE CORP COM CUSIP: 45337C102	14,500.000	1,098,850.07	910,455.00
INTEL CORP COM SEDOL: 2463247	7,988.000	344,406.04	401,397.00
INTL FLAVORS & FRAGRANCES INC COM CUSIP: 459506101	10,000.000	709,885.92	809,700.00
INTUIT COM SEDOL: 2459020	2,370.000	710,678.19	1,481,321.10
INTUITIVE SURGICAL INC COM NEW STK SEDOL: 2871301	4,226.000	813,146.98	1,425,683.36
JOHNSON CTLS INTL PLC COM USD0.01 CUSIP: G51502105	44,700.000	1,811,336.35	2,576,508.00

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Corporate Stock - Common			
United States - USD			
JUNIPER NETWORKS INC COM CUSIP: 48203R104	37,800.000	1,084,283.25	1,114,344.00
LAM RESH CORP COM SEDOL: 2502247	784.000	347,672.42	614,075.84
LAS VEGAS SANDS CORP COM STK SEDOL: B02T2J7	10,389.000	488,421.95	511,242.69
LINDE PLC SEDOL: BNZHB81	4,411.000	1,477,408.69	1,811,641.81
LULULEMON ATHLETICA INC COM SEDOL: B23FN39	1,344.000	370,382.35	687,173.76
LYONDELLBASELL IND N V COM USD0.01 CL 'A' CUSIP: N53745100	14,800.000	1,143,914.06	1,407,184.00
MAPLEBEAR INC COM SEDOL: BN4L6W3	1,102.000	33,060.00	25,863.94
MASTERCARD INC CL A SEDOL: B121557	5,210.000	1,404,029.53	2,222,117.10
MCKESSON CORP SEDOL: 2378534	0.000	0.00	0.00
MEDTRONIC PLC COMMON STOCK STOCK CUSIP: G5960L103	7,000.000	614,895.87	576,660.00
META PLATFORMS INC COM USD0.000006 CL 'A' SEDOL: B7TL820	13,788.000	2,917,725.47	4,880,400.48
METLIFE INC COM STK USD0.01 CUSIP: 59156R108	54,300.000	2,438,572.00	3,590,859.00
MICROCHIP TECHNOLOGY INC COM CUSIP: 595017104	16,500.000	741,408.83	1,487,970.00
MICROSOFT CORP COM SEDOL: 2588173	43,173.000	7,166,830.62	16,234,774.92
MOLSON COORS BEVERAGE COMPANY COM USD0.01 CLASS B CUSIP: 60871R209	15,000.000	800,333.53	918,150.00
MONGODB INC CL A CL A SEDOL: BF2FJ99	464.000	162,555.00	189,706.40
NETFLIX INC COM STK SEDOL: 2857817	2,454.000	805,653.04	1,194,803.52
NEUROCRINE BIOSCIENCES INC COM CUSIP: 64125C109	1,100.000	123,835.09	144,936.00

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<i>Corporate Stock - Common</i>			
United States - USD			
NEWS CORP COM CL A CUSIP: 65249B109	8,000.000	104,247.18	196,400.00
NIKE INC CL B SEDOL: 2640147	5,217.000	559,883.42	566,409.69
NORFOLK SOUTHN CORP COM CUSIP: 655844108	8,500.000	1,788,970.72	2,009,230.00
NVIDIA CORP COM SEDOL: 2379504	11,317.000	2,460,861.31	5,604,404.74
OCCIDENTAL PETE CORP WT EXP CUSIP: 674599162	12,000.000	0.00	467,160.00
OCCIDENTAL PETROLEUM CORP CUSIP: 674599105	78,000.000	3,677,930.77	4,657,380.00
OLD DOMINION FREIGHT LINE INC COM SEDOL: 2656423	987.000	277,851.87	400,060.71
OTIS WORLDWIDE CORP COM USD0.01 WI CUSIP: 68902V107	5,800.000	444,801.86	518,926.00
PINTEREST INC CL A CL A SEDOL: BJ2Z0H2	16,590.000	425,476.15	614,493.60
PVTPL ANT GROUP BALANCE OWED OWED 2023 BUYBACK PP CUSIP: 7J8999H74	96,388.370	96,388.37	96,388.37
PVTPL &&& TROWE ACCT ONLY STRIPE INC CLASS B CUSIP: 852992577	2,098.000	32,917.62	84,182.25
PVTPL EPIC GAMES INC PP COM CUSIP: 123999RF3	224.000	128,800.00	128,800.00
REGENERON PHARMACEUTICALS INC COM CUSIP: 75886F107	2,200.000	1,389,610.18	1,932,238.00
RIVIAN AUTOMOTIVE INC SEDOL: BL98841	54,916.000	1,190,984.39	1,288,329.36
ROPER TECHNOLOGIES INC SEDOL: 2749602	1,493.000	544,868.51	813,938.81
ROSS STORES INC COM SEDOL: 2746711	2,866.000	273,580.05	396,625.74
RTX CORPORATION COMSTK CUSIP: 75513E101	41,000.000	2,911,077.32	3,449,740.00
SALESFORCE INC COM USD0.001 SEDOL: 2310525	4,058.000	803,080.47	1,067,822.12

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Stock - Common</i>			
United States - USD			
SCHLUMBERGER LTD COM COM SEDOL: 2779201	13,674.000	795,398.22	711,594.96
SCHWAB CHARLES CORP COM NEW SEDOL: 2779397	92,220.000	4,227,122.70	6,344,736.00
SERVICENOW INC COM USD0.001 SEDOL: B80NXX8	2,191.000	769,955.62	1,547,919.59
SNOWFLAKE INC CL A CL A SEDOL: BN134B7	1,330.000	214,722.88	264,670.00
STATE STR CORP COM CUSIP: 857477103	22,200.000	1,553,387.75	1,719,612.00
STRYKER CORP SEDOL: 2853688	1,354.000	283,285.67	405,468.84
T-MOBILE US INC COM SEDOL: B94Q9V0	16,291.000	2,094,243.26	2,611,936.03
TE CONNECTIVITY LTD CUSIP: H84989104	11,600.000	973,781.28	1,629,800.00
TELEDYNE TECHNOLOGIES INC COM SEDOL: 2503477	2,226.000	815,362.08	993,441.54
TESLA INC COM USD0.001 SEDOL: B616C79	5,195.000	1,176,295.04	1,290,853.60
THE CIGNA GROUP SEDOL: BHJ0775	16,340.000	3,267,908.79	4,893,013.00
THE TRADE DESK INC COM CL A COM CL A SEDOL: BD8FDD1	3,228.000	235,040.18	232,286.88
THERMO FISHER SCIENTIFIC INC COM USD1 SEDOL: 2886907	1,016.000	548,840.41	539,282.64
TRANSUNION COM SEDOL: BYMWL86	4,129.000	292,655.37	283,703.59
TRUIST FINL CORP COM CUSIP: 89832Q109	49,000.000	1,756,511.82	1,809,080.00
UBER TECHNOLOGIES INC COM USD0.00001 SEDOL: BK6N347	6,760.000	421,057.67	416,213.20
UNITEDHEALTH GROUP INC COM SEDOL: 2917766	7,876.000	2,783,707.78	4,146,477.72
V F CORP COM CUSIP: 918204108	29,500.000	536,678.04	554,600.00

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<i>Corporate Stock - Common</i>			
United States - USD			
VERTEX PHARMACEUTICALS INC COM SEDOL: 2931034	1,685.000	545,321.31	685,609.65
VISA INC COM CL A STK SEDOL: B2PZN04	11,047.000	1,942,556.15	2,876,086.45
WELLS FARGO & CO NEW COM STK CUSIP: 949746101	116,500.000	4,899,647.96	5,734,130.00
WILLIAMS CO INC COM CUSIP: 969457100	37,900.000	789,718.10	1,320,057.00
ZIMMER BIOMET HLDGS INC COM CUSIP: 98956P102	13,000.000	1,532,408.25	1,582,100.00
ZOETIS INC COM USD0.01 CL 'A' SEDOL: B95WG16	2,451.000	401,004.42	483,753.87
Total United States - USD		157,617,950.35	216,993,269.64
Total Corporate Stock - Common		224,585,617.13	299,104,888.53

Value of Interest in Common/Collective Trusts

United States - USD			
MFO BLACKROCK EXTD EQTY MKT FD F CUSIP: 06739Q461	2,093,152.191	161,947,930.07	218,100,597.47
MFO BLACKROCK MSCI ACWI EX US INDEX SUPERFUND F CUSIP: 06739T788	8,846,888.840	245,553,438.26	294,402,343.37
MFO BLACKROCK MSCI ACWI IMI INDEX FUND F CUSIP: 09259D738	1,527,963.200	19,753,217.79	23,641,105.02
MFO GSAM EMD 50/25/25 STRATEGY FUND 2414 CUSIP: 381429307	1,034,022.310	14,261,280.95	15,045,024.61
MFO HEWITT SAVINGS ROLL SELECT COMMODITYU/A CUSIP: 09259A460	435,313.350	4,629,793.74	5,767,299.85
MFO JPMCB CORE DIVERSIFIED COMMERCIAL PROPERTY FUND CF-A CUSIP: 20261T504	4,037,347.350	102,959,545.40	87,125,955.81
MFO JPMORGAN HIGH YIELD BROAD(COLUMBUS) STRATEGY CUSIP: 551998933	1,520,283.990	35,065,401.42	41,655,781.33

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Value of Interest in Common/Collective Trusts</i>			
United States - USD			
MFO WESTFIELD SMALL/MID CAP GROWTH EQUITY CIT CUSIP: 74048G434	4,520,952.535	44,898,189.17	45,480,782.50
Total United States - USD		629,068,796.80	731,218,889.96
Total Value of Interest in Common/Collective Trusts		629,068,796.80	731,218,889.96
<i>Value of Interest in Registered Investment Companies</i>			
International Region - USD			
MFO BLAIR WILLIAM FDS EMERGING MKTS GROWTH FD CL R6 SEDOL: B0N0G19	1,373,704.740	18,429,176.65	16,127,293.65
Total International Region - USD		18,429,176.65	16,127,293.65
United States - USD			
* MFB NORTHERN INSTL FDS TREAS PORTFOLIO PREMIER CL SEDOL: BYZBLN5	10,241,673.650	10,241,673.65	10,241,673.65
MFO FTSE EPRA NAREIT US REAL ESTATE SECS INDEX FD F CUSIP: 09259D134	1,047,818.390	10,610,448.15	11,604,274.32
MFO ARROWSTREET COLLECTIVE INVT TR INTL EQUITY ACWI EX US CIT CL B CUSIP: 04281W853	494,325.170	68,919,850.92	81,816,994.70
MFO BLACKROCK INSTL TR CO N A INVT FDS FOR E BLACKROCK TOTAL RETURN BD FD L CUSIP: 09261F341	11,505,260.750	118,720,537.59	119,012,718.25
MFO BLACKROCK INSTL TR CO N A INVT FDS FOR E U S TREAS INFLATION PROTECTED SECS CUSIP: 09257F552	2,426,696.960	28,727,204.57	28,637,860.94
MFO BLACKROCK INSTL TR CO N A INVT FDS FOR E US DEBT INDEX FD M CUSIP: 09257F750	9,854,924.640	114,217,217.62	116,749,321.23
MFO CARDINAL CAP MASTER COLLECTIVE TR SMID CAP CIT FOUNDERS 14148R10-2995 CUSIP: 14148R104	4,479,725.697	56,409,968.77	49,142,590.90
MFO EQUITY INDEX FUND F CUSIP: 06739T663	6,907,165.430	472,974,915.79	685,141,458.96
MFO RESERVE INVT FDS INC T ROWE PRICE GOV'T RESERVE FD CUSIP: 76105Y109	3,957.980	3,957.98	3,957.98
Total United States - USD		880,825,775.04	1,102,350,850.93
Total Value of Interest in Registered Investment Com		899,254,951.69	1,118,478,144.58

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Other</i>			
United Kingdom - GBP			
BIG YELLOW GROUP (PLACING) ORD GBP0.10 SEDOL: 0286941	11,204.000	158,235.03	174,536.56
Total United Kingdom - GBP		158,235.03	174,536.56
United States - USD			
* &&&HEWITT PARTICIPANT LOAN ASSET CUSIP: 000887851	24,773,833.240	24,773,833.24	24,773,833.24
* &&&HEWITT SDA ASSET CUSIP: 000887836	1.000	0.00	37,081,444.13
GAMING & LEISURE PPTYS INC COM CUSIP: 36467J108	6,000.000	271,869.29	296,100.00
GIC METROPOLITAN TOWER LIFE INSURANCE COMPANY CONTRACT #38137 RATE 2.98% **INC CUSIP: 999502LP0	46,926,431.100	46,926,431.10	46,926,431.10
GIC PRUDENTIAL CONTRACT #GA-64002 RATE 2.55% MATURITY DATE 12/31/2064**INC CUSIP: 999502CI6	49,171,650.570	49,171,650.57	49,171,650.57
GIC VOYA CONTRACT #MCA-60478 RATE 2.46% MATURITY DATE 12/31/2064 (SYNTHETIC) CUSIP: 999502CH8	46,538,696.260	46,538,696.26	46,538,696.26
Total United States - USD		167,682,480.46	204,788,155.30
CAD - Canadian dollar	0.000	0.00	0.00
CHF - Swiss franc	0.000	0.00	0.00
DKK - Danish krone	0.000	0.00	0.00
EUR - Euro	0.000	0.00	0.00
GBP - British pound sterling	0.000	0.00	0.00
JPY - Japanese yen	0.000	0.00	0.00
SEK - Swedish krona	0.000	0.00	0.00
USD - United States dollar	0.000	0.00	0.00
Total - all currencies		0.00	0.00
Total Other		167,840,715.49	204,962,691.86

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Other Liabilities</i>			
Pending foreign exchange sales: United States dollar	0.000	-232,229.24	-232,229.24
Pending trade purchases: Canadian dollar	0.000	-26,513.32	-26,554.54
Pending trade purchases: Euro	0.000	-104,393.50	-103,842.34
Pending trade purchases: Japanese yen	0.000	-125,037.23	-125,544.57
Pending trade purchases: United States dollar	0.000	-306,092.57	-306,092.57
Total - all currencies		-794,265.86	-794,263.26
Total Other Liabilities		-794,265.86	-794,263.26
<i>Payable Other</i>			
United States - USD			
INVESTMENT MANAGEMENT EXPENSE ACCRUAL CUSIP: 999899537	0.000	0.00	0.00
INVESTMENT MANAGEMENT EXPENSE ACCRUAL SEDOL: 3879785	0.000	0.00	0.00
Total United States - USD		0.00	0.00
Total Payable Other		0.00	0.00
Total		1,921,652,810.19	2,354,694,074.13

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