

Limited Assurance for 2024 GHG Metrics For Slalom

October 1, 2025

KERAMIDA Inc. (KERAMIDA) was engaged by Slalom Consulting, LLC (Slalom) to provide limited assurance greenhouse gas (GHG) verification of their 2024 Scope 1, 2 and 3 Category 1, 2, 3, 4, 5, 6, 7, 8, and 13 GHG emissions inventory. The data and calculations being verified cover the period of January 1, 2024, to December 31, 2024. KERAMIDA is an accredited solution provider to CDP and this Project was managed by a Lead GHG Verifier (license H-24-208).

Statement of Independence

KERAMIDA affirms our independence from Slalom and is free from bias and conflicts of interest related to the assurance of the environmental data.

Verification Assurance Opinion

Based on the process and procedures conducted, there is no evidence that the verified GHG emissions calculations and summaries are not a fair representation of the actual GHG emissions data and information.

Slalom has established an appropriate system for collecting, calculating, and analyzing quantitative data and information for the GHG emissions for the stated time period, scope and level of assurance. An opinion of limited assurance was concluded based off KERAMIDA's verification.

KERAMIDA's Approach

Verification was conducted in accordance with ISO 14064-3: 2019 *Specification with guidance for the validation and verification of greenhouse gas assertion*, which is an approved verification standard accepted by the Carbon Disclosure Project (CDP). The scope of work was to provide limited assurance for the verification of their GHG emissions inventory and energy use data, and verification was led by an accredited California Lead GHG Verifier.

Validation scope of the reporting company GHG emissions

- Organizational boundaries: Operational Control Approach for Slalom

Time Period

- January 1, 2024, to December 31, 2024

Level of Assurance

- Limited
- Materiality Threshold: 5% as suggested by ISO 14064-3 (2019).

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Criteria

- Measured against GHG Protocol and EPA Guidance

KERAMIDA's Methodology and Procedure

Procedure performed during the verification

- Interviews with key personnel involved in the process of data collection, compiling, calculating, and preparing the emissions data report. All meetings were conducted virtually;
- Assessed the data management systems and protocols by:
 - Understanding the selection process for data to be used and reported;
 - Conducting assurance procedures to assess the accuracy of data collected and reported; and
 - Understanding the calculation approach and methods.
- Review of a variety of data analytics to check the reasonableness of the data and calculations;
- A variety of re-calculation procedures to confirm stated quantities;
- Evaluated the reasonableness of any assumptions used in support of disclosures;
- Reviewed how disclosures were presented and determine if they were representative of data and operations.

Data Verified by KERAMIDA

Data values verified by KERAMIDA are shown in Table 1 below. Additional verified values, including service-level accounting (SLA) emissions broken out by service provided and total reference unit volume for each service, are included in Appendices A and B.

This verification statement, including the opinion expressed herein, is provided to Slalom and is solely for the benefit of Slalom in accordance with the terms of our agreement. We consent to the release of this statement by you for sustainability reporting disclosures, including to CDP in order to satisfy the terms of CDP disclosure requirements, but without accepting or assuming any responsibility or liability on our part to CDP or to any other party who may have access to this statement.

KERAMIDA, Inc,



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Accredited Lead GHG Verifier
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Table 1. Data Verified by KERAMIDA

Scope	CO ₂ e (MT)
Total Scope 1, 2, and 3 Emissions (All Categories) (Location-Based)	54,023
Total Scope 1, 2, and 3 Emissions (All Categories) (Market-Based)	53,832
Total Scope 1, 2, and 3 Emissions (Excluding Hotels and Homeworking) (Location-Based)	48,362
Total Scope 1, 2, and 3 Emissions (Excluding Hotel and Homeworking) (Market-Based)	48,173
Scope 1 Total	0.0002
Refrigerant	0.0002
Scope 2 (Location-Based)	3,246
Scope 2 (Market-Based)	3,055
Electricity (Location-Based)	2,048
Electricity (Market-Based)	1,857
Refrigerant	335
Chilled Water	242
Steam	224
Natural Gas	353
Diesel	0.2
Fuel Oil	44
Scope 3 Total (All Categories)	50,776
Scope 3 Total (Excluding Hotels and Homeworking)	45,117
Category 1: Purchased Goods and Services	20,954
Category 2: Capital Goods	631
Category 3: Fuel- and Energy- Related Activities (Location-Based)	825
Category 4: Upstream Transportation and Distribution	63
Category 5: Waste Generated in Operations	244
Category 6: Business Travel	13,919
Business Travel: Hotel Stays	469
Business Travel: Air (WTW)	12,339
Business Travel: Rental Cars (WTW)	408
Business Travel: Rail (WTW)	77
Business Travel: Public Transit (WTW)	141
Business Travel: Taxi Rideshare (WTW)	58
Business Travel: Mileage (WTW)	427
Category 7: Employee Commuting (WTW)	14,029
Employee Commuting: Ground Travel (WTW)	8,839
Employee Commuting: Homeworking	5,190

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Table 1 continued

Scope	CO₂e (MT)
Category 8: Upstream Leased Assets	110
Category 13: Downstream Leased Assets (<i>Market-Based</i>)	2
Resource Specific Verified Values (Scope 2)	Units
Electricity	6,719,898 kWh
Renewable Fuel Consumption	736,848 kWh
Refrigerant	217 kg
Chilled Water	1,343,241 kWh
Steam	988,749 kWh
Natural Gas	1,945,259 kWh
Diesel	965 kWh
Fuel Oil	173,344 kWh