

2024

Task Force on Climate-related Financial Disclosures (TCFD) Report

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slalom

2024

TCFD Report

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Introduction

Slalom is a fiercely human business and technology consulting company with teams in 52 offices across 12 countries. Every day we collaborate with our customers to bring new ways of working and new ideas to life, helping them tackle complex challenges, improve operations, and build sustainable growth for the future.

As a company deeply rooted in technology and data, we understand that climate change is not only an environmental challenge but also a business, financial, and community issue. Its impacts are far-reaching, from the resilience of our economies and communities to the security and well-being of our people.

At Slalom, we believe our role is twofold: to reduce our own environmental footprint and to help our customers and partners reduce theirs. That's why we've committed to bold 2030 targets, validated by the Science Based Targets initiative (SBTi), including achieving carbon neutrality and sourcing 100% renewable energy by 2030.¹ We are also signatories of the Climate Pledge, aligning our work with globally recognized frameworks for sustainable progress.

This report, our first TCFD disclosure, builds on Slalom's broader climate commitments and global leadership in sustainability. It outlines how we govern climate-related risks and opportunities, the strategies we are pursuing, the risks we face across different time horizons, and the metrics and targets we are using to hold ourselves accountable. By sharing this information transparently, we seek to build trust with our clients, people, and communities and to demonstrate how Slalom is moving faster toward a resilient, sustainable future.

¹ Full list of goals and targets are provided in the [Targets and metrics](#) section.



Basking in the bright powder during a Holi celebration in Miami, Slalom team member Divya Venkatachari enjoys color and culture.

About this report

This report has been prepared in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD, 2017) and the 2021 Annex guidance to satisfy the requirements of California Senate Bill 261 (Climate-related Financial Risk, 2023, codified in Health & Safety Code §38533). SB 261 was signed into law on October 7, 2023, and will go into effect on January 1, 2026.

Slalom has included the TCFD-recommended disclosures across governance, risk management, strategy, and metrics and targets. As part of this disclosure, Slalom has not provided the quantitative figures for risks as opportunities related to different financial scenarios, as Slalom views that information as business sensitive.²

This report is structured around the four core elements of the TCFD framework: governance, risk management, strategy, and metrics and targets. Each section describes our approach and progress, underscoring our commitment to mitigating risks and capturing opportunities that arise from the transition to a low-carbon economy.

SCOPE

This report applies to all of us at Slalom. When we say “we,” “our,” or “us,” we are referring to all of us at Slalom, including team members, executives, and board members. This report covers all of Slalom’s brands and locations globally, including our global technology delivery centers in Mexico and Colombia.³ Slalom, Inc. is a Delaware corporation and is the ultimate parent company to its foreign subsidiaries. We apply a consolidated approach to our TCFD report, including all global operations and legal entities. Where appropriate, we will also encourage our suppliers, vendors, alliance partners, clients, and community stakeholders to respect our work and align to our goals.

² See [Appendix A](#) for a full mapping of TCFD-recommended disclosures, indicating which have been addressed in this report.

³ Our Colombia office opened in 2025 and is therefore not included in our physical risk assessment. It will be included in future iterations.



Governance

Slalom is a privately held company with its global headquarters located in Seattle, Washington, USA. Slalom is governed by a board of directors (BOD) with seven seats. The BOD is responsible for strategic oversight and governance, drawing on diverse experiences to steer Slalom toward its mission of helping people and organizations dream bigger, move faster, and build better tomorrows for all. This oversight and governance include Slalom’s environmental program. On a regular basis, the board-level committee meets with management to discuss progress and provide direction. The BOD also makes financial decisions on major capital expenditures.

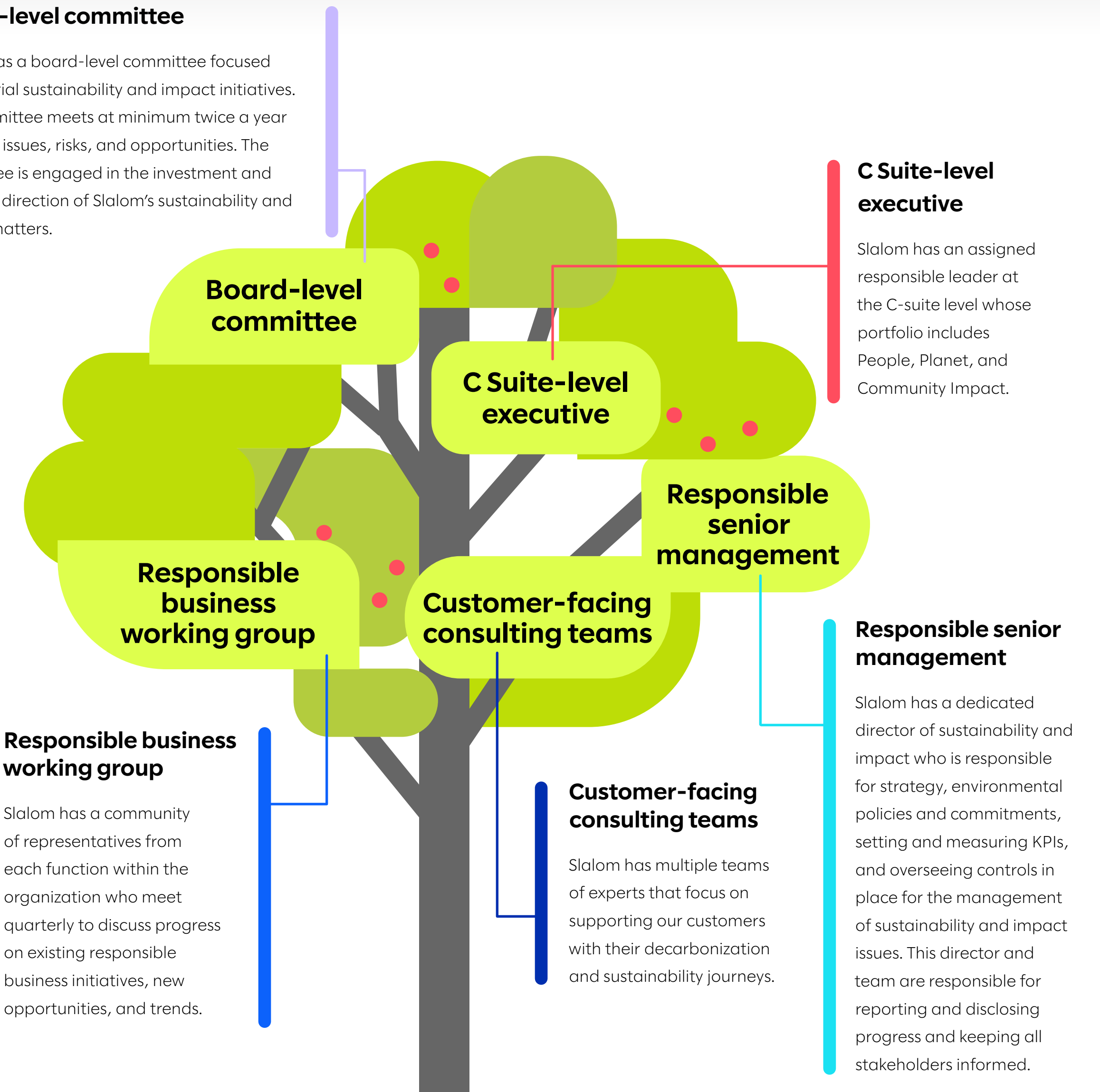
The president, who maintains a seat on the BOD, is the responsible leader for climate issues. They report to the BOD. They have final approval and say on goals and targets, as well as budget and initiatives from a management level. The chief people officer reports to the president and manages the Sustainability & Impact team. This team is led by a dedicated director who is responsible for implementing and reporting all environmental initiatives across the firm.

Slalom takes a consolidated, enterprise-wide approach to climate governance and disclosure. A dedicated cross-functional working group of senior leaders, Slalom’s Responsible Business Functional Working Group (Working Group) regularly reviews and guides our climate strategy, ensuring that emerging risks and opportunities, including those related to talent attraction and retention, are identified and addressed. Senior leaders in the group are required to agree to and sign the Working Group Charter, as well as complete regular training offered on sustainability topics at Slalom and in the world. This group meets three times a year. The Working Group exists to drive collaboration, recommendations, and standardization across Slalom functions and regions in support of our responsible business pillars: People, Planet, and Community.

This diagram outlines the hierarchy of Slalom’s sustainability and impact governance.

Board-level committee

Slalom has a board-level committee focused on material sustainability and impact initiatives. The committee meets at minimum twice a year to review issues, risks, and opportunities. The committee is engaged in the investment and strategic direction of Slalom’s sustainability and impact matters.



Slalom’s commitment to ethical governance is anchored by a leadership team that exemplifies integrity, transparency, and strategic foresight. Our BOD and executive leaders collaborate to ensure that our values-driven approach permeates every facet of our operations, guiding decisions that foster sustainable growth and positive impact. Slalom leaders are empowered to live by our values, making daily decisions that affect customers, teams, partners, and other stakeholders. Guided by a consistent global framework, they have the flexibility to adapt their approach to respect local needs and

priorities, reflecting our global firm and local soul philosophy. Some strategic and operational matters span countries, regions, markets, and global teams, with one or more leaders, or a team of leaders, holding decision-making authority and ultimate responsibility. Slalom’s governance structure ensures accountability and ethical oversight at all levels. Regular assessments of our governance practices ensure alignment with evolving standards and stakeholder expectations, reinforcing our dedication to responsible business conduct.

Slalom maintains a cross-functional team comprising experts from our tax, accounting, legal, and sustainability functions who collaboratively monitor evolving sustainability policy and regulatory developments across the markets in which we operate. This team assesses new and emerging disclosure requirements, climate-related legislation, and sustainability-reporting frameworks globally to ensure Slalom remains informed and responsive to regulatory changes. Insights from this group are shared with executive leadership and relevant business functions to inform risk assessments, compliance strategies, and long-term planning.



Risk management

TIME HORIZONS

- **Short term**—Slalom considers a short-term time horizon as zero to two years. This time horizon is aligned to the nature of Slalom’s consulting business, as well as the nature of economic and business cycles that run in 18- to 24-month increments. As a management and technology company, rapid developments and innovations significantly affect our business and client buying patterns. Slalom is subject to economic and business shocks including demand, supply, and monetary/interest rate changes. On an annual basis, Slalom plans forecasts for the financial and strategic aspects of the business against this 18- to 24-month time horizon, considering the demand, supply, and monetary shocks that are likely to occur. All of these consider our climate-related risks and goals, which is a strategic pillar at Slalom.
- **Medium term**—Slalom considers a medium-term time horizon as two to five years. This time horizon is aligned to the nature of Slalom’s consulting business and the need to look at growth and expansion opportunities across new service offerings and new locations, but also identify enduring client trends and risks, including climate-related risks that will appear in

the medium term, as opposed to the short term. Strategic and financial planning take place on this level looking at our planning operational footprint, our human resources footprint, and client solution offerings. All of these consider our climate-related risks and goals, which is a strategic pillar at Slalom.

- **Long term**—Slalom considers a long-term time horizon as 5–10 years. This time horizon is aligned to the nature of Slalom’s consulting business and the need to look at long-term forecasting and modeling where possible. This time horizon is much less certain for a consulting company, as the rapid innovation and modern business cycles change every 18–24 months and beyond. It is difficult to predict buyer patterns and needs 10 years out. Because we are a consulting company, our aim is to provide products and services desired by the market. Shocks and disruptions become less predictable in the long term given our industry. When possible, we use all the data available at our disposal to take a long-term view of our finances and strategic plan. All of these consider our climate-related risks and goals, which is a strategic pillar at Slalom.

IDENTIFICATION AND ASSESSMENT

Slalom conducts an annual climate risk assessment using internal data and external tools such as the World Bank’s ThinkHazard! and the CDP GeSI scenario analysis framework to identify and assess climate-related risks and opportunities. In 2024, we also engaged a third-party consultant to conduct a comprehensive double materiality assessment, ensuring our process captures evolving dependencies, risks, impacts, and opportunities most relevant to our business.⁴

We classify risks in line with the TCFD framework:

- **Transition risks:** policy and legal, technology, market, and reputation risks.
- **Physical risks:** acute risks (event driven such as storms or floods) and chronic risks (long-term changes such as rising sea levels or shifting climate patterns).

Similarly, climate-related opportunities are assessed across resource efficiency, energy source, products and services, markets, and resilience. Each risk or opportunity is evaluated for its potential financial impact by referencing Slalom’s historic, current, and forward-looking revenues, expenditures, assets, liabilities, and capital financing.

⁴ See [Appendix B](#) for Slalom’s 2024 double materiality assessment matrix.

MANAGEMENT OF CLIMATE-RELATED RISKS

The results of each assessment inform an annual roadmap of management actions that are integrated into Slalom’s strategic and financial planning. Our analysis shows that climate change presents risks across the short, medium, and long term:

- **Short term:** More frequent and severe extreme weather events may disrupt office operations and client projects, while evolving regulatory requirements may increase reporting demands on our teams and systems.
- **Medium term:** Limited access to green-certified or electrified office spaces in key markets could constrain growth, and non-compliant buildings may drive higher operational costs.
- **Long term:** Certain office locations may face significant physical risks such as sea level rise, flooding, or wildfires, resulting in potential relocation costs or increased insurance premiums.

At the same time, we manage opportunities by investing in renewable energy, energy-efficient office spaces, and low-carbon travel options, which can reduce costs and strengthen resilience. Slalom also continues to expand sustainability-related consulting services in response to growing client demand.

INTEGRATION INTO ORGANIZATION-WIDE RISK MANAGEMENT

Climate-related risks are not managed in isolation but are integrated into Slalom’s broader risk management processes. Assessment results are reviewed by management, with escalation to executives where needed. Risks are embedded into business continuity planning, procurement reviews, and strategic decisions, ensuring alignment with Slalom’s financial and operational priorities.

Oversight is further supported by Slalom’s Responsible Business Functional Working Group, which drives collaboration and standardization across regions in support of Slalom’s responsible business pillars: People, Planet, and Community. It plays a critical role in ensuring Slalom can meet its sustainability commitments and provides governance required for compliance with emerging reporting regulations.



Strategy

BUSINESS STRATEGY

Sustainability and impact are integral to Slalom's business strategy, embedded in how we serve clients, grow our business, and live our values. We recognize that addressing climate-related risks and opportunities is essential to long-term resilience, competitiveness, and stakeholder trust. That is why sustainability is embedded as one of Slalom's 12 strategic priorities for 2030 and one of Slalom's 12 client outcomes.

Our client outcomes define the ways we create value for our customers. These outcomes range from strategy and cloud modernization to organizational change management, as well as our sustainability outcome focused on strategy, digital transformation, and value chain decarbonization. Helping clients unlock value through these services is how we shape a sustainable future in our business strategy. In parallel, Slalom's 10 core values guide how we operate as a company. Sustainability and impact are interwoven into all 10 values, such as ***Build and shape a better future*** and ***Do what is right, always.***

SCENARIO ANALYSIS

Slalom uses the GeSI-CDP scenario analysis to assess the potential impacts of climate-related risks and opportunities on our business. Our analysis draws on the warming pathways framework derived from Representative Concentration Pathway (RCP) 1.9, 2.6, 4.5, and 8.5, combined with the Shared Socioeconomic Pathways (SSPs), to explore a range of plausible future possibilities. The outcomes of our scenario analysis inform financial planning by shaping assumptions for operating expenditures (e.g., insurance, supplier diversification), guiding lease decisions toward lower-risk and green-certified buildings, and prioritizing renewable energy procurement to strengthen long-term business resilience.

Under a low-emissions pathway (SSP1-1.9/2.6), we expect increased client demand for sustainable technology solutions and cloud transformations, creating revenue opportunities for Slalom's existing capability and market teams. Our strategy is resilient in this scenario because we have invested early

in renewable energy procurement, science-based targets, and partnerships with leading cloud providers, all of which position us to deliver sustainable services and outcomes to clients.

Under a moderate pathway (SSP2-4.5), we anticipate mixed policy adoption and uneven regional progress, which could raise operational costs (e.g., renewable energy premiums and travel restrictions) but also increase consulting demand for compliance, disclosure, and resilience planning. Our strategy is resilient here through flexible office lease agreements, sustainability clauses in procurement, and an investment in our sustainable client offerings.

In a high-emissions pathway (SSP5-8.5), we expect more severe physical climate risks to office locations, supply chains, and client operations. While this could elevate operational costs and disrupt service delivery, we have identified adaptive levers such as diversifying our supplier base, prioritizing leases with resilient infrastructure in low-risk areas, and purchasing additional insurance

to cover increases in climate-related events. Financially, we expect higher risk management expenditures, such as reporting requirements and shifting office locations.



CLIMATE-RELATED RISKS AND POTENTIAL FINANCIAL IMPACTS

Type of risk	Area	Climate-related risk	Time horizon	Potential financial impact	Business response
Transition	Legal	Increasing reporting requirements, local building sustainability mandates, and potential penalties for non-compliance.	Short to medium term	Higher operational costs; additional technology needs; increased human resources; higher rent where building upgrades are required.	Invest in sustainability reporting tools and automate processes where possible; prioritize green-certified spaces in new leases.
	Market	Growing client expectations for sustainability alignment, with risk of lost business to competitors if Slalom does not act.	Medium term	Lost revenue; brand erosion and competitive disadvantage.	Expand sustainability consulting services; embed climate expertise in client delivery; highlight climate leadership in RFP responses.
	Reputation	Failing to meet sustainability commitments, leading to reduced employee attraction and retention.	Medium term	Reduced ability to attract and retain top talent; potential brand and reputation damage.	Highlight public commitments (e.g., 2030 plastic commitment, renewable energy goals); provide transparent reporting (Impact Report, CDP, EcoVadis); maintain active employee engagement through Green Teams and Earth Month initiatives.
	Technology	Accelerating the need for low-carbon operations, including office electrification, renewable energy procurement, and supplier engagement.	Medium term	Increased up-front costs for decarbonization initiatives; potential exposure if competitors adopt solutions more quickly.	Implement a phased roadmap for decarbonization levers; engage top suppliers on emissions reduction activities.
	Market	Rising costs and volatility in fossil fuel-based electricity markets.	Long term	Higher utility costs and cost exposure for non-renewable supply.	Expand renewable energy procurement through property managers; encourage office electrification.
Physical	Acute	Increasing frequency and severity of extreme weather events, leading to office disruptions, regional power outages, and data center downtime.	Short term	Loss of productivity; delayed client projects; potential penalties and repair costs.	Maintain and enhance emergency response plans; choose buildings with climate-adapted infrastructure; offer remote work flexibility; review insurance coverage with brokers.
	Chronic	Rising sea levels, flooding, and wildfires affecting select office locations.	Long term	Increased insurance costs; relocation needs; property damage; potential loss of client revenue in high-risk markets.	Continue utilizing risk assessment tools; work with the Spaces team for long-term location planning.

CLIMATE-RELATED OPPORTUNITIES AND POTENTIAL FINANCIAL IMPACTS

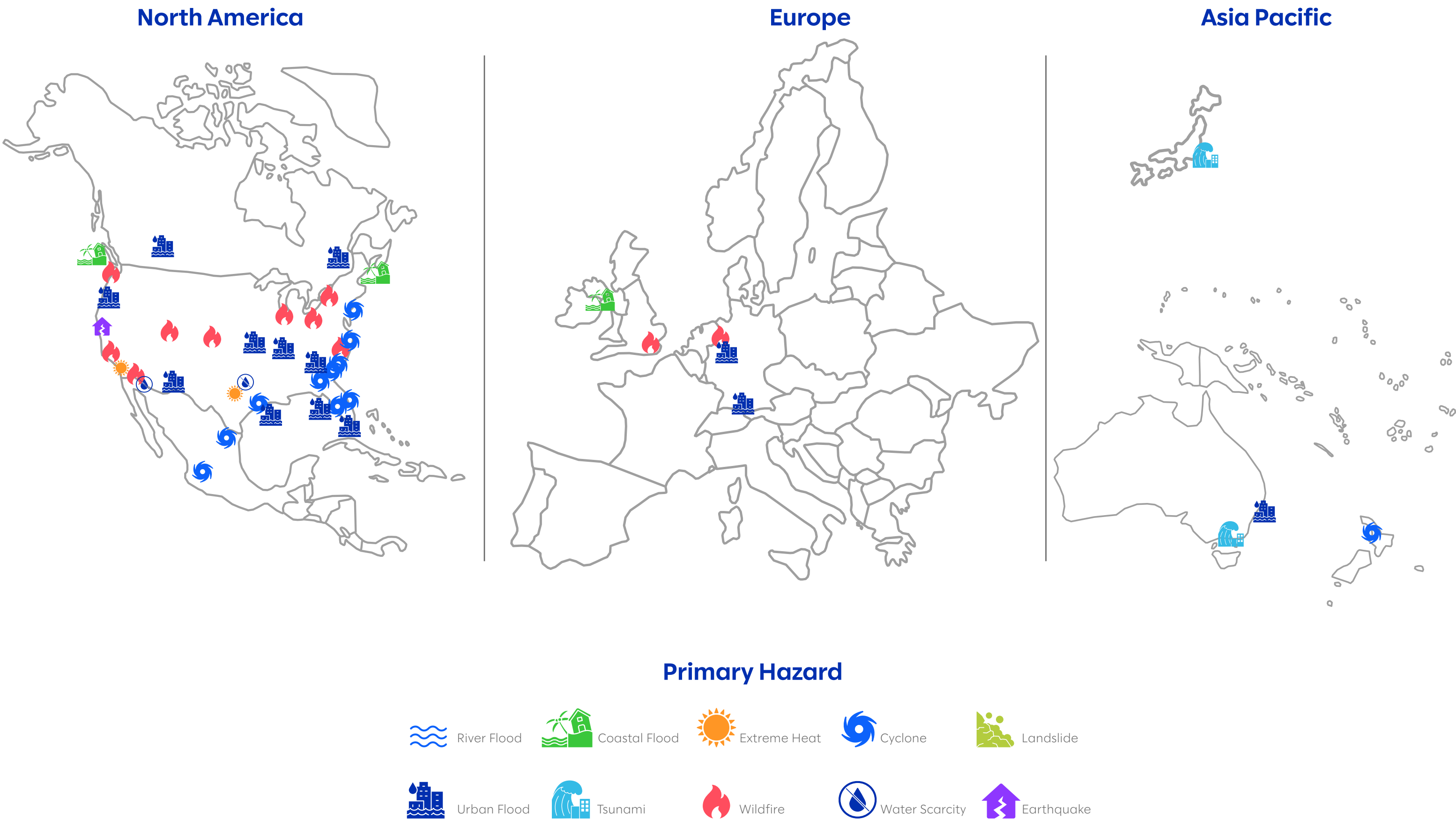
Type	Climate-related opportunity	Time horizon	Potential financial impact
Markets	Strengthening climate leadership to enhance reputation as a trusted partner and employer of choice.	Ongoing	Increased market share; talent attraction, retention, and competitive advantage.
	Investing in renewable energy, energy-efficient offices, and hybrid commuting solutions.	Short to medium	Lower utility costs; increased resilience against fossil fuel volatility; improved operating margins.
Products & services	Developing and deploying AI-driven tools to enhance sustainability data management and client advisory services.	Short term	New revenue from technology-enabled sustainability solutions; improved operational efficiency; competitive differentiation in sustainability consulting.
	Expanding sustainability-related consulting services to meet growing client expectations.	Medium term	New revenue streams from sustainability services; stronger client relationships; enhanced competitiveness in RFPs and bids.
Resilience	Diversifying geographic footprint, integrating physical risk into real estate strategy.	Long term	Reduced exposure to property damage; lower relocation and insurance costs; improved long-term business continuity.

PHYSICAL RISK ASSESSMENT

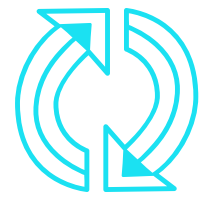
Slalom leverages the [World Bank’s ThinkHazard!](#) assessment tool to evaluate the climate risk exposure of our global office portfolio, ensuring we have a consistent, science-based view of physical hazards across all locations. ThinkHazard! uses probabilistic climate and geophysical models, drawing on datasets such as historical hazard frequency, projected climate change impacts, and exposure factors, to provide standardized risk ratings (very low to very high) for multiple hazards including flooding, extreme heat, cyclones, wildfires, and earthquakes. This framework allows us to identify which risk types are highest across all our offices. Integrating these insights into our risk analysis helps us identify how acute and chronic physical risks may affect our people, operations, and client delivery over the short, medium, and long term.

GLOBAL DISTRIBUTION OF HIGH PHYSICAL CLIMATE RISKS

This map illustrates Slalom office locations identified as having high or very high exposure to primary climate hazards, such as flooding, extreme heat, wildfire, or water scarcity.

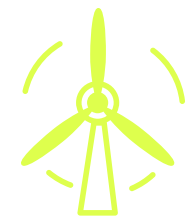


CARBON REDUCTION LEVERS



Engaging suppliers

Choosing more sustainable suppliers, products, and services, and engaging suppliers on carbon reduction strategies.



Renewable energy procurement

Shifting to 100% renewable electricity for all electricity consumed by our offices.



Traveling smarter

Traveling smarter with tools and practices aimed to decrease unnecessary business travel and promote more sustainable options.



Commuting greener

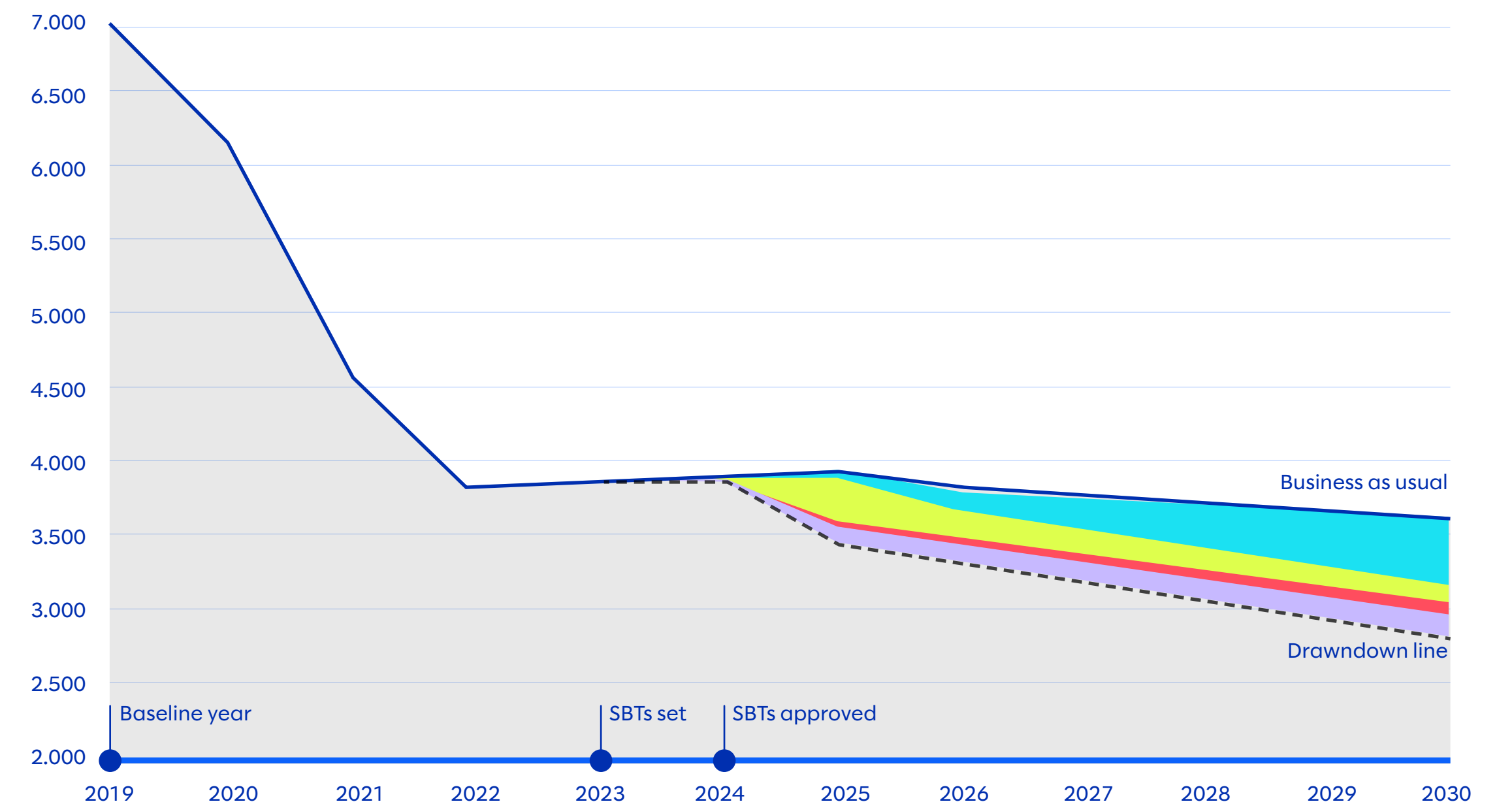
Providing incentive programs and employee initiatives that encourage greener ways of commuting.



Energy efficiency and electrification

Prioritizing energy-efficient buildings and adopting energy-saving practices throughout our operations.

2019-2030 FORECASTING EMISSIONS REDUCTION PER FTE (TCO₂E/FTE)



Note: Zoomed-in view. The y axis does not start at 0.



Slalom has developed a set of decarbonization levers designed to mitigate transition and physical risks and achieve our 2030 goals. Together, these levers represent a structured, forward-looking strategy to decarbonize our operations in alignment with our science-based targets, as well as the risks that we identify during our scenario analysis and materiality assessments. The levers are listed in order of their greatest emission reduction potential.

Engaging suppliers (Scope 3 Category 1): Engaging suppliers on sustainability practices, embedding responsible sourcing clauses in contracts, and driving transparency. This category represents the largest share of emissions, and we model our reduction scenarios based on engagement with our targeted suppliers (top 20% by spend) as well as with all suppliers.

Renewable energy procurement (Scope 2): Transitioning offices to 100% renewable electricity through RECs and supplier engagement. This is our largest single lever for reducing our scope 2 emissions, representing 99% of our total emissions reductions across all scope 1 and 2 strategies.

Traveling smarter (Scope 3 Category 6): Implementing policies that prioritize virtual collaboration, rail over air travel, and other low-carbon options, as well as pursuing sustainable aviation fuel (SAF) through partnerships with our largest airlines. Reductions in business travel emission represent over 80% of our emissions reductions needed to achieve our scope 3 science-based target.

Commuting greener (Scope 3 Category 7): Supporting hybrid work models, low-carbon commuting incentives, and leveraging remote collaboration will support reductions in our employee commuting emissions.

Energy efficiency and electrification (Scope 2 & Scope 3 upstream leased assets): Prioritizing LEED- or WELL-certified buildings, which improve heating, cooling, water, and energy efficiency. Not only will this help with achieving our science-based targets, but it also strengthens Slalom’s overall sustainability by reducing long-term operating costs and demonstrating our commitment to healthier, more resilient workplaces for our people and clients.

Offsets and removals: For residual emissions that cannot be eliminated, Slalom will explore credible offsets and removals to support carbon neutrality ambitions.



Targets and metrics

GOALS

In 2020, Slalom set a series of long-term sustainability and impact goals focused on People, Planet, and Community. These goals were developed in consultation with stakeholders across our business and with our partners and customers in mind. These goals were ratified by the board of directors and the executive team. Progress against these targets is reviewed annually and reported publicly in our *Impact Report*, CDP, and other disclosures to ensure accountability and transparency.

Slalom 2030 Goals

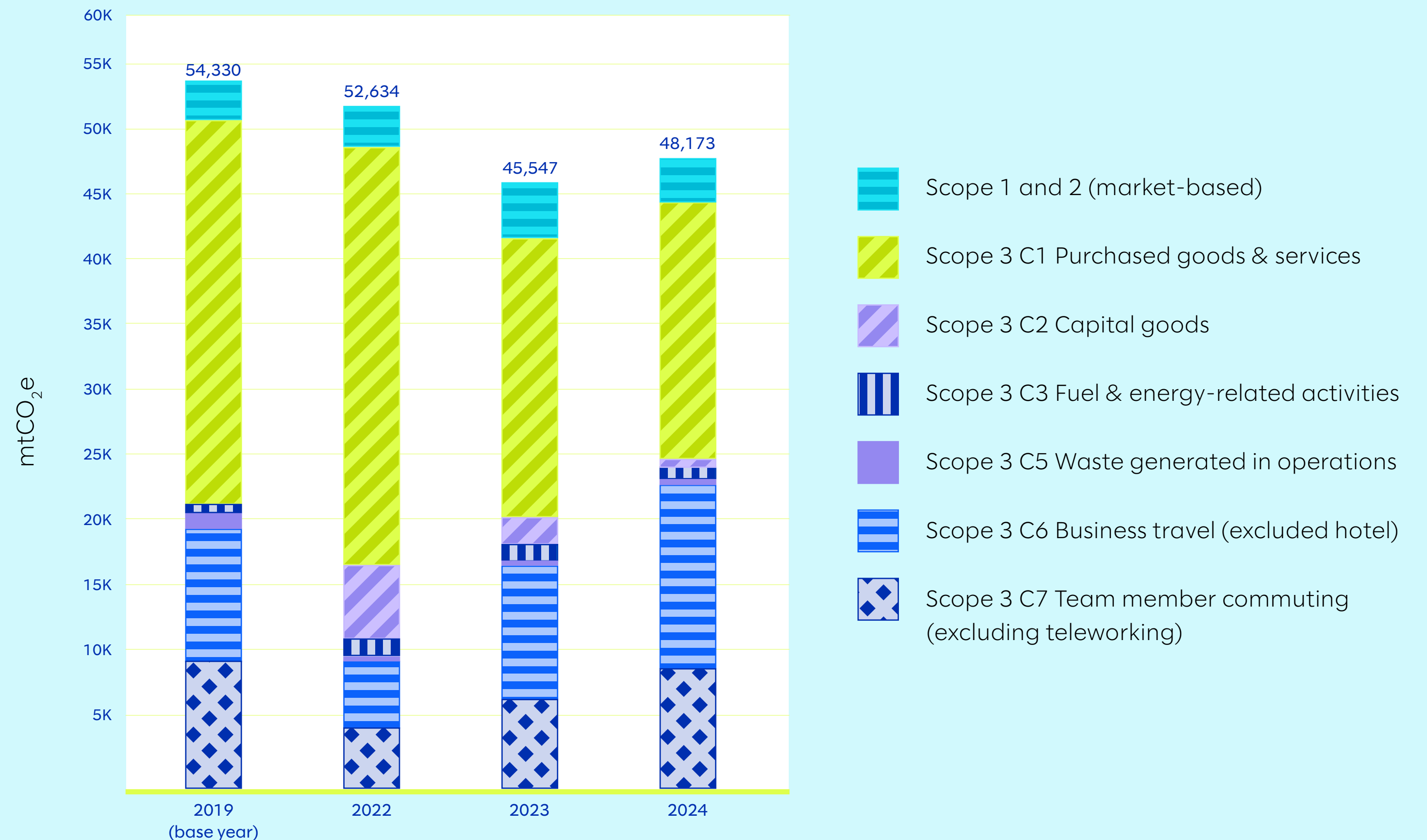
Emissions

- Achieve carbon-neutral operational emissions and shift to 100% renewable energy by or before 2030.

Waste

- Implement waste-reduction programs across all Slalom offices by 2030.
- Eliminate problematic and unnecessary plastic materials from our operations and fully transition to reusable or compostable alternatives by 2030.

TOTAL 2024 EMISSIONS (MTCO₂E)



KEY TAKEAWAYS

- We are trending downward with our 2024 total emissions with an absolute decrease of 11% from a 2019 baseline year.
- Our Scope 3 Category 1 Purchased Goods & Services saw an absolute decrease by 26% from a 2019 baseline and by 6% from 2023 to 2024.
- Our Scope 3 Category 7 Team Member Commuting experienced an absolute decrease of 3% from a 2019 baseline.
- We saw a 36% decrease in our 2024 per FTE Scope 3 emissions from a 2019 baseline year.

Metrics

Science-based targets (SBTs)

The Science Based Targets initiative (SBTi) has validated that the near-term, science-based greenhouse gas emissions reductions target(s) submitted by Slalom Inc. conform with the SBTi Criteria and Recommendations (Criteria version 5.1). SBTi has classified Slalom’s scope 1 and 2 target ambition as in line with a 1.5°C trajectory.

Slalom commits to reduce absolute scope 1 and 2 GHG emissions 46.2% by 2030 from a 2019 base year. Slalom also commits to reduce scope 3 GHG emissions 55% per full-time employee (FTE) within the same time frame.

Progress to date

The chart below illustrates Slalom’s total greenhouse gas emissions by scope and category from 2019 through 2024. Overall emissions have decreased by 11% from the 2019 baseline, reflecting continued progress in reducing emissions across purchased goods and services, employee commuting, and business travel.

Slalom annually calculates and reports its greenhouse gas emissions, fuel consumption, use of renewable electricity, waste generation, and additional metrics to CDP, EcoVadis, and in our annual *Impact Report*. To uphold the integrity and transparency of our reporting, Slalom’s emissions inventory is externally

assured by a CDP gold-accredited third-party provider, in accordance with ISO 14064-3:2019 (limited assurance). This provider is also a certified Women-owned Business Enterprise (WBE), reflecting our commitment to supplier diversity. See verification statements [here](#).

GHG Emissions (tCO ₂ e)	2019 (Baseline)	2022	2023	2024
Scope Category				
Scope 1	0	0	0	0
Scope 2 (location-based)	2,440	3,049	4,448	3,246
Scope 2 (location-based) - electricity only	1,341	1,874	2,995	2,048
Scope 2 (location-based) - other	1,099	1,176	1,453	1,198
Scope 2 (market-based)	2,479	3,002	4,225	3,055
Scope 2 (market-based) - electricity only	1,380	1,826	2,772	1,857
Scope 2 (market-based) - other	1,099	1,176	1,453	1,198
Scope 3 ⁵	51,850	49,631	41,323	45,117
TOTAL - Scope 1, 2 & 3 ⁶	54,330	52,634	45,547	48,173

⁵ Excludes lodging and homeworking emissions.
⁶ Scope 2 (market-based).



Building **better tomorrows**

At Slalom, we know that the choices we make today shape the world our people, clients, and communities will inherit tomorrow. Climate change is one of the defining challenges of our time, and addressing it requires not just strategy but collaboration and sustained action. Our commitment to carbon neutrality is not an end point, but a milestone on a journey to build resilience, spark innovation, and create shared value across the ecosystems where we work and live.

We believe our responsibility goes beyond reducing emissions in our own operations. It extends to the way we engage our clients, the way we support our people, and the way we show up in our communities. By embedding sustainability into our culture and our partnerships, we help others navigate their own transitions while staying true to our values. Every renewable energy investment, every new efficiency measure, and every upskilled team member brings us closer to a future that is not only more sustainable but more inclusive and more hopeful. That is how we ***build better tomorrows for all.***

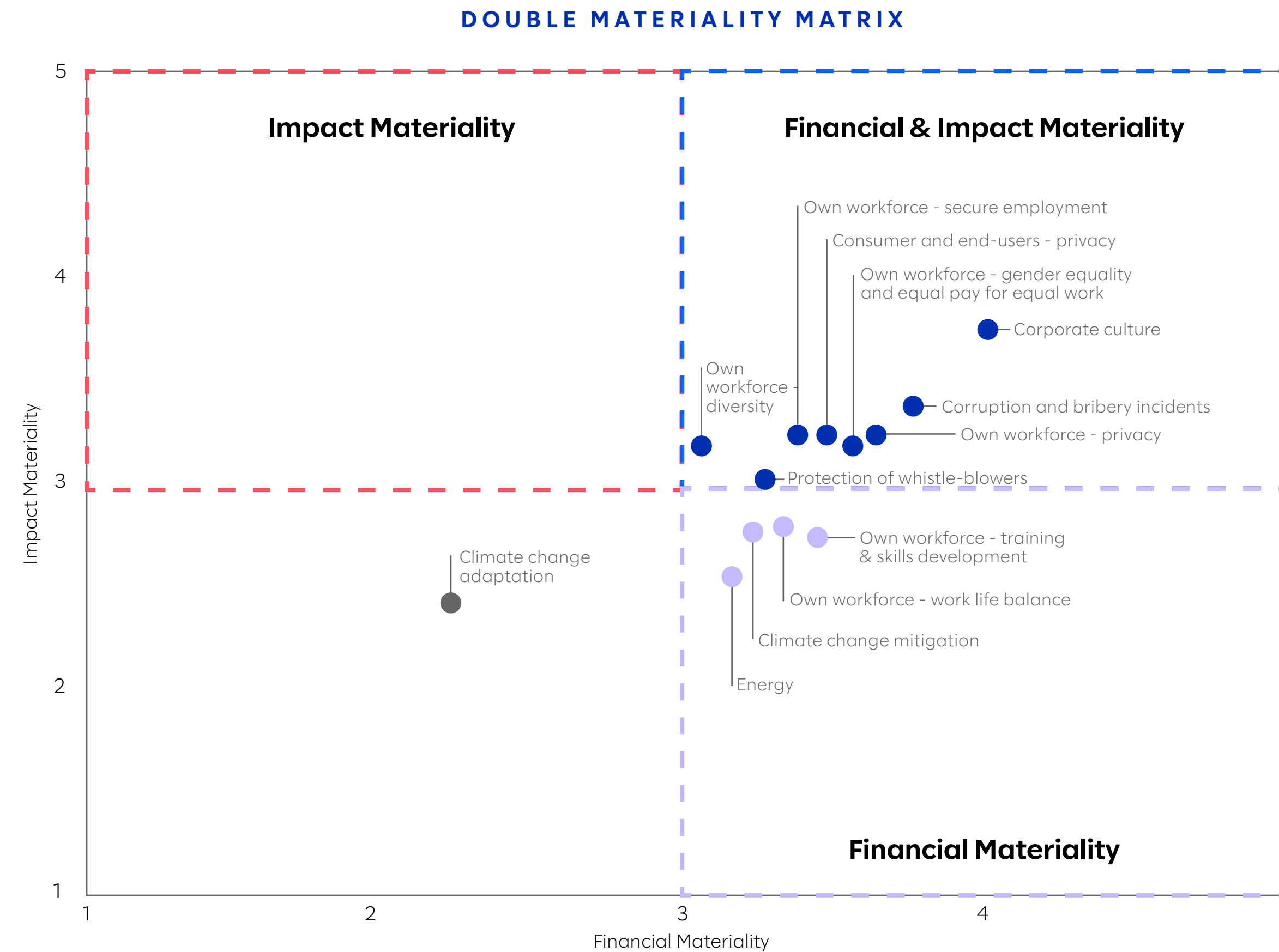


Appendix A: TCFD recommended disclosures mapping

TCFD pillar	Recommended disclosure	Slalom status	Page number	Reason not included (if applicable)	Plans for future reporting
Governance	Describe the board’s oversight of climate-related risks and opportunities.	Included	3 - 4	Climate risks and opportunities are primarily reviewed by executive leadership rather than formalized board processes.	Evaluate the role of the board-level committee in climate-related risk and opportunity management.
	Describe management’s role in assessing and managing climate-related risks and opportunities.	Included	3 - 4	N/A	Continue to strengthen disclosure of management roles as governance processes evolve.
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Included	8 - 9	N/A	Expand scenario planning inputs as data evolves.
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Included	Z	N/A	Enhance alignment with financial planning by integrating new regulatory and market data.
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Partially Included	Z	Slalom does not publicly disclose qualitative financial figures related to climate-related risks and opportunities, consistent with our status as a privately held company.	Continue to use Slalom’s income statement to model our climate-related scenarios.
Risk Management	Describe the organization’s processes for identifying and assessing climate-related risks.	Included	5	N/A	Evaluate relevancy of existing tools, as well as explore new tools, third-party inputs, and methodologies.
	Describe the organization’s processes for managing climate-related risks.	Included	6	N/A	Continue documenting updates in supplier engagement, insurance processes, and mitigation actions.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Included	6	N/A	Strengthen disclosure of linkages to enterprise risk management frameworks.
Targets and Metrics	Disclose the metrics used to assess climate-related risks and opportunities in line with strategy and risk management.	Included	13 - 14	N/A	Add disclosures on new KPIs (e.g., low-carbon services revenue, supplier emissions data).
	Disclose scope 1, scope 2, and, if appropriate, scope 3 GHG emissions and related risks.	Included	14	N/A	Continue annual third-party verification and incorporate more primary scope 3 data as availability improves.
	Describe the targets used to manage climate-related risks and opportunities and performance against targets.	Included	13 - 14	N/A	Continue to disclose progress toward goals.

Appendix B: 2024 double materiality assessment

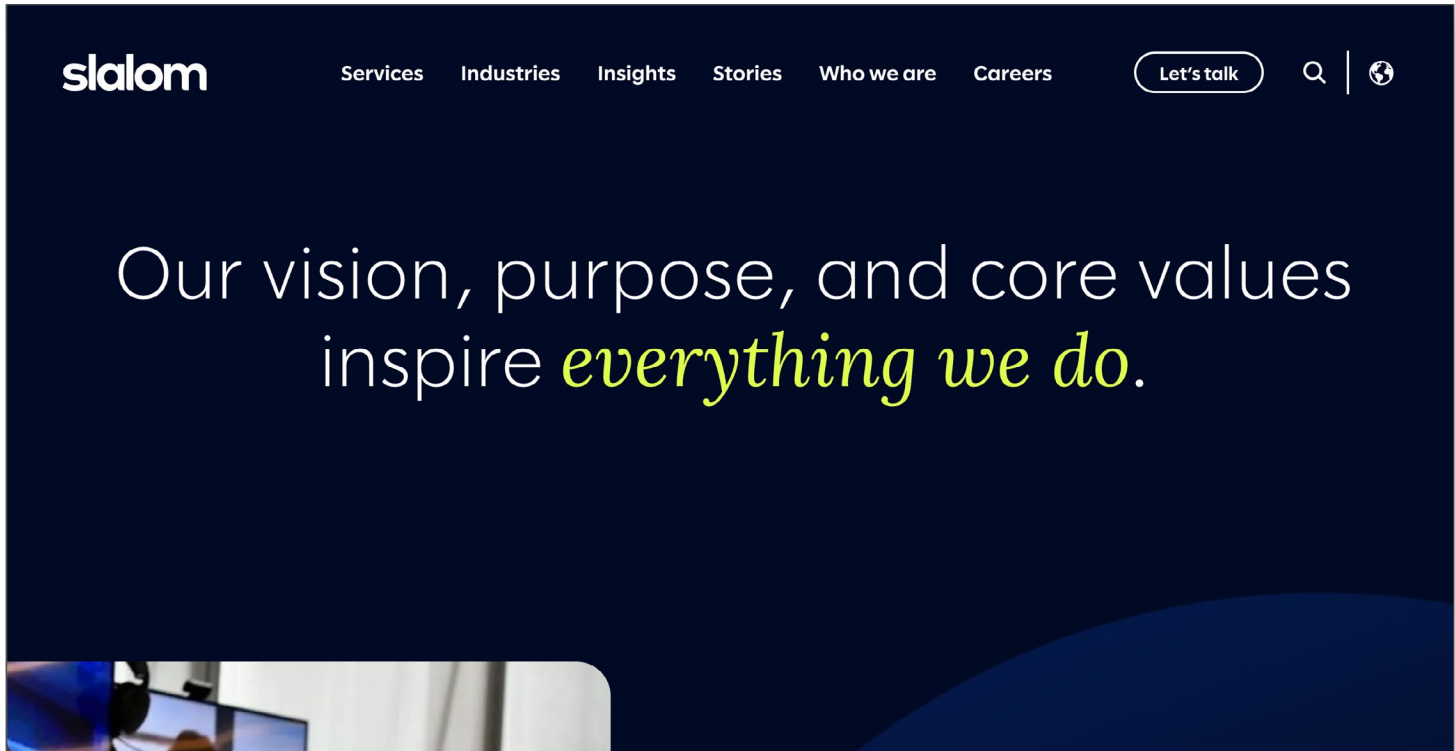
To help inform those areas where Slalom has a direct impact across People, Planet, and Community, as well as to prepare for future sustainability disclosures, we conducted a double materiality assessment in alignment with European Sustainability Reporting Standards (ESRS). Utilizing in-depth research, sector benchmarking, and stakeholder interviews and surveys, we determined that the following topics are both financially material and impact material to Slalom.



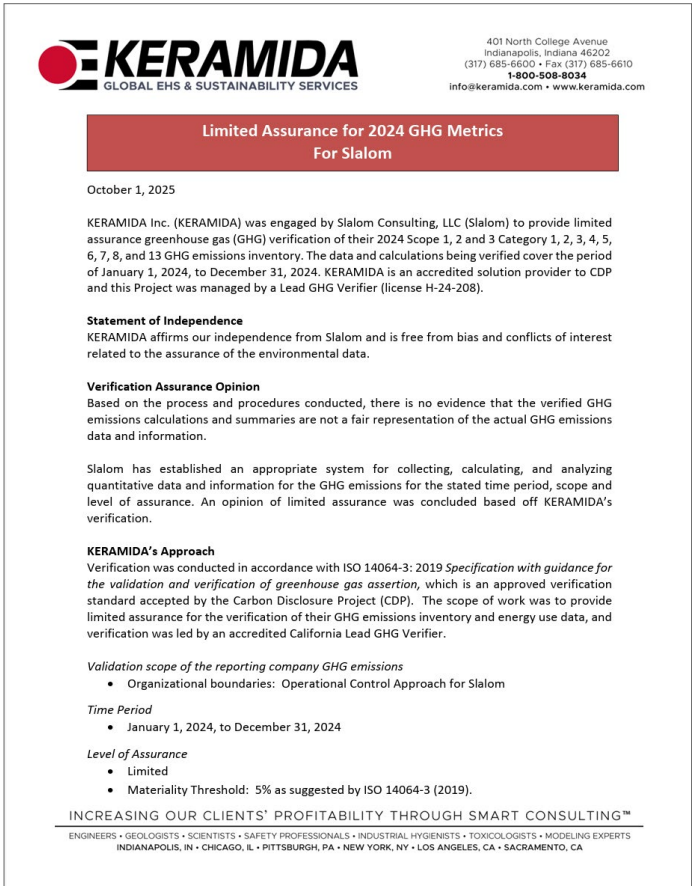
Reference documents



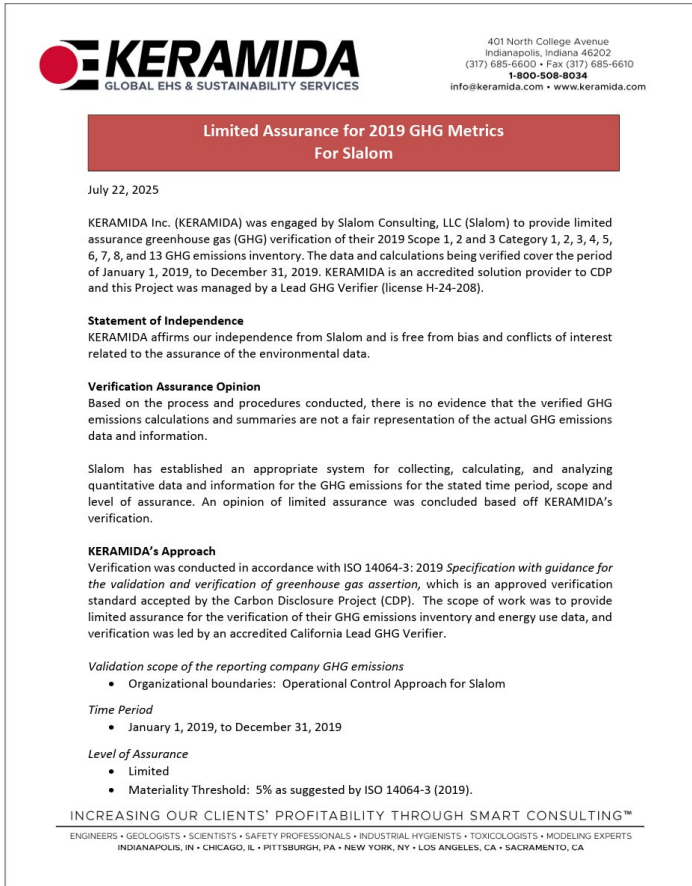
[2024 Impact Report](#)



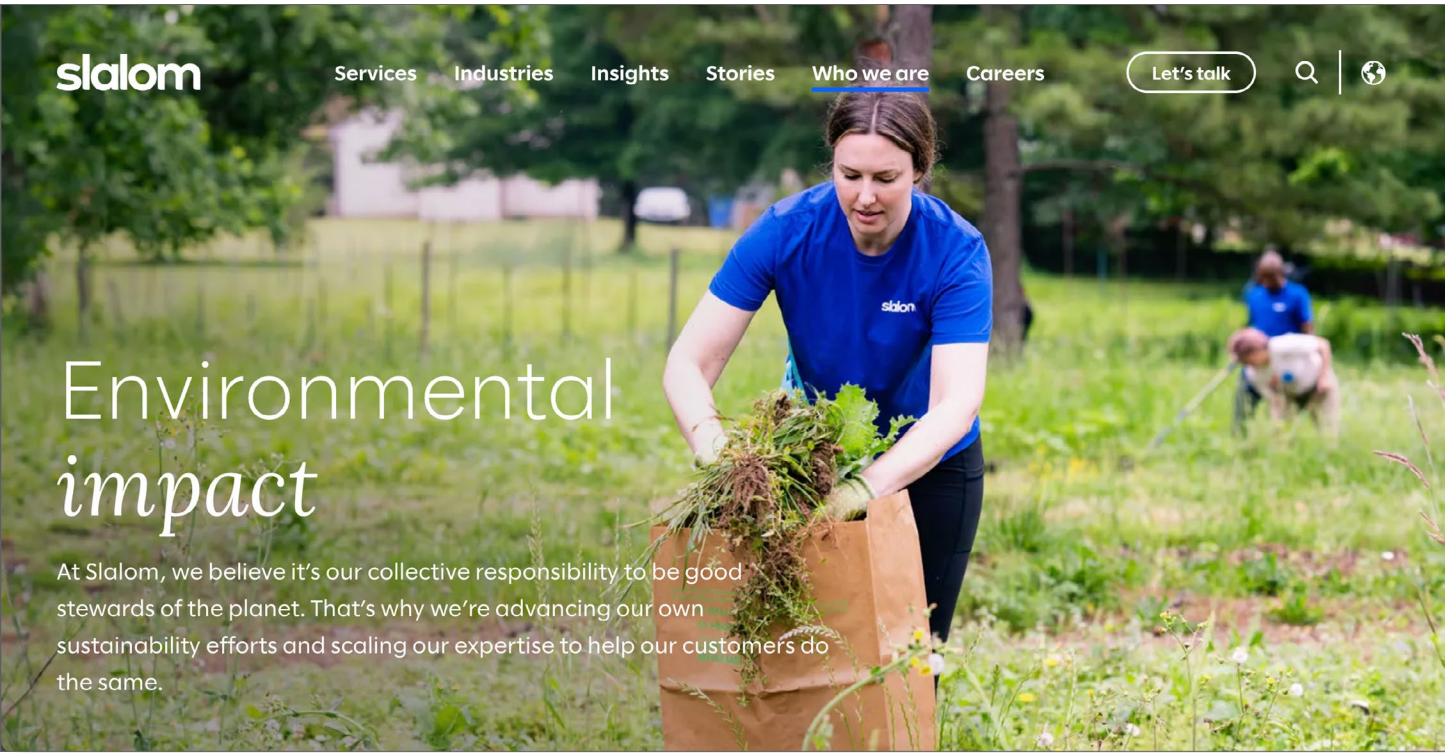
[Slalom Core Values](#)



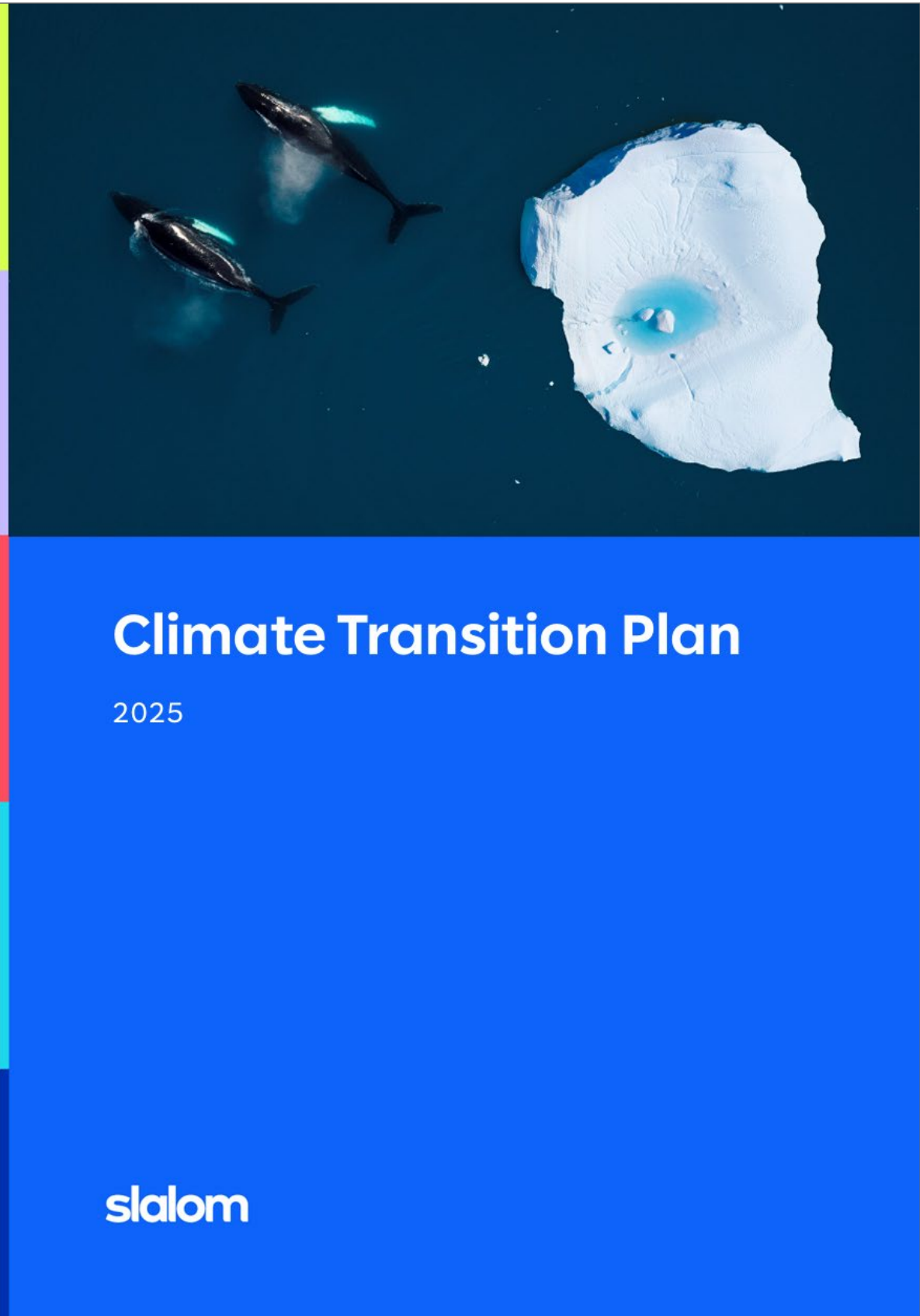
[2024 GHG Verification Statement \(Reporting Year\)](#)



[2019 GHG Verification Statement \(Baseline Year\)](#)



[Slalom Sustainability & Impact](#)



[Slalom Climate Transition Plan](#)



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About Slalom

Slalom is a fiercely human business and technology consulting company that leads with outcomes to bring more value, in all ways, always.

From strategy through delivery, our agile teams across 52 offices in 12 countries collaborate with clients to bring powerful customer experiences, innovative ways of working, and new products and services to life. We are trusted by leaders across the Global 1000, many successful enterprise and mid-market companies, and 500+ public sector organizations to improve operations, drive growth, and create value. At Slalom, we believe that together we can move faster, dream bigger, and build better tomorrows for all.

Learn more at slalom.com.

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