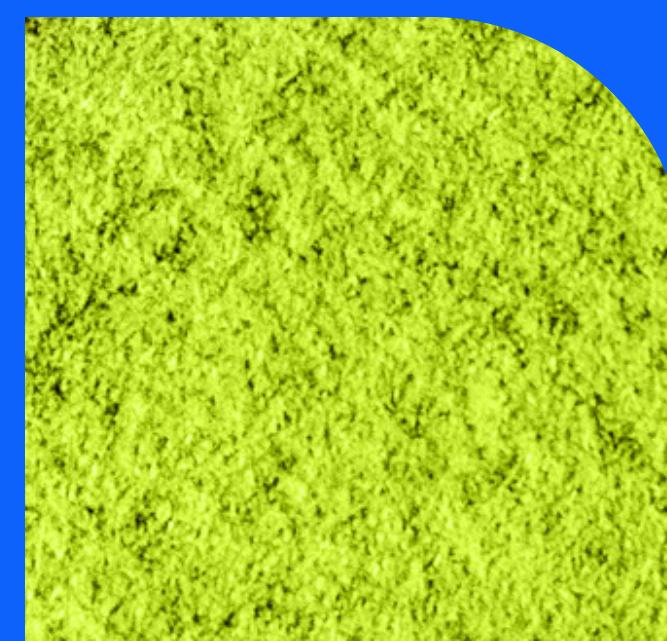
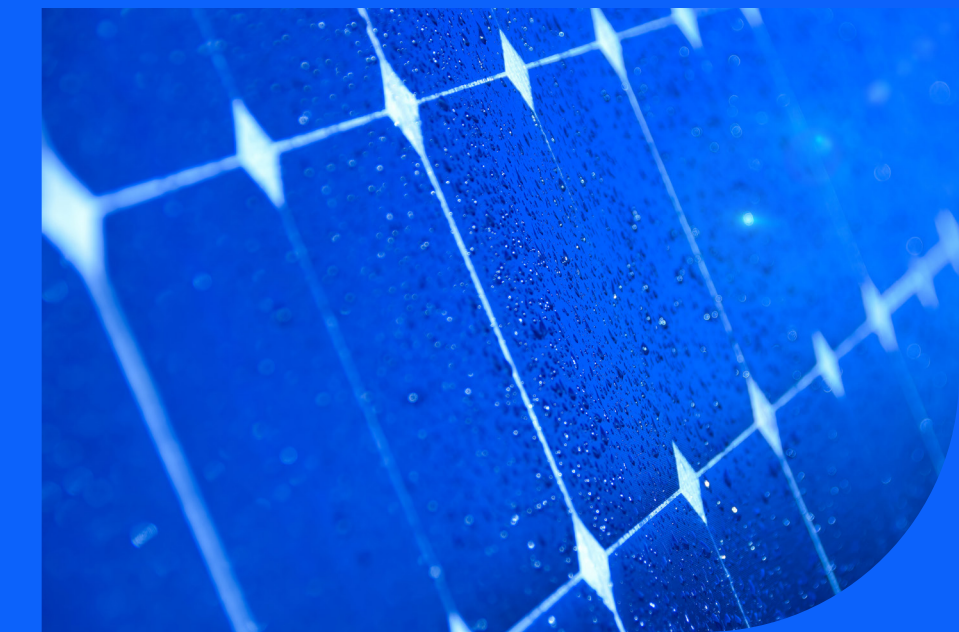
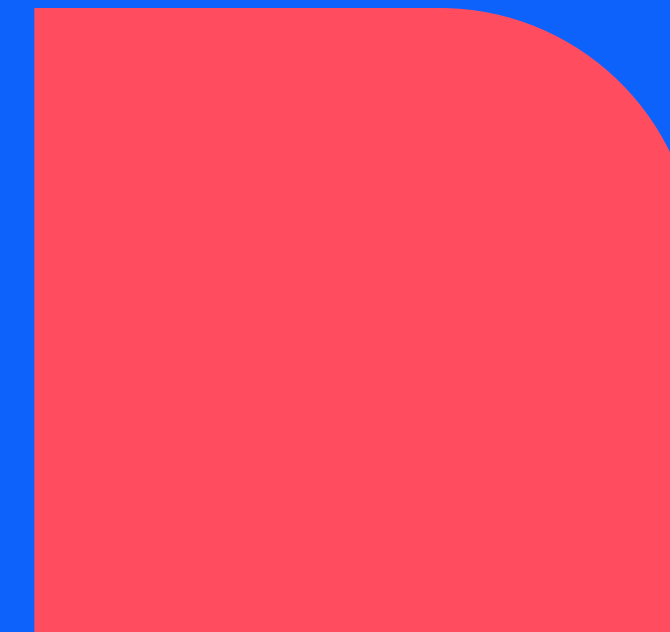


2025

Impact Report Highlights

Bringing more together.



slalom



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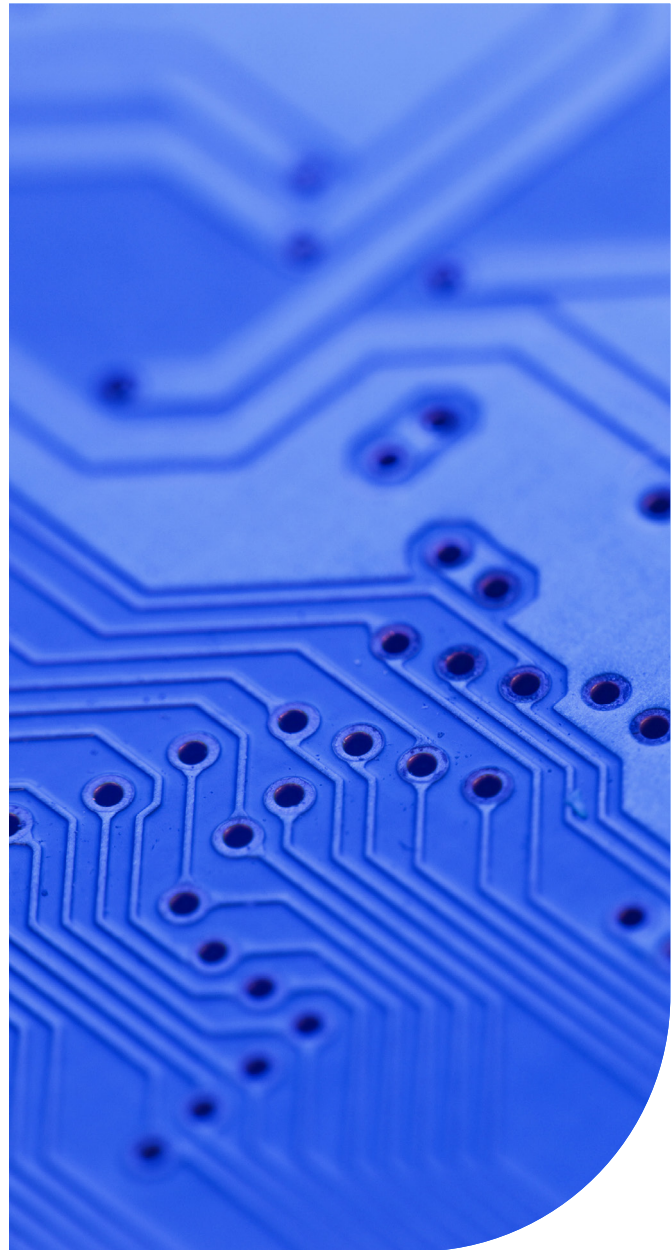
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Homemade signs in hand, Slalom team members from our Prism Community join the Pride celebrations in Mexico.



Overview

At Slalom, we are working to build a world where everyone can reach their maximum potential. By prioritizing the human experience, we drive outcomes for customers, helping them navigate the complexities of modern technology through a lens of social and environmental responsibility.

Our purpose, vision, and core values

Our purpose, vision, and values power our work toward our goal of becoming the world’s most customer-obsessed and employee-empowered services company. We are on a mission to double our impact for our customers, people, planet, and communities by 2030.

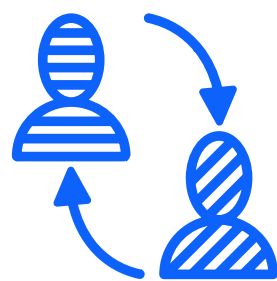
Our vision is a world in which each person has the opportunity to love their life and work.

Our purpose is to help people and organizations dream bigger, move faster, and build better tomorrows for all.

Our core values



Do what is right, always.



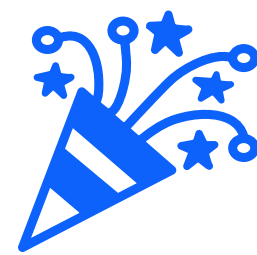
Drive connection and teamwork.



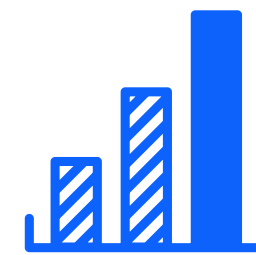
Inspire passion and adventure.



Take ownership. Get it done.



Celebrate authenticity.



Focus on outcomes.



Fuel growth and innovation.



Stay humble and curious.



Build and shape a better future.



Smile!



“For many companies, vision, purpose, values, company growth aspirations, and strategic business priorities are words that hang on a wall and fill new hire orientations. At Slalom, they are the heartbeat of who we are.”

Brad Jackson
CEO and Co-Founder



Recognizing children are our future, Slalom team members in Chicago participate in the annual Corporate Cup to support the Ann & Robert H. Lurie Children's Hospital of Chicago.

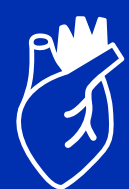
Our 2020–2030 impact goals

At Slalom, we believe it’s our collective responsibility to contribute to better tomorrows for all. We set the following goals in 2020, and we’re halfway through the journey. These goals, tied to our mission, vision, values, and purpose, help us advance our own sustainability efforts while we help our customers do the same.

PEOPLE GOALS



Goal 1: Reach and maintain an 80% or above employee empowerment score on our Empowerment Index by 2030.

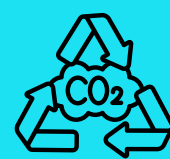


Goal 2: Strive to be the world’s most employee-empowered services organization.



Goal 3: Deliver a consistently positive experience to ensure our people feel welcome, valued, and connected to Slalom and their communities.

PLANET GOALS



Goal 1: Achieve carbon-neutral operational emissions and shift to 100% renewable energy by or before 2030.

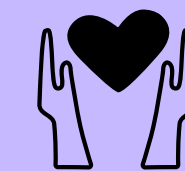


Goal 2: Implement waste reduction programs across all Slalom offices.

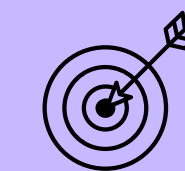
COMMUNITY GOALS



Goal 1: Collaborate with our customers and partners to create a more equitable, inclusive, and sustainable world.



Goal 2: Contribute our experience, time, and money to reduce inequalities in communities around the world.



Goal 3: Grow the endowment of the Slalom Foundation to US\$100M to fund impactful grants in the future.

Our people

We believe for our business to thrive, our people must have what they need to thrive as well.

We are doubling down on empowering our workforce by nurturing a culture focused on wellness, rewards, and professional development, while expanding our footprint to create global opportunity.

Empowering our people: Our new Employee Value Proposition (EVP)

Slalom is built differently—by design. We are a company shaped by our people: curious, courageous, and relentlessly driven to make things better for our customers, our communities, and one another. At Slalom, work isn't about perfection; it's about possibility. The days that challenge us are just as important as the ones that energize us. What defines us is how we show up together—creating space for balance, connection, and growth.

"We don't have to be perfect to be great. The goal is for most days to energize us and feel full of purpose."

Brad Jackson
CEO and Co-Founder

In September 2025, we launched our inaugural Culture Benchmarking Survey to establish a baseline for our new Employee Value Proposition (EVP): **"Empowered to love my work, most days."** We recognize that every day is not perfect, but we value each team member as a whole person, both at work and at home. This survey served as a benchmark for employee empowerment, measuring how effectively Slalom is delivering on our new EVP. By inviting team members to provide feedback on our vision, values, and 2030 aspirations, we established a baseline across the 10 pillars of our Empowerment Index, from belonging and autonomy to innovation and rewards. These insights highlight our strengths in the employee experience while identifying specific areas for growth as we continue our listening tour through 2026.

Scores from our 2025 Benchmarking Survey

81.7%

A culture of belonging where everyone thrives.

81.4%

Sustainable work and real flexibility.

79.7%

Purpose that makes a difference.



Pie for good! Slalom's Shawnn Smark takes a pie to the face to raise money during Slalom's annual Food Drive.

"The EVP is a promise, but it's also a partnership. We need your voice, your ideas, and your commitment to help us keep improving."

Kristine Rohls
Chief People Officer

As part of our new EVP, we are working hard to understand more about what our team members expect. We rolled out a new listening system in 2025, created updated benchmarks, and are now gathering more information at each stage of our team members' journeys at Slalom: during onboarding, work anniversaries, and other touchpoints. We are committed to learning and listening during all phases of a Slalom career.

AI training and upskilling

AI is central to our operations and our customers' success, and we work hard to help ensure its ethical and responsible application. Leading with AI means we prioritize human-centered solutions that drive value while practicing and promoting responsible governance and usage.

At Slalom, we believe AI fluency is a universal requirement, and to ensure no one is left behind in the technological shift, we have launched comprehensive AI upskilling initiatives. To keep our ideas fresh, we host annual AI hackathons, gamified learning pathways, and certifications through our technology partners, turning theoretical concepts into real-world applications.

The AI Bingo Challenge

Meeting the world's evolving AI needs requires investments in the professional development of our team members.

In 2025 we launched the AI Bingo Challenge with the goal to have 80% or more of our team members upskilled on AI by the end of 2025.

72%

of Slalom team members completed the AI Bingo Challenge, effectively increasing their skills to deliver for Slalom and our customers.

84%

of surveyed participants reported that the program was a valuable use of their time, allowing our team members to better support our customers and make their daily work more efficient.

Investing in Slalom Communities: The Multiplier Fund

Communities at Slalom cultivate belonging, space for sharing, learning, and growing. They also provide professional development for team members across our global organization. Our 11 [Slalom Communities](#) are open to all team members and are led by passionate Slalom team members around the globe who are supported and championed by executive-level sponsors.

In 2025, Slalom leadership doubled its investment in Slalom Communities through the launch of the Multiplier Fund. Slalom Community leaders and representatives can apply to the fund to expand an existing program, launch a new program, or enhance collaboration within Slalom or outside with our customers or neighbors. In 2025, six projects were funded ranging from athletic tournaments to food distribution to supporting economic growth and local businesses for coffee runs.



Recognizing food is a human right, Slalom's REACH Community distributed holiday meals across multiple sites in the Texas and Louisiana region.

Slalom Community

Battle of the paddles

In 2025, all of our Slalom Communities represented in the Pennsylvania area, led by Slalom REACH and Partners for Good, stepped onto the court as the premier sponsor for the second annual "Battle of the Paddles" pickleball tournament, benefiting the [Bethesda Project](#), a community for Philadelphians experiencing homelessness.

Slalom team members formed a competitive squad to represent the firm and launched a donation-matching program. Slalom covered all entry fees for participating teams and made a direct donation to the Bethesda Project for every Slalom player on the court. Our team successfully raised critical funds to address homelessness and provide essential services within the Philadelphia metro area.



Global expansion: Latin America

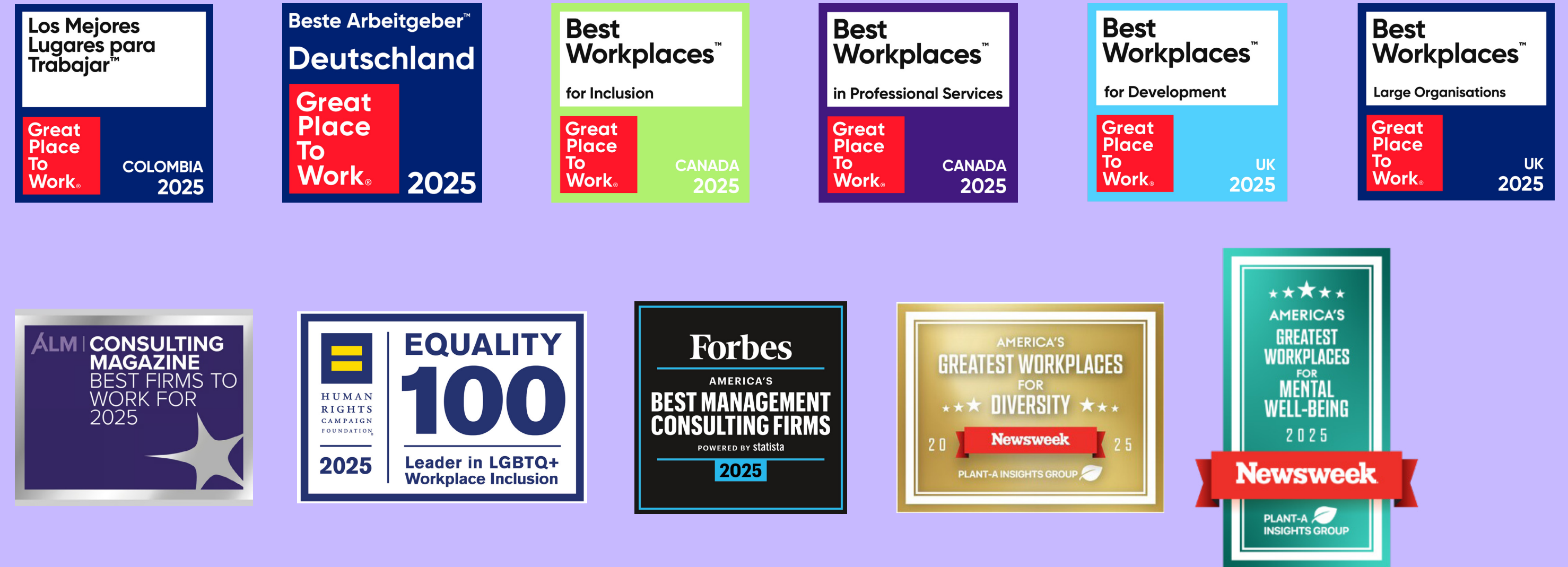
We are proud to be growing our team by investing in the vibrant talent of Latin America. As part of this effort, we opened new Global Technology Centers in Guadalajara, Mexico, Monterrey, Mexico, Bogotá, Colombia, and Medellín, Colombia. These regions now host dedicated team members, merging Slalom culture and values with the rich history, traditions, and customs of Latin America.

This expansion is part of the “Allshore” model, which blends local expertise with global scale to drive innovation while creating economic value in emerging tech hubs and bringing more to our customers around the globe.



Highlighting Slalom and attracting top talent at a cloud recruiting fair in Guadalajara, Mexico.

Recognizing success



Dressed for a night out, Slalom team members celebrate the mission and achievements accomplished with Children's National Hospital in Washington, DC.

Our planet

At Slalom, caring for the environment starts with how we show up every day and the work we do with others. We focus on practical, office-level actions that reduce our environmental footprint, from how we use energy and materials to how we design our workplaces and ways of working.

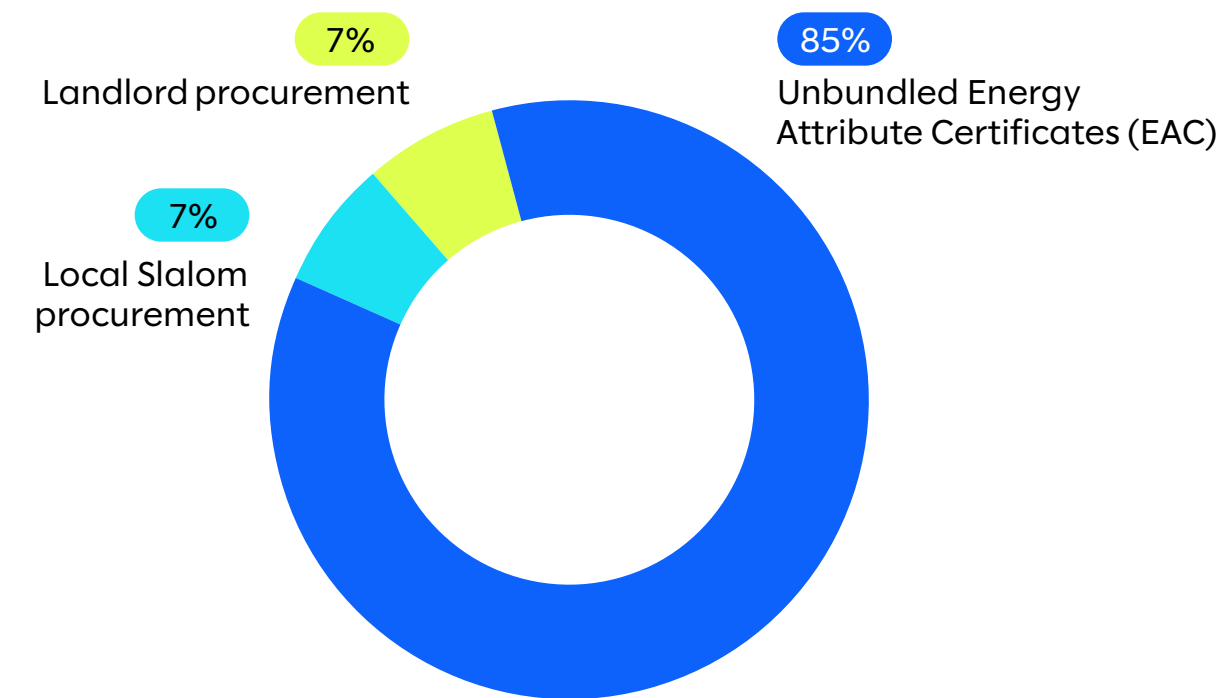
We partner closely with our customers, community organizations, and other stakeholders to support shared efforts toward a cleaner environment and a resilient, healthy, and just future for our planet.

Energy and emissions

In 2025, our decarbonization progress was fueled by a shift in how we power our global operations. As of 2025, Slalom is officially 100% powered by renewable energy. This was achieved through a strategic partnership with a credible provider to procure Energy Attribute Certificates (EACs), including Green-e® certified Renewable Energy Certificates (RECs), effectively bringing market-based Scope 2 emissions to zero.

Scope 1 and 2 reduction: Driven by renewable procurement and efficiency initiatives, Slalom realized a 59% reduction in Scope 1 and 2 emissions in 2025 from 2024.

2025 renewable energy breakdown*



* Chart may not sum to 100% due to rounding.

We successfully met our goal to be **100% powered by renewable energy as of 2025.**

Waste

Supporting Our Planet Goals, we are committed to advancing the circular economy and minimizing landfill waste across our operations.

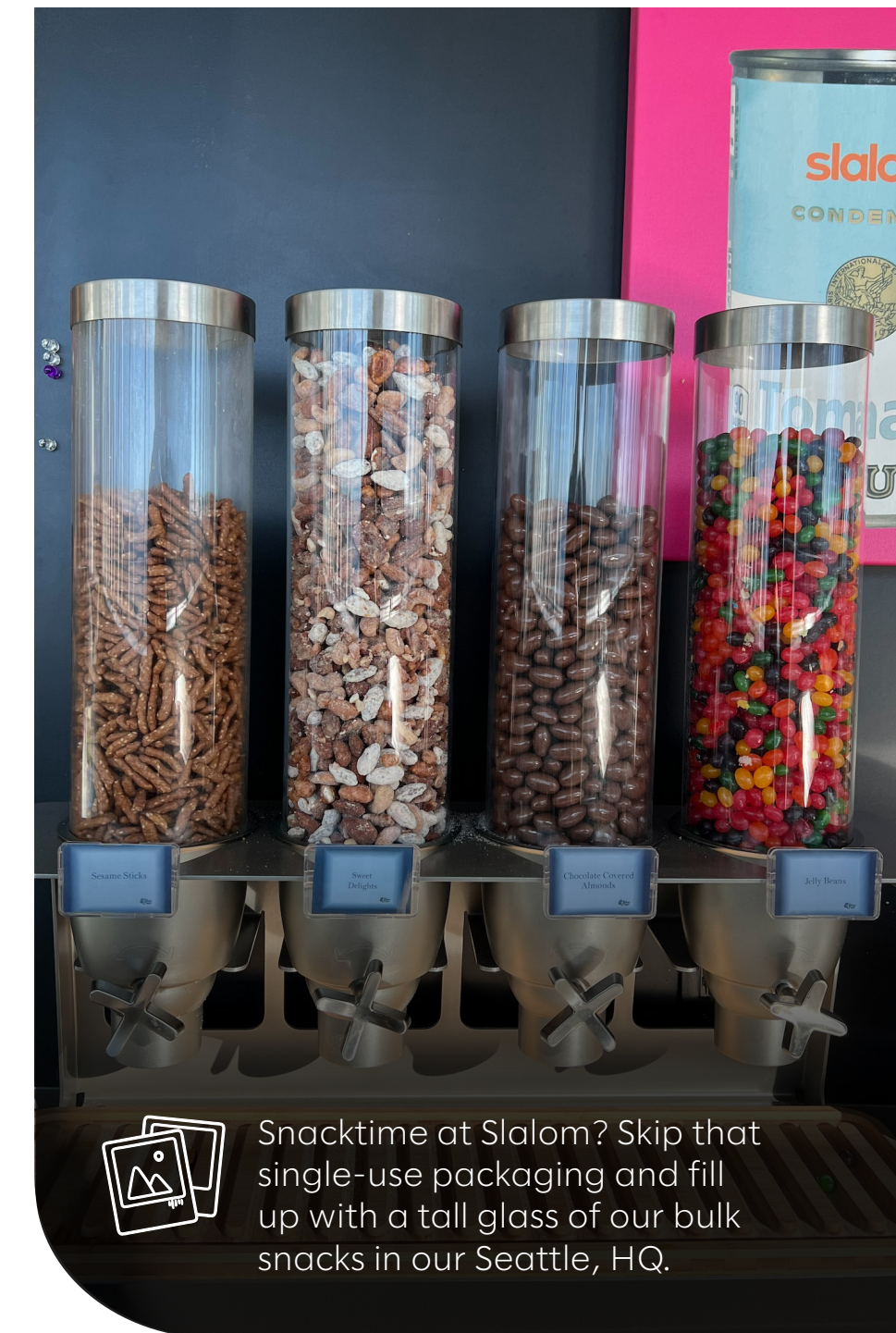
Plastic commitment

In 2025, we set a goal to eliminate problematic or unnecessary plastic materials (as defined by the [U.S. Plastics Pact](#)) by 2030. A key priority is the phase-out of non-biodegradable synthetic polymers like polystyrene, replacing them with reusable or compostable alternatives.

Success story

More sustainable snacking

We have already begun minimizing problematic plastic through collaboration with our food and beverage vendors in the U.S. and Canada. In Seattle, our flagship office, we implemented new bulk snack dispensers. Across the U.S. and Canada, we have also transitioned to compostable dishware where local composting facilities are available and use single-use coffee pods made of 100% recyclable materials.



Snacktime at Slalom? Skip that single-use packaging and fill up with a tall glass of our bulk snacks in our Seattle, HQ.

Electronic waste

As part of our commitment to Our Planet Goals, Slalom is working to reduce waste and embrace circular ways of operating. Today, 68% percent of our permanent offices offer battery and e-waste recycling throughout the year, helping reduce harmful toxins in our environment.

Green Teams

Slalom Green is a global, volunteer-led network of team members dedicated to advancing environmental sustainability across the firm. As of 2025, 14 active Green Teams operate across Slalom offices worldwide, bringing together team members from diverse roles and levels to turn sustainability goals into meaningful, local action.

They serve as on-the-ground liaisons, identifying opportunities for energy savings, waste reduction, and community engagement. They also share best practices across locations and help bring Slalom’s environmental commitments to life throughout the organization.

Earth Month

Each April, Green Teams lead our offices worldwide in turning Earth Month into a global program of local action through a variety of events designed to promote sustainability. In 2025, we hosted 27 different events across 38 cities in 10 countries.

Our offices collectively cleaned up an estimated 230 gallons of waste from Slalom communities around the world and prevented an estimated 11 kilograms of carbon dioxide from entering the atmosphere by using different commuting options. For example, our Washington, D.C. and New York City offices dedicated a week each to living plastic-free in the office. These initiatives directly support our firm-wide commitment to eliminate problematic materials and transition to sustainable alternatives by 2030, supporting Our Planet Goals and promoting clean air, water, and land.

We also promoted circularity by encouraging reuse over new purchases. Chicago, Auckland, and Seattle all hosted Gear Swaps to give professional and personal equipment a second life. In Denver, team members organized a Book Swap and an Earth Month Social to share resources and ideas.



Success story

E-Waste drive with the Woodland Park Zoo

In October, we hosted a staff electronics drive in partnership with the Woodland Park Zoo in Seattle, Washington to support global conservation efforts for an important keystone species. We set up collection boxes in our Seattle office, ultimately keeping 108 old devices out of landfills and using their internal parts to fund conservation projects.

Electronics contain rare minerals often sourced through mining that destroys critical wildlife habitats. The Woodland Park Zoo sells old electronics to recycle the rare minerals contained in them with the proceeds from the sales going directly to gorilla conservation via the Goulougo Triangle Ape Project.

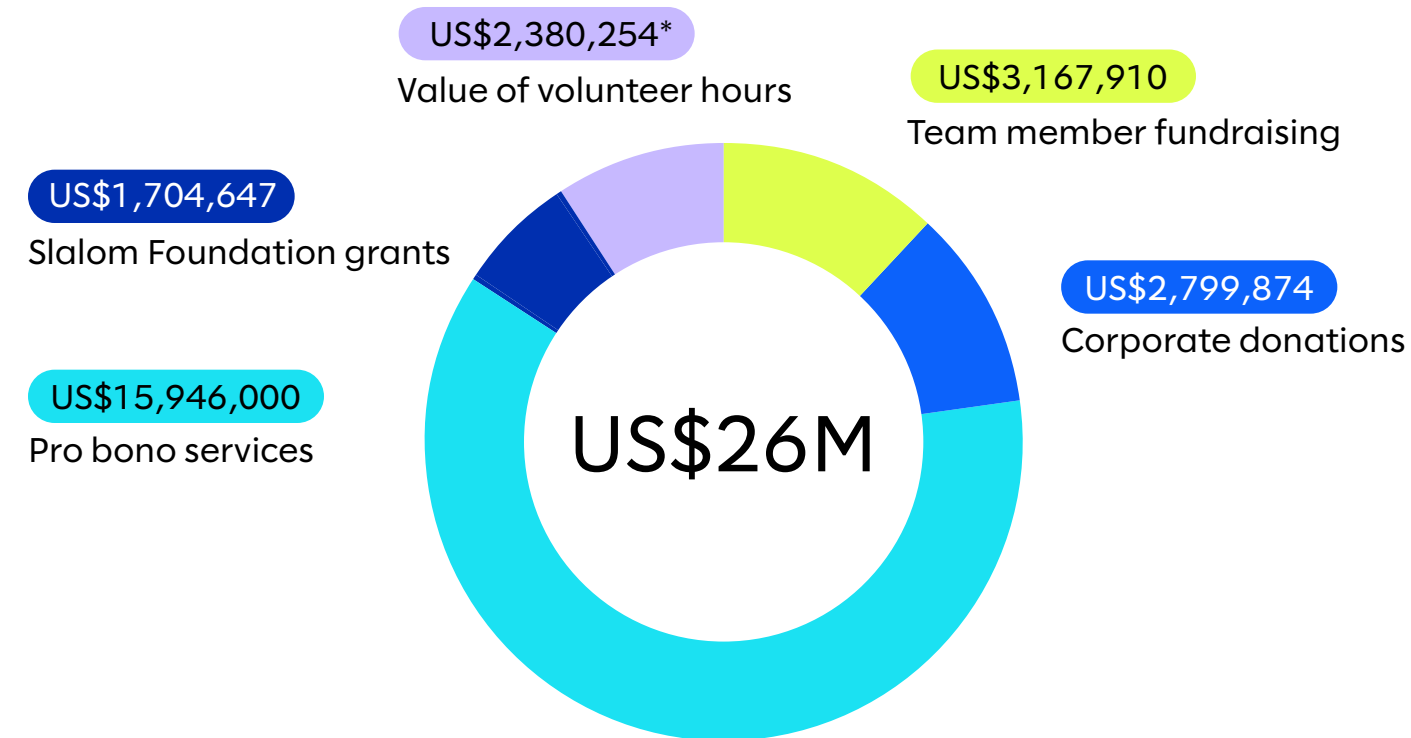


Who would have thought e-waste and gorillas go together? At Slalom, collaboration for good can be found in surprising places.

Our communities

Five years of impact

Since 2020, we have contributed more than US\$26 million in donations, grants, and in-kind contributions to organizations making a positive impact in our communities.



Giving back: our 2025 financial contributions

- **Slalom Foundation Grants:** US\$300,250 in strategic funding for high-impact nonprofits.
- **Corporate Donations:** US\$251,139 in corporate support for charities focused on climate, education and workforce development, and social justice.
- **Team Member Fundraising:** US\$393,410 raised through team member efforts and firm-wide challenges.

*Based on the calculation of the number of volunteer hours multiplied by the average value of a volunteer hour from the University of Maryland.



Slalom team members lining up and all smiles after a shift in the DC Capital Area Food Bank.

Success story

Fighting hunger together

In 2024, 8.2% of the global population faced hunger, according to the United Nations (UN). In 2025, more than 45 local teams mobilized to turn empathy into action through our annual Food Drive.

- 450,000 meals provided to families in need.
- US\$150,000 in total donations raised through the drive.
- 780 hours of volunteer time dedicated to local food banks.

In addition to our Food Drive, when neighbors in the U.S. were facing food shortages due to a lapse in funding for food assistance programs, Slalom team members raised over US\$34,000 for Feeding America in just 48 hours, outperforming our original US\$25,000 goal.

Success story

Supporting students at the Melbourne Indigenous Transition School (MITS)

Through a Slalom Foundation Scale-Up Grant, we supported the adaptive reuse of a former community medical center, transforming it into a learning hub for Year 7 and 8 students.

The renovation created flexible breakout spaces that allow for small-group instruction and hands-on curriculum, including science practicals, art, and coding, as well as resources to meet the needs of diverse learners.



Finding a quiet corner to read in the new classroom space supported by a Slalom Foundation grant, a MITS student tucks into their studies.

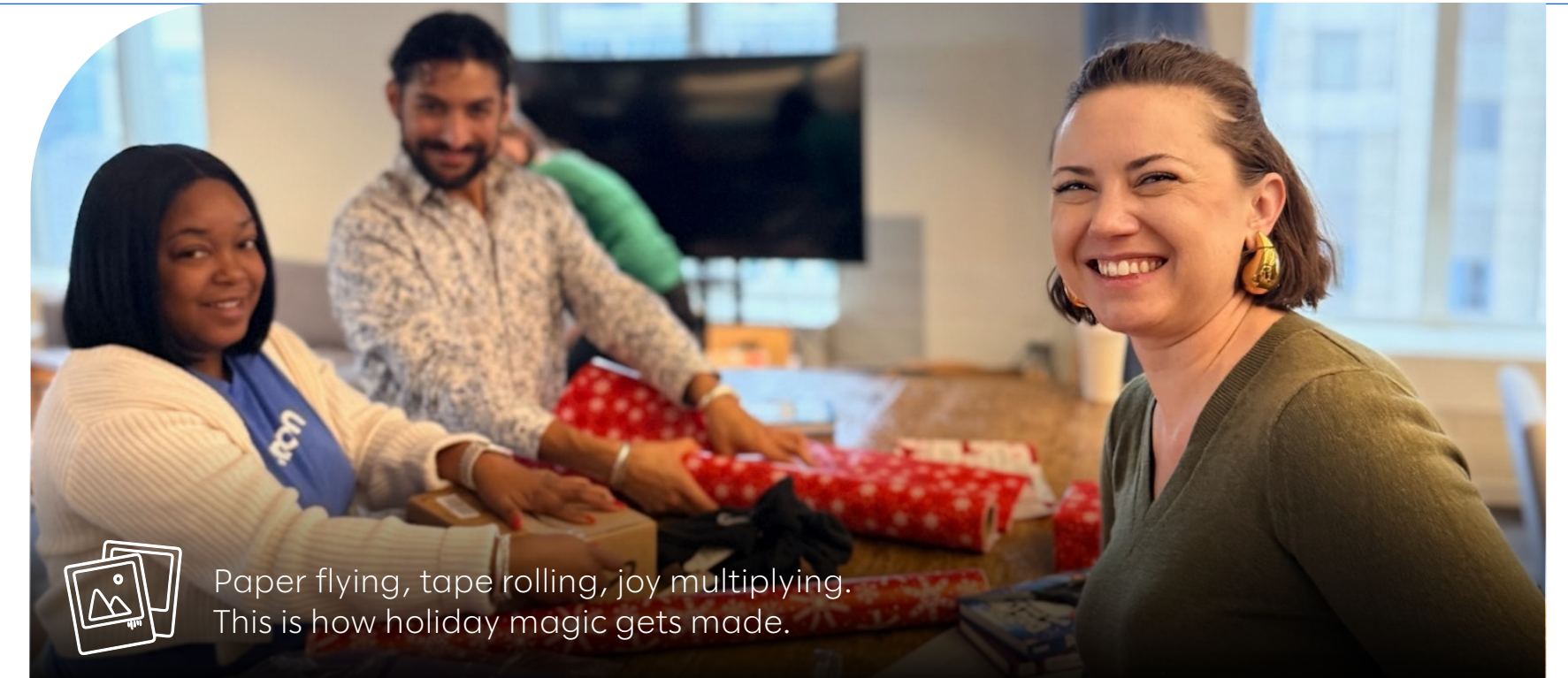
Success story

Streamlining operations at a STEM-focused organization for girls in New England

To help foster excitement, confidence, and literacy in STEM for girls from underrepresented communities, we worked with a local organization in New England. The project provided free, experiential programs and meaningful interactions with women STEM mentors. Slalom engaged with our partner to use their current infrastructure and technology to establish an automated e-signature solution, spanning requirements gathering through user acceptance, testing, and adoption. This paperless solution allows for auditability of key documents and processes and saves time for staff members so that they can focus on their mission.

Volunteer hours in 2025

Beyond technical consulting, Slalom team members are active in their local communities, rolling up their sleeves to pitch in where it matters most. This year, our team dedicated 10,116 volunteer hours, an investment of time and talent valued at US\$352,000.



Paper flying, tape rolling, joy multiplying. This is how holiday magic gets made.



Success story

Spreading holiday joy

For the students of Tutoring Chicago, the holidays got a little brighter thanks to the overwhelming generosity of our Chicago Slalomers. As the premier supporter of the Holiday Helpers program, Slalom took on the ambitious task of responding to 165 letters written to holiday helpers like Santa, the Grinch, and elves—each filled with thoughtful wish lists of wants, needs, and books to read.

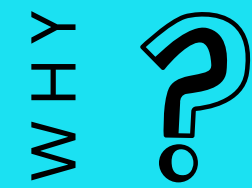
Our annual in-office gift-wrapping party brought the Chicago Slalom office to life with festive attire, “surprise” holiday guests, and a mountain of over 165 gifts. From handing out candy canes to neighbors to creating a high-energy atmosphere of celebration, our team proved that the spirit of the season is best shared.



Delivering outcomes

Transforming healthcare and life sciences

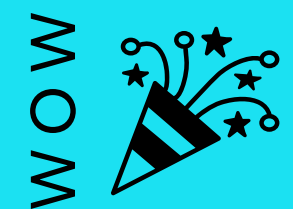
Securing the future of rural healthcare with AI



Rural hospitals are essential lifelines, but financial pressures tied to reimbursement processes can threaten their long-term sustainability.

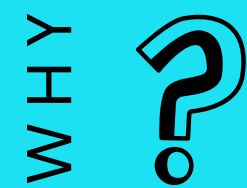


Partnering with Microsoft’s Rural Health AI Innovation Lab, Slalom developed the Claims Denial Navigator, an AI-powered tool that automates manual billing tasks and provides intelligent resolution recommendations.

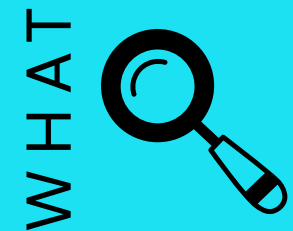


The solution helps hospitals resolve claims faster and recover revenue more efficiently, strengthening financial sustainability and supporting care for rural communities.

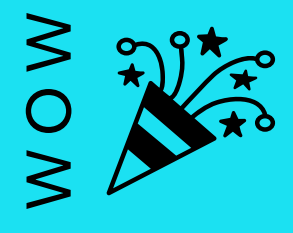
Revolutionizing cancer research



Data privacy and regulatory hurdles often prevent cancer researchers from sharing sensitive patient data across institutions.



Slalom and the Cancer AI Alliance (CAIA) built a first-of-its-kind federated learning platform where AI models “travel” to data locally, ensuring patient privacy.

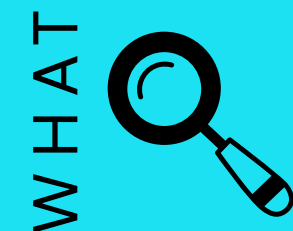


Named on the TIME100 AI 2025 list, the platform provides a foundation of over 1 million records for identifying rare cancer patterns while keeping patient data secure and private.

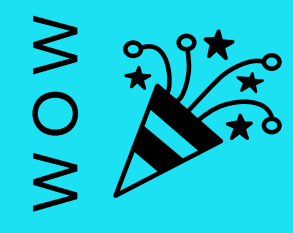
Scaling pediatric care with data intelligence



Children’s National Hospital in Washington, D.C. sought a modern platform to unify data, accelerate research, and treat children in need.



Partnering with Databricks, Slalom built a data intelligence platform enabling real-time data access.

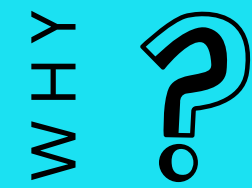


The solution was secure, cost-effective, and at scale, delivering faster insights and better outcomes for children with complex healthcare needs.

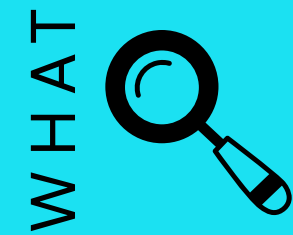
Delivering outcomes

Public impact through digital transformation

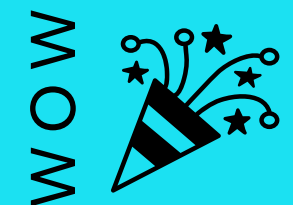
Tackling the homelessness crisis with data



In Oregon’s most populous county, outdated data infrastructure was creating confusion about the extent of the homelessness crisis—and the impact of efforts to intervene.



Slalom used its Homeless Response System Accelerator on Snowflake to centralize data from shelters, hospitals, and other referral points to provide decision-makers with faster access to information.



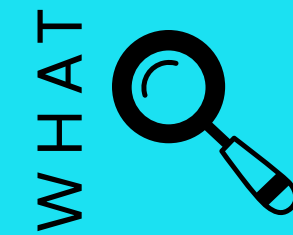
By replacing manual processes with a data-exchange platform, the county gained a clearer view of its unhoused population—including crucial demographics and solutions—and accessed the tools needed to secure funding.

Advancing safety and human rights

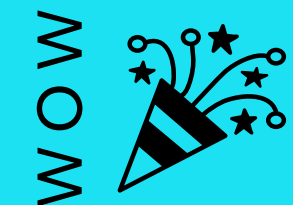
Pioneering proactive resilience in wildfire mitigation



Utilities face catastrophic threats from weather-triggered emergencies like wildfires and hurricanes.



Slalom developed a suite of wildfire mitigation solutions that integrate high-resolution weather forecasts with internal asset health data.



Utilities can now automate Wildfire Mitigation Plans (WMPs) and regulatory reporting, accelerating recovery efforts and fostering deeper community trust.

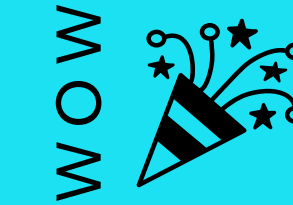
Combating human trafficking with data-driven innovation



The Network, a data-driven counter-trafficking organization, wanted to expand and automate its data collection, deduplication, and classification processes, which were time-consuming and often manual.



Slalom and AWS built an automated data pipeline using Amazon Bedrock to scrape, deduplicate, and classify online reviews and ads.

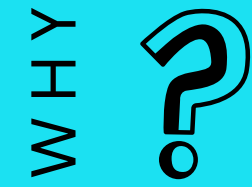


As a result, The Network identified and removed 9,000 duplicate records, achieved 85% model accuracy, and automatically classified and analyzed half a million records to better support law enforcement agencies in shutting down illicit massage businesses.

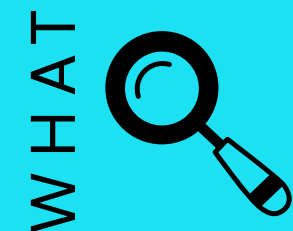
Delivering outcomes

Protecting the planet

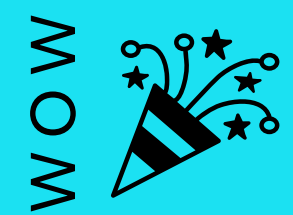
Teaming up for sustainability wins



GOAL (Green Operations & Advanced Leadership), a network of live event venue operators and professional sports arenas, sought additional visualization capabilities to support sustainability initiatives.

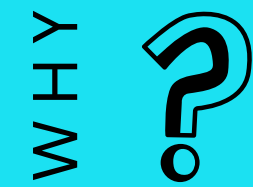


Slalom’s team worked closely with GOAL to transition existing data onto a new platform and build out a CRM Analytics dashboard using **Salesforce Net Zero Cloud**. The fully customizable dashboard shows month-over-month and year-over-year trends in water, energy, fuel, waste, and emissions.

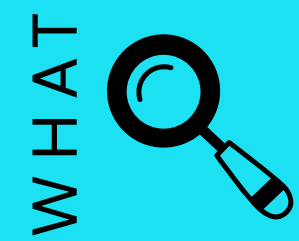


GOAL used Slalom’s Net Zero Cloud expertise to help sports teams, arenas and stadiums, convention centers, and live event venues gain insights and take action around waste management, water usage, carbon emissions, and more.

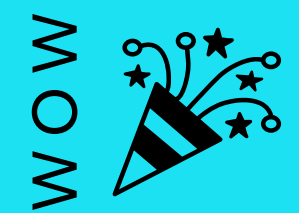
Modernizing the digital front door for water conservation



Cal Water offers several water conservation rebate programs; however, customers found the conservation portal and the application process confusing and difficult to navigate.



Slalom built a cloud-native portal and mobile app built on Salesforce Energy & Utilities Cloud and AWS.



Customers can now see a high-level overview of every program and rebate the utility offers locally. Salesforce captures customers’ Cal Water account numbers, auto-validates each visitor, and displays local conservation programs and rebates. The system includes customized application wizards that prompt customers to upload receipts and attachments for Cal Water to process their rebate applications.



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About Slalom

Slalom is a fiercely human business and technology consulting company that leads with outcomes and teams with leaders, bringing more together. From strategy through delivery, our agile teams across 54 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.

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