

Limited Assurance for 2025 GHG Metrics For Slalom

April 22, 2026

KERAMIDA Inc. (KERAMIDA) was engaged by Slalom Consulting, LLC (Slalom) to provide limited assurance greenhouse gas (GHG) verification of their 2025 Scope 1, 2 and 3 Category 1, 2, 3, 4, 5, 6, 7, 8, and 13 GHG emissions inventory. KERAMIDA verified the company total emissions, as well as general and Microsoft service-level emissions. The data and calculations being verified cover the period of January 1, 2025, to December 31, 2025. 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. The limited assurance conclusion applies to the SLA emissions presented in Appendix A, including Scope 1, 2, and 3 Categories 1–8 by service.

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, 2025, to December 31, 2025

Level of Assurance

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

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

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- 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 Tables 1-5 below.

Table 1. Scope 1, 2, 3 Data Verified by KERAMIDA

Total Company Emissions Scope 1, 2, 3 (Upstream + Downstream)	
Scope 1 total (mtCO ₂ e)	0.00025
Scope 2 (LBM) (mtCO ₂ e)	3,610.86
Scope 2 (MBM) (mtCO ₂ e)	1,247.00
Scope 3 Category 1 (mtCO ₂ e)	19,912.81
Scope 3 Category 2 (mtCO ₂ e)	1,441.89
Scope 3 Category 3 (mtCO ₂ e)	941.12
Scope 3 Category 4 (mtCO ₂ e)	33.08
Scope 3 Category 5 (mtCO ₂ e)	83.46
Scope 3 Category 6 (mtCO ₂ e) ¹	6,258.15
Scope 3 Category 7 (mtCO ₂ e) ²	3,860.56
Scope 3 Category 8 (mtCO ₂ e) ³	45.95
Scope 3 Category 13 (mtCO ₂ e) ³	15.41
Scope 1 & 2 (MBM) (mtCO₂e)	1,247.00
Scope 3 (Upstream) (mtCO₂e)	32,577.01
Scope 3 (Downstream) (mtCO₂e)	15.41
Total emissions (mtCO₂e)	33,839.41

¹ Excludes emissions from hotel stays/lodging

² Excludes emissions from homeworking

³ Scope 3 Categories 8 and 13 utilized a market-based approach

Table 2. Resource-Specific Verified Values (Scope 2)

Energy Usage and Emissions				
	Usage	Units	mtCO ₂ e (LBM)	mtCO ₂ e (MBM)
Electricity	8,026.74	MWh	2,363.85	0.00
Chilled Water	1,066.44	MWh	145.58	145.58
Steam	1,065.94	MWh	241.49	241.49
Natural Gas	2,540.59	MWh	460.43	460.43
Diesel	3.90	MWh	0.99	0.99
Fuel Oil	173.34	MWh	43.47	43.47
Refrigerant	213.54	kgs	355.03	355.03
Total	Total MWh:	12,876.95		
	Total kgs:	0.01		
	Total mtCO₂e:		3,610.86	1,247.00

Table 3. Renewable Energy Verified Values (Scope 2)

Energy Usage	
Renewable electricity (MWh)	8,026.74
Non-renewable electricity (MWh)	0.00
Total electricity (MWh)	8,026.74

Table 4. Business Travel Emissions (Scope 3 Category 6)

Business Travel Emissions	
Hotel Stays (mtCO2e)	530.42
Air (WTW) (mtCO2e)	5,242.72
Rental Cars (WTW) (mtCO2e)	202.79
Rail (WTW) (mtCO2e)	134.63
Public Transit (WTW) (mtCO2e)	121.18
Taxi Rideshare (WTW) (mtCO2e)	78.51
Mileage (WTW) (mtCO2e)	478.31
Total emissions (mtCO2e)	6,788.56

Table 5. Employee Commuting Emissions (Scope 3 Category 7)

Employee Commuting Emissions	
Ground Travel (WTW) (mtCO2e)	3,860.56
Homeworking (mtCO2e)	3,864.00
Total emissions (mtCO2e)	7,724.56

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 Appendix A.

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.

Signed by KERAMIDA, Inc on April 21, 2026:



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