

2025

Impact Report

Bringing more together.

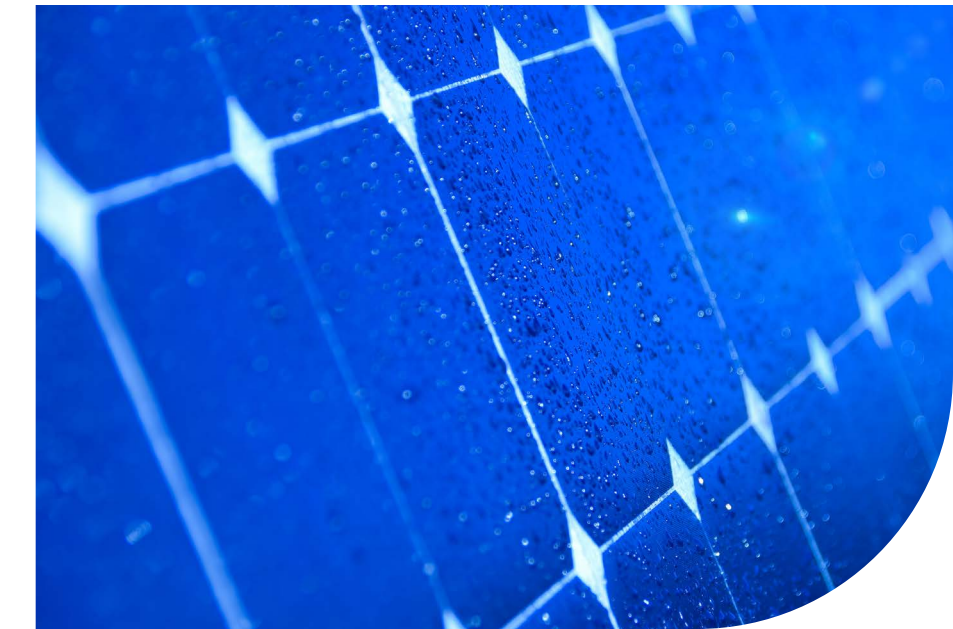




Table of contents

PAGE 01

A letter from our CEO

PAGE 02

About Slalom

PAGE 09

Our people

PAGE 21

Our planet

PAGE 32

Our communities

PAGE 39

Delivering outcomes

PAGE 47

Our governance

PAGE 56

Looking ahead

PAGE 58

Appendix



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

A letter from our CEO

To our customers, partners, and team members:

At Slalom, we've always believed business can be both ambitious and deeply human. Our purpose is to help people and organizations dream bigger, move faster, and build better tomorrows for all. Our vision describes the world we're accelerating toward, one in which every person has the opportunity to love their life and work. Our values guide how we get there.

By 2030, we're working to double our impact for our customers, our people, our communities, and the planet. Our Best and Beyond strategy is driving that ambition forward. Halfway through our 2030 journey, this report shows the progress we've made and the work still ahead.

That progress takes many forms. In 2025, our teams used data, AI, cloud, and digital platforms to advance cancer research, strengthen rural healthcare, combat human trafficking, improve wildfire readiness, and make water conservation easier. Through AI for All and Responsible AI, we're also working to keep human benefit and responsible use at the center.

The same belief shapes the experience we want for people. In 2025, we introduced our employee value proposition, "Empowered to love my work, most days." Those last two words matter. Work won't be perfect every day, but people should have the space, trust, and opportunity to grow, contribute, and feel proud of what they do. Our team members bring initiative, curiosity, and humanity. We need both to become the world's most customer-obsessed and employee-empowered services company.

That responsibility reaches beyond Slalom. Since 2020, we've contributed more than \$26 million through direct giving, fundraising, volunteering, and pro bono services to expand access to technology, skills, and opportunity.

It also includes how we run our own company. In 2025, we achieved 100 percent renewable energy across Slalom, five years ahead of schedule. We've now committed to eliminating problematic or unnecessary plastics from our operations by 2030. Reaching one goal early gave us the confidence to set the next one.

Taken together, these aren't separate programs. They're different expressions of the same belief. When something can be better, we bring people together and get to work.

I'm proud of what this report says about Slalom and who we are at our best. We have more to do, and we always will. But these pages show what can happen when our customers, partners, communities, and team members choose to build better together.

Thank you for your trust and partnership!

With gratitude,



Brad Jackson

Chief Executive Officer and Co-Founder, Slalom



About Slalom

One team, on a mission

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



Bringing home the hardware, Slalom team members celebrate a partner award with AWS for our work in the travel and hospitality industry.

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.

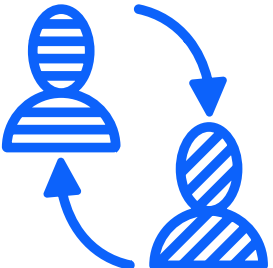
Our vision is a world in which each person has the opportunity to love their life and work.

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.



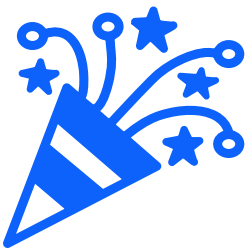
Drive connection and teamwork.



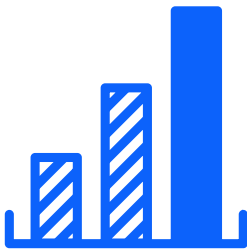
Inspire passion and adventure.



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

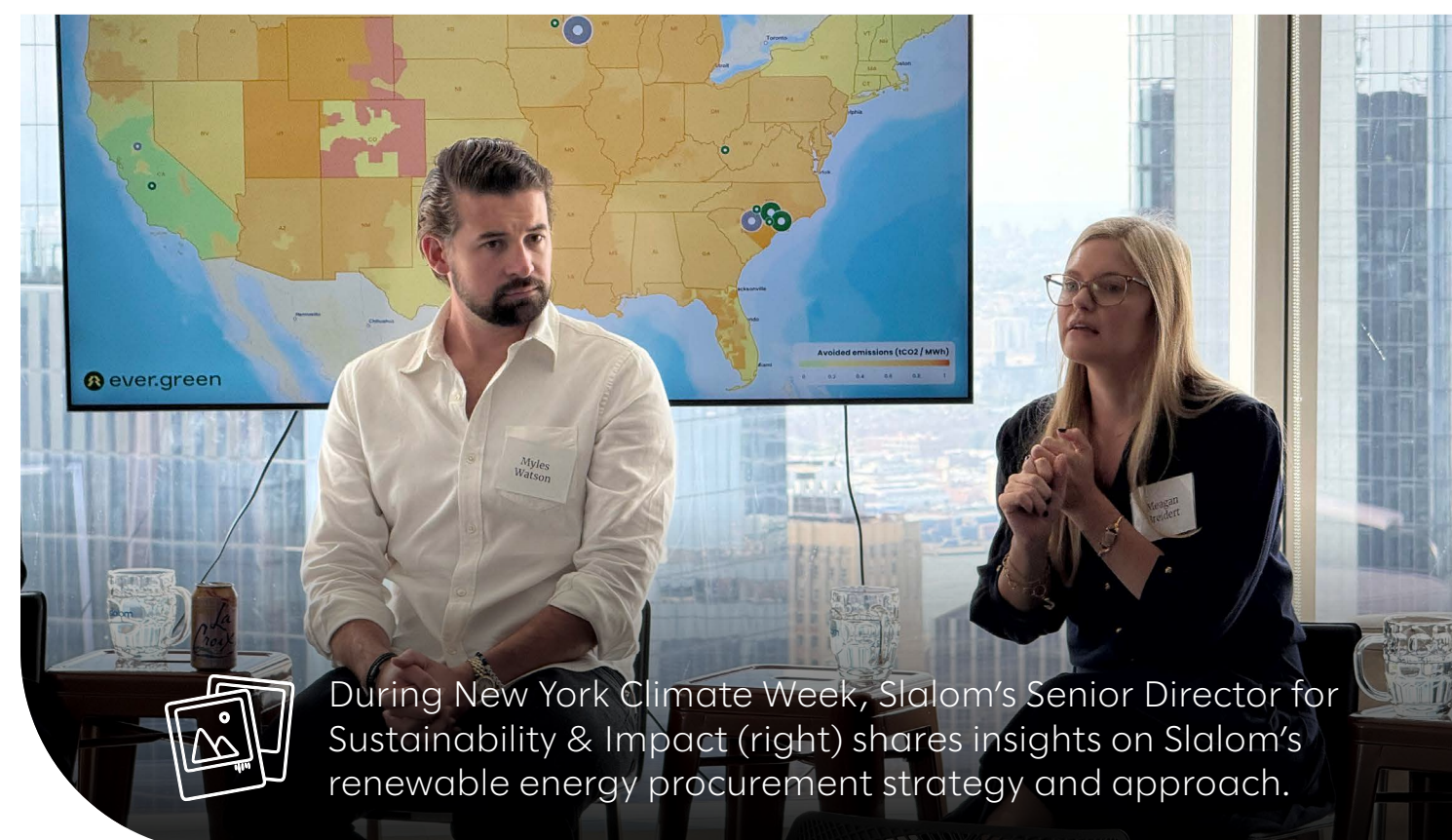


Recognizing children are our future, Slalom team members in Chicago participate in the annual Corporate Cup to support the Ann & Robert H. Lurie Children's Hospital of Chicago.

Our governance for sustainability

At Slalom, sustainability is grounded in a shared commitment to creating positive impact, starting with our people and the communities where we work. With offices around the world, we operate as a single, connected firm, delivering the same high standard of service, care, and accountability everywhere we operate.

Our sustainability approach is built on collaboration across teams and regions, supported by engaged executive leadership and driven by collective ownership at every level of the organization. Sustainability governance is embedded throughout Slalom, with global expectations guiding local actions.



During New York Climate Week, Slalom's Senior Director for Sustainability & Impact (right) shares insights on Slalom's renewable energy procurement strategy and approach.

Board-level committee

Select Board members engaged on investment and strategic direction of Slalom's sustainability and impact matters.

Customer-facing consulting teams

Multiple teams of experts that focus on supporting our customers on their sustainability journeys.

Responsible business working group

A group of representatives from each function within Slalom (e.g. Travel, Finance, Procurement, Facilities) who meet three times a year to discuss progress on goals and programs, new initiatives, and trends within the domain. Additional function-specific meetings are held as required based on action plans. This community is led by dedicated, responsible management team members.

C Suite-level executive

Responsible leadership on the C-Suite side whose portfolio includes sustainability and impact items.

Dedicated senior management

A senior director who is responsible for proposing strategy, implementation of initiatives, tracking and monitoring KPIs, and course correction. Leads a dedicated team of professionals on these matters to set targets and respond to stakeholders. This team is responsible for reporting and disclosing progress and keeping stakeholders informed.

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.

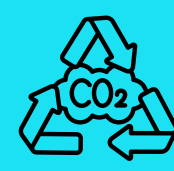


Goal 2: Strive to be the world's most employee-empowered services organization.



Goal 3: Deliver a consistently positive experience so that 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.

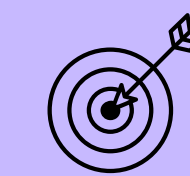
COMMUNITY GOALS



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.

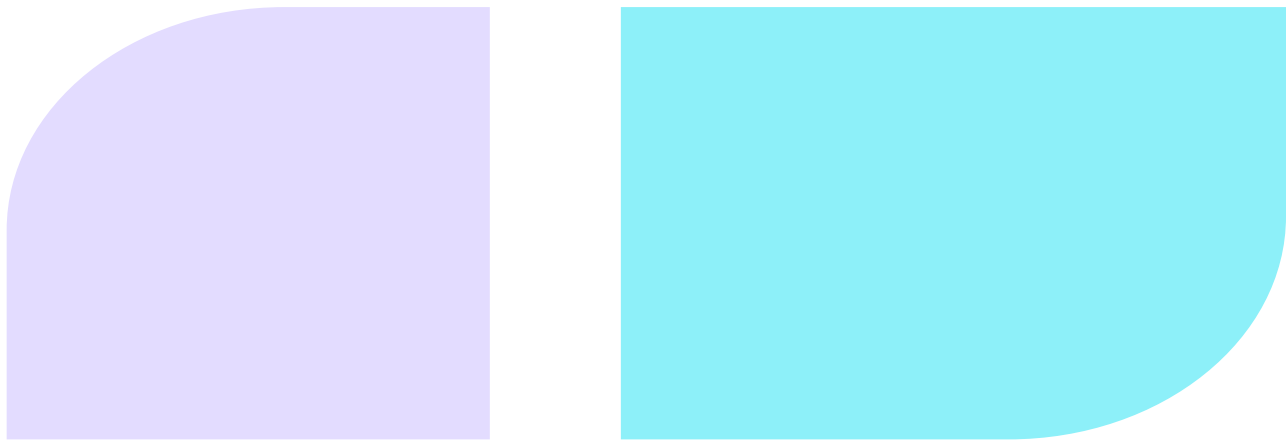


Goal 3: Grow the endowment of the Slalom Foundation to US\$100M to fund impactful grants in the future.

Progress against our 2030 goals

We are closely tracking our progress on our Impact Goals to provide accountability and course-correct where needed. We are proud of our achievements, and we are more determined than ever to complete our mission.

Look for icons throughout the report as we highlight the ways in which our projects and partnerships support our Impact Goals.



	GOALS	PROGRESS
PEOPLE	Goal 1: Reach and maintain an 80 or above employee empowerment score on our Empowerment Index by 2030.	✓ Achieved an 81 empowerment index score on the element of doing sustainable work with real flexibility in 2025 Achieved an employee empowerment index score of 75 in 2025
	Goal 2: Strive to be the world’s most employee-empowered services organization.	- Launched our Employee Value Proposition and listening system in 2025 - Achieved an 80 on the empowerment index for the element work with purpose that makes a difference
	Goal 3: Deliver a consistently positive experience so that our people feel welcome, valued, and connected to Slalom and their communities.	✓ Achieved an 82 on the empowerment index element a culture of belonging where everyone thrives
PLANET	Goal 1: Achieve carbon-neutral operation emissions and shift to 100% renewable energy by or before 2030.*	✓ Achieved 100% renewable energy in 2025* ✓ Reduced Scope 1 and 2 emissions by 50% from baseline year (2019) ✓ Achieved science-based target to reduce absolute scope 1 and 2 GHG emissions 46.2% by 2030 Reduced Scope 3 emissions intensity by 47% from baseline year (2019)
	Goal 2: Implement waste reduction programs across all Slalom offices.	✓ Achieved 100% of offices with a recycling program 68% of offices have an e-waste program
COMMUNITY	Goal 1: Collaborate with our customers and partners to create a more equitable, inclusive, and sustainable world.	✓ Provided nearly US\$16M in pro bono services with our partners and team members since 2020 ✓ Delivered US\$1,625,000 in pro bono services in 2025
	Goal 2: Contribute our experience, time, and money to reduce inequalities in communities around the world.	✓ Volunteered time to our communities that totaled a value of US\$2,380,254 since 2020 ✓ Fundraised US\$3,167,910 with our team members since 2020
	Goal 3: Grow the endowment of the Slalom Foundation to US\$100M to make impactful grants in the future.	✓ Provided US\$1.7M in grants through 2025 Reached US\$11M in funding in the Foundation to-date

*Slalom made a good-faith, best-effort approach to have all electricity covered by renewable energy. In 2025, a small gap remained in Ireland totaling less than 0.01% of Slalom’s overall energy use.

Our SDG commitment

As a deeply purpose-driven company, we support the United Nations Sustainable Development Goals (UN SDGs) and work to integrate the goals into our overall corporate strategy. Our 2020–2030 Impact Goals align with UN SDGs’ mission of creating a more equitable, inclusive, and sustainable world for all.

PEOPLE



We foster a people-first culture that prioritizes team [well-being](#) and flexibility. By empowering our people, we are better equipped to deliver the [data-driven healthcare innovations](#) and [tech solutions](#) our customers need to improve patient lives.



Our commitment to gender equality is backed by fair hiring and [pay equity](#). We strive to foster a sense of belonging through [Slalom Communities](#), empowering our team with the resources and networks to accelerate their careers.

PLANET



Leading the charge toward a sustainable future, we’ve committed to [100% renewable energy](#). We also work with our customers to provide strategic consulting and data-driven insights needed to transition to cleaner power.

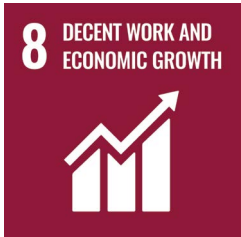


From [waste reduction](#) to ethical sourcing, we are [redesigning](#) our operations to prioritize the planet. We extend this commitment to our partners, providing the reporting tools and strategic insights necessary to track environmental footprints and implement high-impact sustainability goals.



We drive climate action through [100% renewable energy](#) and [science-based emission targets](#). By collaborating with our customers and value chain on decarbonization and resilience, we turn environmental goals into [climate-positive reality](#).

COMMUNITY



Our mission is to build [thriving careers](#) in cities around the world. We believe in fair pay, building spaces where all are welcome, and giving our people the freedom to innovate. When our team members [grow](#), they help build stronger, more vibrant communities right where they are.



We believe everyone deserves a seat at the table. That’s why we work inside our own walls and alongside our customers to clear the [path](#) for underrepresented voices. Together, we use thoughtful design and responsible tech to create digital and physical spaces where everyone feels they [belong](#).

GOVERNANCE



We integrate good governance and anti-corruption policies into our own organization as well as into our client strategies. Through robust [cybersecurity](#) programs and data privacy consulting, we do our part to help [protect](#) public and private digital infrastructure from evolving technological threats and vulnerabilities.



We scale our impact through powerful [partnerships](#) with communities, customers, and team members. Together, we lead community-driven [initiatives](#) that contribute to a healthier, more sustainable future for all.

2025 recognitions

We work hard to nurture an environment that helps team members learn, experiment, and grow, and we're proud of the global recognitions that celebrate our commitment to growing an inclusive, impactful culture.



"When people feel cared for, they not only work better, but they think differently."

Camila Quiñones

Business Advisory Services Delivery Director

Mexico

Our people

Nurturing our culture

Our success depends on creating a workplace where team members feel supported, respected, and empowered to do meaningful work for our customers, our communities, and each other. We are continuing our work toward creating the welcoming and engaging work environment that our team members expect from their employer, grounded in care for the whole person.



Conference floor, but make it a merch drop! Slalom's Dreamforce booth brought all the fan-favorite energy: bold ideas, fresh insights, and just enough swag to make you do a double take.

A letter from our Chief People Officer

To our team members, customers, and community:

As I reflect on 2025, I am filled with both pride and gratitude for what we have achieved together at Slalom. This year was defined not only by what we delivered, but by how we showed up for one another, for our customers, and for the communities and planet we all share. Across our global teams, we continued to demonstrate that prioritizing human experience is not just a value; it is a powerful driver of impact and performance.

What stands out most to me is how our culture came to life this year. Our team led with empathy, authenticity, and care, strengthening a sense of belonging across our teams and reinforcing what it means to be a fiercely human company in a rapidly evolving world. We saw this in the way we invested in growth with the vast majority of our people building new AI skills to prepare for the future, while continuing to support our customers to bring new solutions and new ways of working.

At the same time, we continued to take meaningful steps forward in how we care for our planet. From progressing significantly on renewable energy use to advancing commitments to reduce waste and phase out single-use plastics, these efforts reflect a

shared sense of responsibility and collective action. They are also a reminder that the choices we make, both big and small, shape the future we are building together.

I am equally inspired by the impact our people have made in communities around the world. We invested more in our Slalom Employee Communities to multiply their efforts and empower our team members. Through volunteering, pro bono work, and giving, Slalomers showed up with generosity and purpose, creating meaningful change in the places we live and work. This spirit of care and contribution is one of the things that makes Slalom so special, and it continues to define who we are.

As we look ahead, I am incredibly optimistic about what we can achieve together. Guided by our purpose and our 2030 goals, we will continue to invest in our people, deepen our impact, and build a company where everyone has the opportunity to thrive.

Onward,

Kristine Santa-Coloma Rohls

Chief People Officer

“Our team led with empathy, authenticity, and care, strengthening a sense of belonging across our teams and reinforcing what it means to be a fiercely human company in a rapidly evolving world.”





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

Measuring what matters

In September 2025, we launched our inaugural Culture Benchmarking Survey to establish a baseline for our new 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.

Index scores from our 2025 Benchmarking Survey

82

A culture of belonging where everyone thrives.

81

Sustainable work and real flexibility.

80

Purpose that makes a difference.



Some people count steps. We count impact. These Slalom teammates brought the energy, the commitment, and the community spirit to the San Diego Heart & Stroke Walk during the annual STEptember challenge.

"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 Santa-Coloma Rohls
Chief People Officer

Listening across the employee journey

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.



Preparing for the workforce of the future

Growth is a critical component of the Slalom experience.

In 2025, our team members completed on average eight hours of learning, utilizing both digital modules and instructor-led courses.

Our learning philosophy can be summarized in four main pillars:

- We meet our people where they are. We work hard to align educational paths with individual career goals, specific project demands, and shifting market trends. We work hard to provide learning that is relevant and impactful.
- We collaborate with world-class partners to provide premier training, certification pathways, and immersive cohort experiences. These alliances help our talent remain at the cutting edge of global innovation.
- We foster a culture of cross-functional excellence by connecting technical talent across our global markets. Through peer mentorship and knowledge-sharing, we turn individual expertise into collective strength.
- We prioritize human potential over rigid processes. Recognizing that development isn't one-size-fits-all, we offer "just-in-time" learning opportunities that support both professional ambitions and personal well-being.

Technical talent development

Our Global Technical Talent Enablement (GTTE) team is dedicated to designing and enabling holistic learning experiences that cultivate both professional and technical skills across our global workforce.

The GTTE team builds resilience and future-ready capabilities across Slalom through three pillars:



Learning & Development: Fostering strategic partnerships within the technology ecosystem to bring specialized alliance learning series to Slalom, while developing robust internal curricula to promote continuous technical growth.



Certifications & Vouchers: Driving operational excellence and streamlined support across all business functions by managing alliance voucher programming, providing detailed certification reporting, and offering Request for Proposal (RFP) support.



Partner Collaboration: Maintaining and driving deep collaboration with our alliance partners, we bring more skills, tools, and talent to our customers through robust industry partnerships.



AI training and upskilling

AI is central to our operations and our customers’ success, and we work hard to facilitate 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 verify 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, a gamified, multi-week learning experience designed to help team members at all skill levels explore and adopt generative AI. The results speak for themselves based on the participant survey results below.

AI highlights

While learning opportunities span our entire ecosystem, several standout initiatives in 2025 showcased Slalom’s deep technical depth across Enterprise, Cloud, and Data platforms:

Enterprise: Agentforce Foundations

During an eight-hour workshop, 169 participants explored key concepts and practical skills related to prompt engineering, Agentforce capabilities, and Retrieval-Augmented Generation (RAG) with Data Cloud.

Cloud: Microsoft AI Skills Fest

Hosted on April 8, 2025, in celebration of Microsoft’s 50th anniversary, this event engaged 720 Slalom team members (representing 7% of our entire organization) in high-impact, synchronized AI education. Our team members’ participation helped Microsoft achieve the *Guinness World Records* title for the most users to take an online multilevel artificial intelligence lesson in 24 hours.

Data: Snowflake Specialty: GenAI Beta & Instructor-Led Training (ILT)

Slalom was invited to participate in the exclusive beta for the new Snowflake Specialty: GenAI certification where team members took part in the beta version of the new ILT offering to prepare for the official exam.

72% of Slalom team members completed the AI Bingo Challenge, effectively increasing their skills to deliver for Slalom and our customers.

There has been a **35% increase** in prompt-writing abilities across the company.

80% of participants leave the program feeling confident about integrating AI into their everyday work.

Participants are **5x more likely** to believe they have significant opportunities for career growth.

Participants report saving an average of **3.5 hours per week** using AI tools.

84% of surveyed participants reported that the program was a valuable use of their time, and will better support our customers and make their daily work more efficient.

Health and well-being

When team members feel supported holistically, they're better able to do their best work for our customers and communities. That's why our benefits approach is designed to support well-being across four core pillars: social, emotional, physical, and financial.

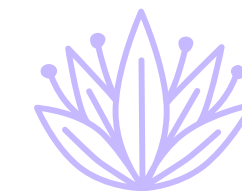


Social well-being

To perform at their best, our team members need the space to recharge, explore personal passions, and care for those who matter most.

We offer generous and flexible Paid Time Off (PTO) policies that prioritize individual needs. Whether it's for international travel, spending quality time with family, or simply taking a mental health break, we trust our people to manage their time in a way that promotes long-term balance.

We also support our team members when they want to serve the causes they care about. We allocate a set number of work hours each year for team member volunteer activities across multiple locations where we operate.



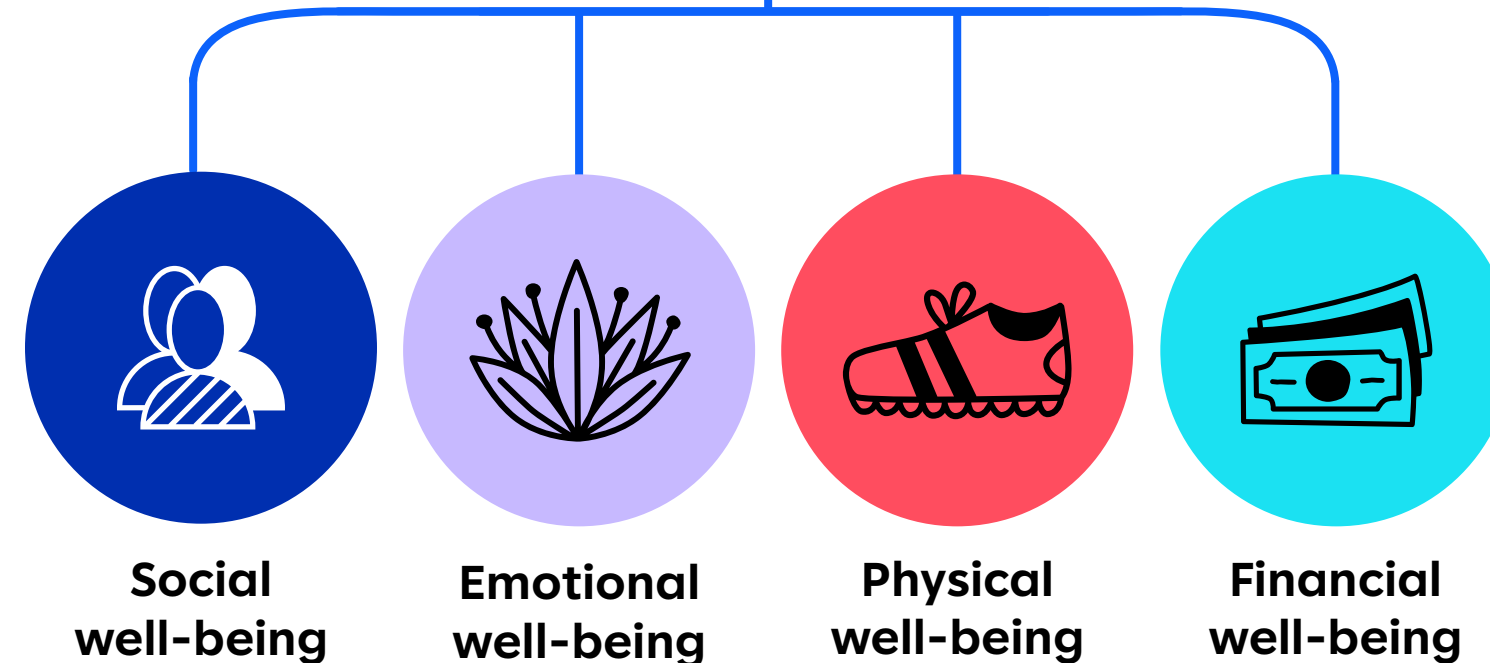
Emotional well-being

Life is complex, and we believe a sustainable career requires a foundation of solid emotional support. To help our people through both daily stressors and significant life events, Slalom provides a comprehensive ecosystem of confidential resources designed to foster resilience.

We prioritize mental wellness by providing access to Employee Assistance Programs (EAPs). This includes:

- Confidential counseling for team members navigating personal or professional challenges.
- Mindfulness workshops and digital resources focused on emotional health and stress management.

In some of our jurisdictions, we offer practical solutions for the unexpected moments in life with benefits designed to provide peace of mind when traditional routines are disrupted. We offer backup family care with access to up to 10 stays per year for child or adult care when primary arrangements fall through.



Physical well-being

We promote a culture of movement and energy, helping our team access resources to stay physically resilient and vibrant. We offer a wide range of national and regional insurance options, providing the flexibility to choose the coverage levels and costs that fit your life. Slalom adheres to all workplace health and well-being regulations in every country where we operate. Slalom covers a significant portion of health plan costs; however, if a team member’s selected plan costs less than the company-provided credit, the remaining value is contributed directly to their Health Savings Account (HSA), where applicable.

In 2025, we launched a partnership with Goodpath to provide our US team members with a whole-person weight care program. This program provides ongoing, personalized weight management support that takes a holistic look at health, offering one-on-one health coaching and progress tools.

We recognize that families take many forms. We are committed to supporting each team member’s unique journey toward parenthood with a family planning benefit. This includes support for fertility services and adoption assistance.

Slalom Community

STEPtember Challenge

During our annual STEPtember challenge, Slalom team members combined healthy habits with climate action, walking enough collective steps to visit every global office—twice! By consciously choosing to walk instead of drive, participants prevented more than 32 metric tons of carbon dioxide from entering the atmosphere.

Financial well-being

To help our team members navigate their personal financial journeys, we provide region-specific access to personalized guidance for budgeting and debt management with resources focused on financial literacy and strategic long-term planning. We also offer pet insurance and legal assistance plans for civil matters like wills and estates.

We believe financial health and environmental health can go hand-in-hand. In select markets, Slalom offers financial incentives to encourage team members to adopt more sustainable commuting options. This initiative reduces our collective carbon footprint while rewarding eco-conscious choices.

Pay equity

Clear and competitive compensation is the key to a fair culture that attracts and retains a world-class workforce. To turn these principles into reality, we conduct regular pay equity reviews using a trusted third-party tool that allows us to objectively assess compensation across the organization. These analyses account for critical variables to facilitate a “like-for-like” comparison, including job level, role, geographic location, tenure, experience, and performance ratings.

To uphold our standards, we maintain a policy against asking candidates about their salary history so new hires can feel confident they are being compensated based on their unique skills and the requirements of the role. Our goal is to consistently maintain 100% pay equity for equal work regardless of gender globally and, in the US, regardless of race or ethnicity.

We offer pay that reflects current industry standards.

We align our pay structures with company performance to build collective financial well-being.

We pay our team members equitably for similar roles and contributions.

We directly link compensation to individual impact and growth.



Slalom Communities

Slalom Communities are essential to keeping our people connected and engaged.

Slalom Communities are open to all team members and led by dedicated volunteers, executive sponsors, and global leads. Together, they cultivate community, support professional development, and create space for all voices across our global organization.



All My Relations

Explores topics related to Indigenous Peoples worldwide. With connection as our top priority, we provide support to Indigenous team members, bring awareness to their cultures, values, and traditions, and foster relationships with the Indigenous communities where we work.

Engagements in 2025 include:

- Held morning tea across all Slalom offices in Australia during National Reconciliation Week with catering and ingredients sourced from First Nations-owned businesses.
- Observed National Aboriginal and Islander Day Observance Committee (NAIDOC) week over a meal with First Nations-owned businesses.



Amplify

Aims to boost the efforts of belonging across geographies of our team members who are engaged learners and allies. Amplify provides a safe space where individuals with unique backgrounds and perspectives can share, learn, and connect with others.

Engagements in 2025 include:

- Supported intersectional events including the annual Food Drive.
- Supported our non-profit organizations on the front lines of fire recovery efforts in Los Angeles, raising US\$2,300+ in direct donations to provide immediate resources for those displaced by the fires.



Aspire

Brings together the various experiences, perspectives, and cultures of our Asian, Asian American, Native Hawaiian, and Pacific Islander (ANHPI) employees and allies to attain new heights. Aspire aims to connect, cultivate, and empower a community of ANHPI team members.

Engagements in 2025 include:

- Celebrated Diwali in partnership with Microsoft for inclusion and shared learning.
- Came together during Lunar New Year for an annual snack bracket challenge.
- Hosted regular dinners and Aspire-aligned restaurants for community support and fellowship in Detroit.



Green

Seeks to empower teams worldwide to reduce environmental impact, promote environmental awareness, and spark local action and progress toward Slalom's sustainability commitments.

Engagements in 2025 include:

- Adopted a street in the Carolinas for annual trash removal and community service.
- Recycled for a good cause in Orange County by converting the recyclables into funds for local nonprofit.
- Walked the beach with community service in mind picking up trash in San Diego.
- Exchanged favorite books on the planet in Denver.



Horizons

Dedicated to creating a world where the infinite variations in mind and body are represented, empowered, and celebrated. Horizons amplifies the voices of individuals with disabilities, neurodiversity, and mental health communities through educational programming, accessibility initiatives, and a commitment to intersectional allyship.

Engagements in 2025 include:

- Engaged team members by hosting an expert speaker and providing a book giveaway.
- Supported mental health globally with a t-shirt fundraiser with a design sourced and created by a Horizon team member.
- Developed best practices and guidance in the UK and Ireland on hosting inclusion events.



Military

Creates space for military veterans, reservists, team members with military family, or anyone passionate about engaging with this community or supporting veterans' initiatives.

Engagements in 2025 include:

- Supported the Wounded Warriors 5k Project which exceeded fundraising goals and successfully rallied the local community.
- Partnered with the Merivis Foundation and supported Hooves & Heroes.
- Planted flags over Memorial Day Weekend in the Washington, D.C. region at the National Memorial Cemetery at Quantico.



Partners for Good

Supports the local communities where team members live and work by volunteering, fundraising, donating, and providing their skills and expertise.

Engagements in 2025 include:

- Led a global time of service for Martin Luther King, Jr. Day that resulted in thousands of service hours.
- Eased the burden on three families in Nashville during the holiday season.
- Sponsored a Pelotonia team in August and raised US\$2,930, surpassing the original goal team members set in Ohio Valley.



Prism

Seeks to increase awareness and understanding while removing workplace barriers for all sexual orientations, gender identities, and allies.

Engagements in 2025 include:

- Hosted a Prism Global Summit aligned with World Pride Day and featured robust conversations from speakers at Microsoft, Salesforce, and other national organizations, including prominent journalist, Erin Reed.
- Participated in global pride events including Mexico, Germany, and Japan.
- Conducted signature *LGBTQ What!?* Training to raise awareness on the community and lived-experiences.



REACH

Consists of a community of engaged team members creating an empowered community for Black employees and allies to learn, share, and succeed professionally and personally.

Engagements in 2025 include:

- Donated and distributed full holiday meals to over 250 families across the Texas and Louisiana region.
- Hosted a Summer Soiree to build community, play trivia, and connect in Atlanta.
- Danced in joy during a line dancing and soul food event to keep bodies moving and bellies full in Detroit.
- Hosted prominent leaders in technology during the annual REACH Speaker Series events resulting in donations to Historically Black colleges and universities (HBCUs).



Unidos

Provides community for Slalom’s Hispanic and Latiné team members, allies, and those interested in learning more.

Engagements in 2025 include:

- Taught local high school students in San Diego on foundational AI skills for the future.
- Remembered loved ones and pets past with ofrendas during Día de los Muertos.
- Partnered with Aspire for a unique event: “How Coffee Has Acted as a Bridge Between Asia and Latin America.” This collaborative lunch and presentation in Vancouver and Montreal sparked conversations about shared histories and the beauty of cultural intersections.



Women

Connects, elevates, and celebrates women to enable an equitable voice throughout Slalom.

Engagements in 2025 include:

- Hosted a workshop called “What’s Your Superpower?” which explored building a personal brand and featured a themed session called “Closer to Fine” about women in leadership.
- Sponsored a Women in AI event in Calgary, where thought leaders and innovators gathered to explore AI trends, ethics, and opportunities for women in technology.
- Collaborated with Salesforce to co-host a panel of senior women leaders followed by an interactive workshop called “Take Your Space” in Northern California.

“Having supportive relationships with colleagues can create a sense of belonging and foster a positive work environment. Conversely, a lack of social connections or negative interactions can contribute to increased stress, anxiety, and even burnout.”

Kristin Hillier

Senior Architect, Solution Ownership and Slalom Horizons member on the power of social connections at work

Investing in Slalom Communities: The Multiplier Fund

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, 11 projects were funded ranging from athletic tournaments to food distribution to supporting local businesses during our daily 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

Coffee on Us

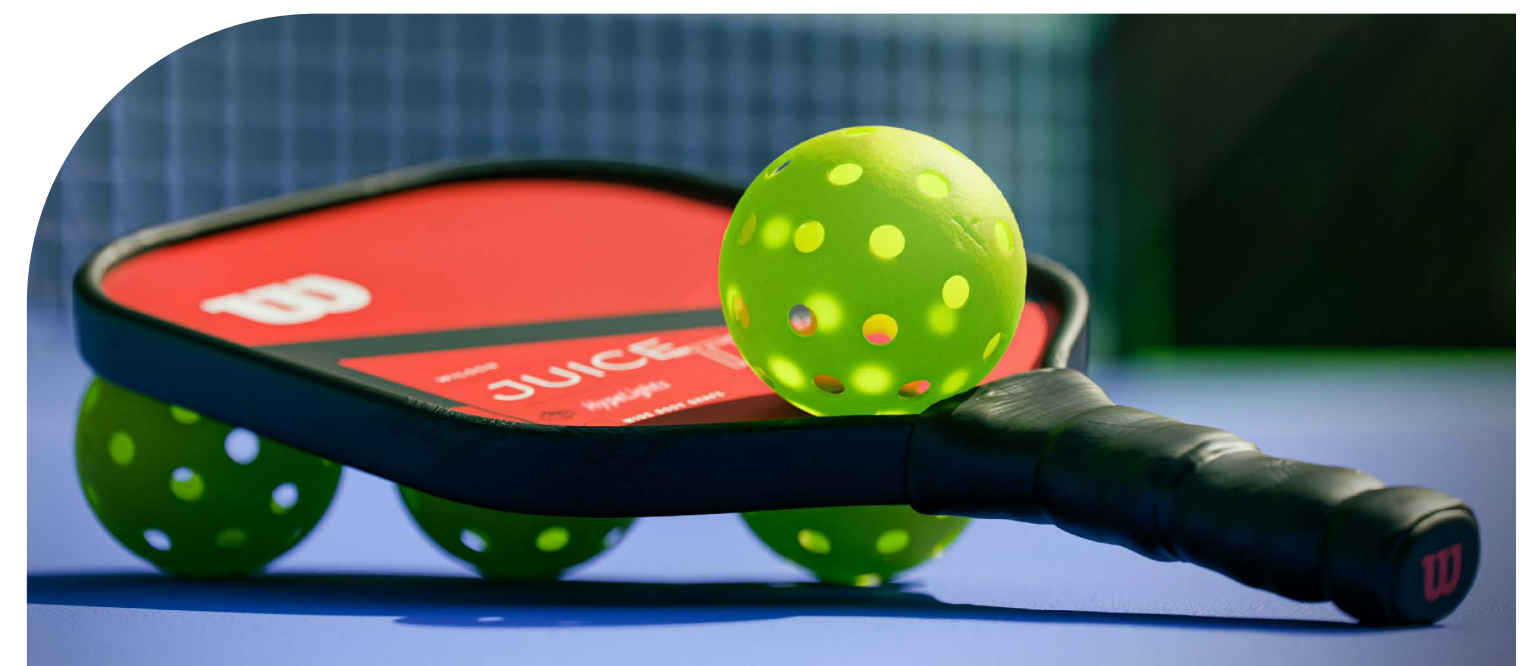
Through Coffee on Us, Unidos San Diego invited Slalom team members to experience Hispanic Heritage Month in a tangible way; exploring culturally inspired beverages at local Hispanic-owned coffee shops while building connections across the community. The initiative helped spotlight small businesses, introduced consultants to new neighborhood establishments they could continue to support beyond the event, and created meaningful opportunities to learn about Latiné culture through food, drink, and shared experiences. By turning an everyday coffee break into a cultural experience, the program strengthened community ties both inside and outside Slalom.

Slalom Community

Battle of the Paddles

Jointly funded by the Multiplier Fund, all of our Slalom Communities represented in the Pennsylvania Metro 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.



Our planet

Showing up for our planet

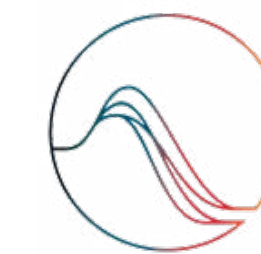
At Slalom, caring for the environment starts with how we show up every day and the work we do with others. We focus on practical, office-level actions that reduce our environmental footprint, from how we use energy and materials to how we design our workplaces and ways of working.

We work closely with our customers, partners, team members, communities, and value chain to support shared efforts toward a cleaner environment and a resilient, healthy, and just future for our planet.

Slalom's environmental commitments

At Slalom, we believe it's our collective responsibility to be good stewards of the planet, which is why we are actively working to minimize our environmental footprint across our operations and supply chain. Guided by the UN SDGs and the Paris Agreement, we believe in creating and achieving targets that are backed by science. The Science Based Targets initiative (SBTi) has validated our near-term goals to reduce absolute Scope 1 and 2 emissions by 46.2% and Scope 3 emissions by 55% per full-time employee by 2030, compared to our 2019 baseline. SBTi has also classified our Scope 1 and 2 targets as aligned with a 1.5°C trajectory.

Initiatives we are aligned to:



SCIENCE
BASED
TARGETS



Scope 1 & 2 emissions

We are committed to reducing absolute Scope 1 and 2 emissions by 46.2% by 2030 from our 2019 baseline.

Carbon Neutral

We plan to go beyond our SBTi-validated goals and achieve carbon neutrality in our own operations by 2030.

Energy

Achieve 100% renewable electricity by 2030.

Scope 3 emissions

Reduce Scope 3 GHG emissions 55% per full-time employee (FTE) by 2030 from a 2019 base year.

Waste

Implement waste reduction programs across all Slalom offices by 2030 to divert waste from landfills.

Plastic

Eliminate problematic or unnecessary plastic materials from all operations and fully transition to reusable or compostable alternatives by 2030.



Decarbonization initiatives

We know that meaningful contributions to making the planet healthier require long-term commitments. Guided by our [Climate Transition Plan](#), our decarbonization strategy focuses on practical, high-impact initiatives from adopting renewable energy and boosting energy efficiency to championing sustainable travel and partnering with our value chain.

By weaving these practices into our daily operations and broader value chain, we are driving down emissions and supporting the global shift toward a future where business success and environmental stewardship thrive together.



Renewable energy procurement

We are committed to powering our business with clean electricity, prioritizing local renewable energy solutions wherever possible. When local sourcing isn't viable, we bridge the gap by purchasing high-quality, credible unbundled Renewable Energy Certificates (RECs), prioritizing Green-e® RECs in the United States and GO EACs for our operations outside the US.

In 2025, we entered into a strategic relationship with a leading provider promoting fair labor practices, and contributing to local economic growth.



Location selection

We purposefully choose office spaces within certified sustainable buildings and actively collaborate with property managers to further our environmental objectives. This deliberate approach signals to landlords that green building standards are a priority for tenants like us, while providing our teams access to spaces optimized for high energy efficiency and superior ecological performance.



Traveling smarter

Travel is a necessity for client service, but it is also a source of carbon emissions. We are moving from high-level estimations to granular, provider-level reporting to drive more informed decisions. We are empowering our people to make more mindful business travel choices by leveraging collaborative digital tools and promoting low-carbon travel alternatives.



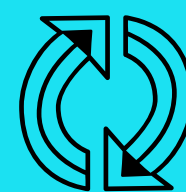
Commuting greener

We support eco-friendly commutes by providing access to EV charging stations, bike storage, and public transit incentives. We intentionally factor in transit accessibility when mapping out new office locations, and we run community commuting challenges during Earth Month to inspire greener daily travel habits.



Energy-saving practices

We continuously reduce our power consumption through smart workplace operations and strategic digital transformation. From retrofitting office spaces with high-efficiency lighting to shrinking our IT infrastructure footprint via cloud migration to meticulously maintaining our HVAC systems, we keep our energy performance optimized.



Engaging suppliers

We are embedding strict environmental and social criteria directly into our procurement processes and vendor contracts. By focusing our efforts on our top-tier suppliers first, we can maximize our corporate influence, accelerate positive climate action across our supply chain, and significantly mitigate operational risks.



Working toward a cleaner environment

Our near-term emissions reduction targets

In the last five years, we have worked hard to reduce our planetary impact. We are continuing to challenge ourselves and push our actions forward, working together to create a cleaner, healthier planet for all.

Target 1

Scope 1 & 2: 46.2 % absolute reduction by 2030 (from 2019 baseline).



Progress: Achieved. In 2025, we went above and beyond our original commitment and achieved a 50% reduction in Scope 1 and 2 compared to our baseline year 2019.

Target 2

Scope 3: 55% reduction per full-time employee by 2030 (from 2019 baseline).



Progress: On track. In 2025, we achieved a 47% reduction in our intensity amount (mtCO2e/FTE) from our baseline year 2019. This reduction was driven by an absolute emissions reduction across key Scope 3 categories, including Purchased Goods & Services (Cat. 1), Capital Goods (Cat. 2), and Employee Commuting (Cat. 7).

Target 3

Renewable energy: In 2020, Slalom set a target to source 100% renewable energy for our global operations electricity by 2030.



Progress: Achieved. In 2025, we achieved this target, purchasing 100% renewable energy for all electricity within our global operations.

Slalom’s environmental journey

We are continuously learning how to strengthen our commitment.

2020

Conducted our first environmental impact assessment and set our environmental goals.

2021

Joined the Climate Pledge, a call for businesses and organizations to take collective action.

2022

Signed a commitment letter with the SBTi to set near-term carbon reduction targets.

2023

Set near-term company-wide emission reductions in line with climate science and approved by SBTi.

2024

Science-based targets were validated by SBTi.
Developed and published Climate Transition Plan.

2025



100% powered by renewable electricity.



Reduced Scope 1 and 2 by over 46.2% (absolute).



Set a Plastics Commitment.



Emissions

We are proud to share that in 2025 we achieved a 28% reduction in emissions from 2024. This includes all emissions (Scope 1, 2, and 3) driven by increased renewable energy procurement and strategic efficiency initiatives.

One of the drivers of our decarbonization progress in 2025 was our transition to renewable energy. By prioritizing high-quality electricity procurement alongside rigorous efficiency standards, we are fundamentally reshaping our operational footprint.

In preparation for California SB 261, in 2025, we published a report in line with the [Task Force on Climate-related Financial Disclosures](#).

Upholding the integrity of our reporting

We measure and report our Scopes 1, 2, and 3 GHG emissions in alignment with the Greenhouse Gas Protocol, capturing both operational and value chain emissions. Our emissions inventory is externally assured by a CDP gold-accredited third-party provider, and our data was verified in accordance with ISO 14064-3:2019 (limited assurance).

Total 2025 emissions (mtCO₂e)



Scope 1 and 2 (market-based)

Scope 3 C1 Purchased goods & services

Scope 3 C2 Capital goods

Scope 3 C3 Fuel & energy-related activities

Scope 3 C5 Waste generated in operations

Scope 3 C6 Business travel (excluded hotel)

Scope 3 C7 Team member commuting (excluding teleworking)

Key takeaways

- Our verified, absolute market-based emissions, excluding hotels and homeworking, has decreased by 36.5% since our 2019 baseline.
- Our travel-related emissions (excluding hotel/lodging) decreased by 30% since 2024; 6% since 2019 with the largest driver being a reduction in air travel. We also saw a modest increase in train travel as our team members switch to lower-carbon modes of travel.
- Our emissions from employee commuting declined by nearly 58% from our 2019 baseline.
- Our largest emissions category—purchased goods and services—declined by nearly 34% from the 2019 baseline year.

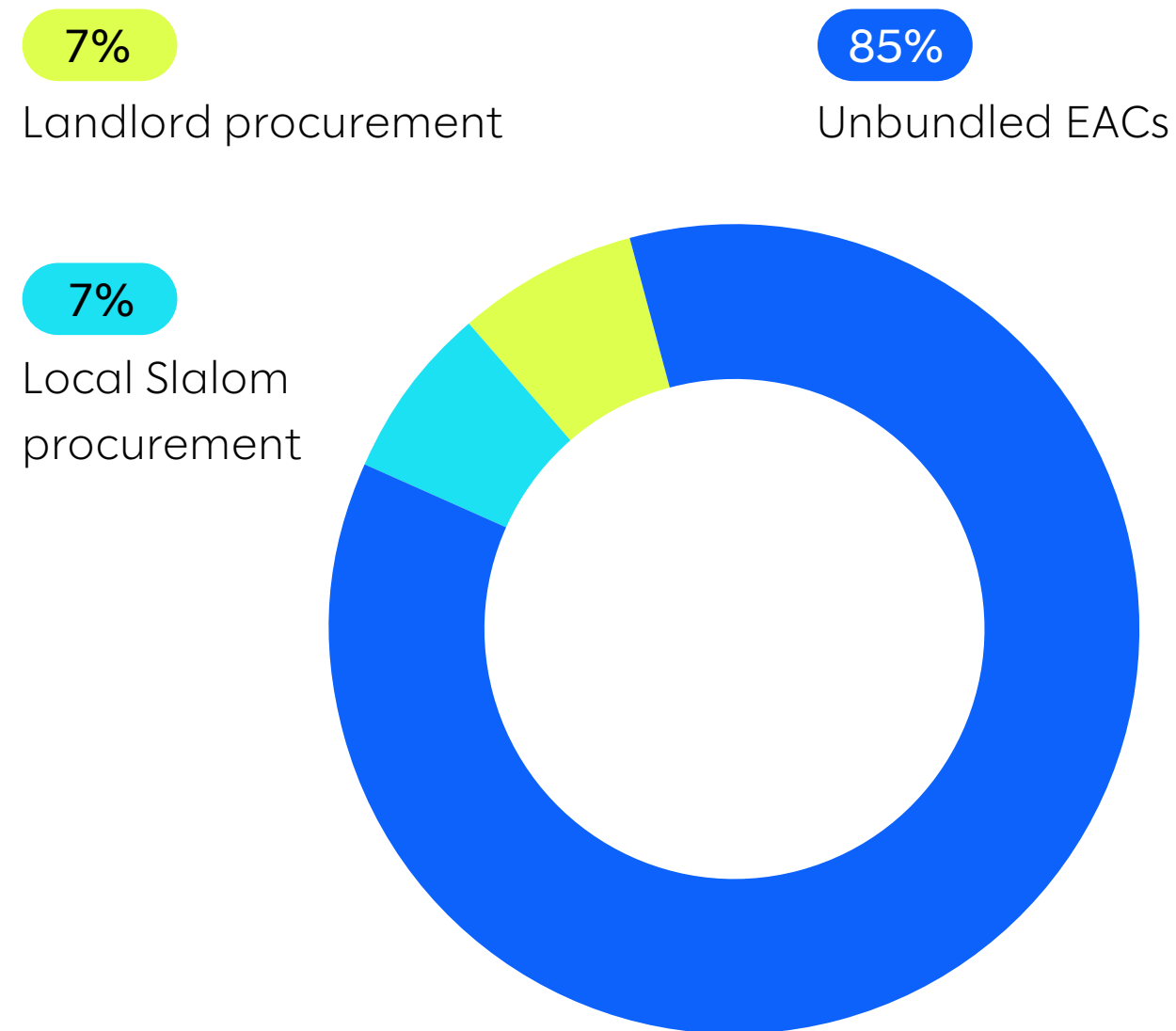
Supporting
SDG 7,13



Energy

In 2025, our decarbonization progress was fueled by a shift in how we power our global operations. As of 2025, Slalom is 100%¹ powered by renewable electricity. This was achieved through a strategic partnership with a credible provider to procure EACs, including Green-e® certified RECs, effectively bringing market-based Scope 2 emissions to zero for electricity.

2025 renewable energy breakdown*



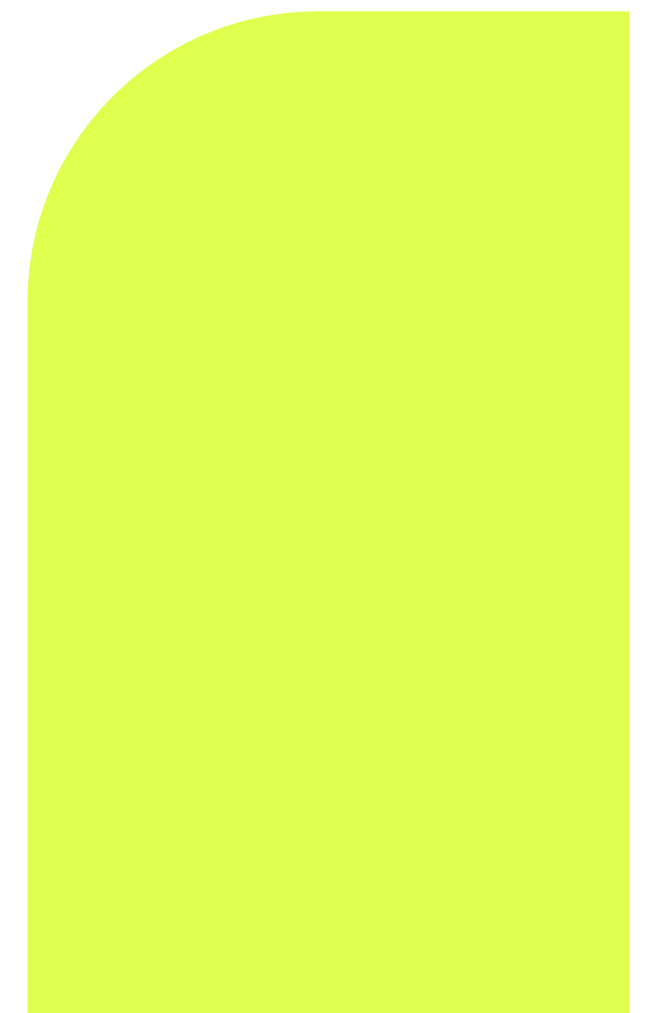
We successfully met our goal to be
100% powered by renewable energy as of 2025.

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

Slalom Community

Sponsoring the Sustainability Awards

For the second consecutive year, Slalom was proud to co-sponsor the Puget Sound Business Journal (PSBJ) Sustainability Awards, an event dedicated to honoring the organizations and leaders driving meaningful environmental and social change across the Pacific Northwest region.



¹ Slalom made a good-faith, best-effort approach to have all electricity covered by renewable energy. In 2025, a small gap remained in Ireland totaling less than 0.01% of Slalom's overall energy use.

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

Supporting
SDG 2



Waste

100%

Offices with recycling

Slalom takes a comprehensive approach to waste management, focused on reducing material use, increasing diversion, and advancing circularity across our global operations. As a professional services firm, our waste footprint is concentrated in office operations, IT equipment, and events—areas where we have prioritized scalable, behavior-driven solutions.

Across our offices, waste reduction is embedded into day-to-day operations through recycling, composting, and waste minimization practices. Today, 100% of Slalom offices offer some form of waste diversion, including recycling and, where available, composting programs. These efforts are supported by standardized office sustainability guidelines, improved signage, and ongoing awareness campaigns to encourage responsible sorting and reduction behaviors.

We complement these programs with waste audits and data collection efforts to better understand local waste streams and identify opportunities to improve diversion rates. Insights from these audits have informed changes such as enhanced sorting infrastructure and targeted engagement campaigns to drive behavior change at the office level.

49%

Offices with printer ink
and toner recycling

E-waste

Our commitment to the planet extends to how we manage our technology. When it’s time to refresh our hardware, we prioritize giving devices a second life or ensuring they are safely and responsibly recycled. We have also implemented specialty recycling programs, including toner, ink, and cartridge recycling.

In 2025, we retired 2,766 laptops. We kept the vast majority of them in circulation. Through employee donations and the secondary market, we extended the lifecycle of over 70% of the devices. For the 30% of laptops that had no residual market value, we partnered with our IT Asset Disposition (ITAD) vendor to responsibly e-cycle them rather than send them to a landfill. Our ITAD vendor is R2v3 certified by SERI, meaning they adhere to the strictest global standards for environmental protection, data privacy, and safe material recovery.

68%

Offices with e-waste
recycling

Success story

Real-world impact: our Reach For (R4) Conference

Building better tomorrows starts with the choices we make today. During our R4 Conference in 2025, we worked with our vendors to incorporate sustainable plans from the start. This included sending all food scraps to the CORE Newtown Creek Co-Digestion Facility in Brooklyn. There, the food scraps were combined with wastewater in an anaerobic digester to produce methane, a biogas that now helps heat the facility and provides energy for local homes and businesses.

These efforts are just some of the steps we are taking in our journey to fully transition our events and offices to reusable or compostable alternatives by 2030.

250 lbs

of usable goods
donated to local
communities, extending
the life of our materials.

600 lbs

of food rescued,
supporting our mission to
reduce the environmental
burden of waste.

100%

of event operations aligned
with our commitment to
identify and phase out
unnecessary plastics.

Plastic waste

Looking ahead, Slalom is expanding its focus from waste diversion to waste prevention and material transition. In 2025, we introduced a global commitment to eliminate problematic or unnecessary plastics from our operations and transition to reusable or compostable alternatives by 2030. This commitment applies across offices, events, and procurement practices, reinforcing our broader effort to reduce upstream waste generation and align with client expectations and global sustainability trends.

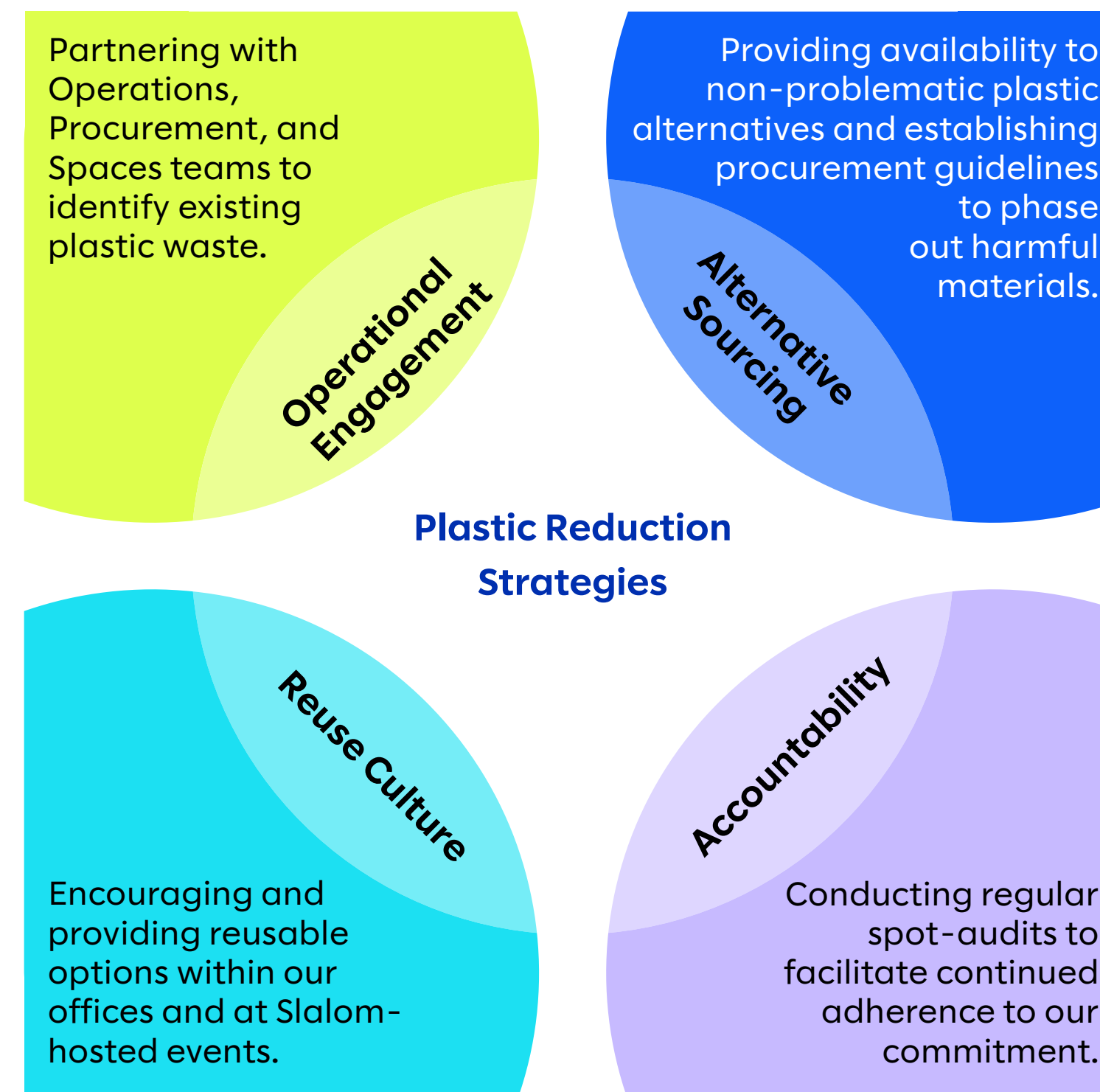
These efforts are part of a broader environmental strategy aligned to our 2030 goals, where we aim to implement waste reduction programs across all offices and improve performance through data, partnerships, and employee engagement.

Our plastics commitment

At Slalom, part of our purpose is to build better tomorrows for all. We have set a firm target to eliminate problematic or unnecessary plastic materials from all operations and fully transition to reusable or compostable alternatives by 2030.

We define “problematic or unnecessary” plastics according to the standards set by the U.S. Plastics Pact. This includes materials such as polystyrene, a non-biodegradable synthetic polymer that can take hundreds of years to break down and poses significant risks to human health and the environment.

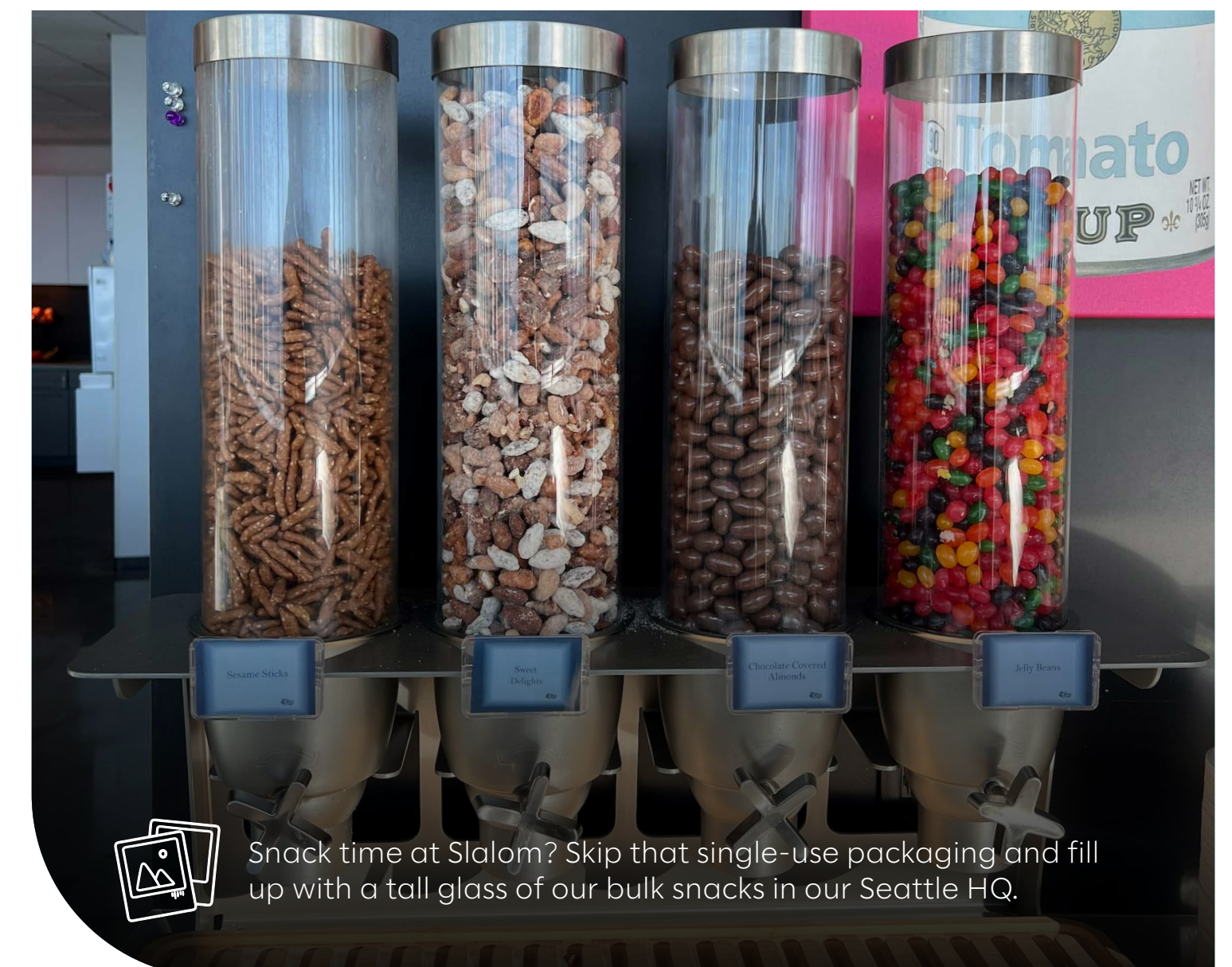
To achieve our 2030 target, we are implementing the following strategies:



Success story

More sustainable snacking

We have already begun minimizing problematic plastic through collaboration with our food and beverage vendors in the US and Canada. In Seattle, our flagship office, we implemented new bulk snack dispensers. Across the US 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.



Slalom spaces

In 2025, we continued to take steps to align our real estate strategy to our planet goals by including environmental criteria in our site selection process. We have elevated sustainability criteria to the same priority tier as safety and accessibility when evaluating new locations, and we equipped our brokers with a Sustainability Playbook that outlines our criteria for selecting new sites, which included:

- **Certifications:** Prioritizing LEED, BREEAM, and other internationally-recognized certifications for our buildings.
- **Connectivity:** Proximity to public transportation and bike lockers to reduce commuting emissions.
- **Infrastructure:** Availability of EV charging stations for team members and guests.
- **Transparency:** Selecting landlords who have active sustainability commitments and report on their environmental impact.

We also know that our impact as a tenant is tied to the actions of our landlords. To bridge this gap, we have implemented language in our new leases that require property managers to provide annual data on our energy usage and building equipment. Sustainability is also reflected in how we design and furnish our spaces. Our Spaces team has been a key advocate in our commitment to reducing plastics and prioritizing circularity and works closely with design partners to choose equipment and materials that prioritize durability, use of recycled materials, and end-of-life recyclability.



In 2025 our Washington, D.C. office began transitioning out of the current building. In order to minimize waste, Slalom team members were able to claim furniture and officeware that was not going to be used to take home.

Success Story

Slalom partners with rideshare company

We have established a strategic relationship with a rideshare partner, utilizing their sustainability dashboard to track emissions at the provider level. This data allows us to monitor the impact of our rideshare usage with added insights on actual mileage, car type, and emissions.

Success Story

Driving climate action with GOAL and Net Zero Cloud

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.

Water and biodiversity

Our physical and digital presence has a ripple effect on the ecosystems and communities where we operate. We are committed to a strategy of continuous monitoring and proactive engagement to mitigate our environmental footprint.

We conduct an annual audit of our global office portfolio using the World Wildlife Fund (WWF) Risk Filter Suite. This data-driven approach allows us to identify locations facing high or increasing risks related to water scarcity and biodiversity loss. By mapping our physical footprint against these environmental stressors, we can:

- Prioritize offices in high-risk zones for “low-flow” equipment and water-reduction retrofits.
- Integrate environmental risk data into our future real estate and leasing decisions.
- Align our charitable giving and volunteer strategies with the specific needs of high-risk regions, focusing on the intersection of community health and environmental resilience.



Team members for the planet

Green Community

Slalom Green, one of Slalom's 11 Communities, 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 employees from diverse roles and levels to turn sustainability goals into meaningful, local action.

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

Climate Week

During Climate Week 2025, Slalom partnered with Ever.green to convene sustainability leaders, industry experts, and customers for a panel on decarbonization and renewable energy procurement. The discussion centered on the concept of additionality, or ensuring that corporate investments directly enable the creation of new renewable energy capacity rather than relying on existing resources. We also hosted a roundtable with one of our partners about real solutions for Scope 3 value chain reductions. Finally, we joined our colleagues at the Forest Stewardship Council (FSC) to discuss AI and sustainability applications.

Earth Month

Each April, our offices worldwide turn Earth Month into a global movement 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 team members collectively cleaned up nearly one ton of waste from Slalom neighborhoods and waterways around the world. Our Washington, D.C. and New York City offices dedicated weeks to living plastic-free. These initiatives directly support our firm-wide commitment to eliminate plastic materials and transition to reusable or compostable alternatives by 2030.

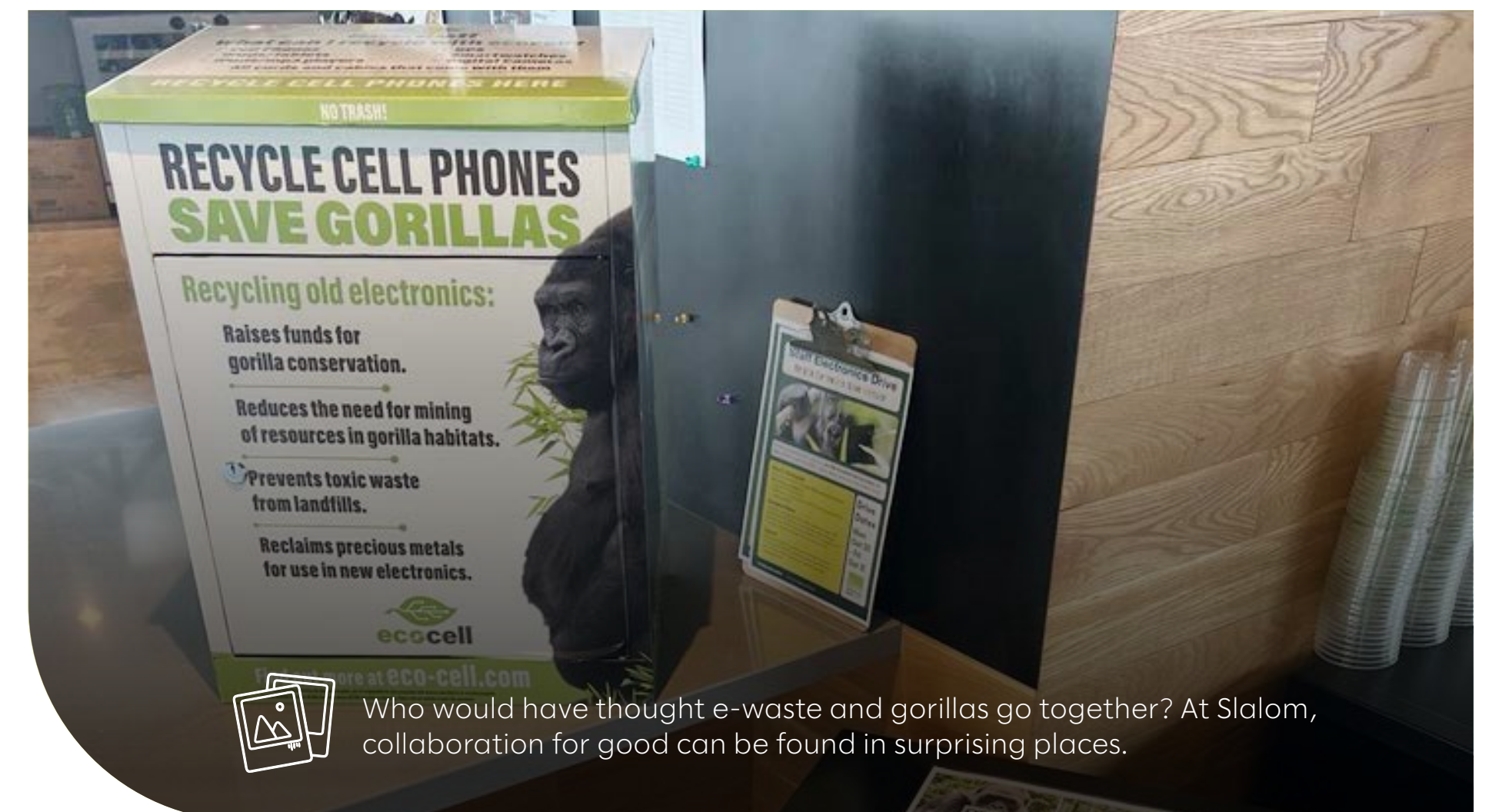
We also promoted circularity by encouraging reuse over new purchases. Chicago, Auckland, and Seattle all hosted Gear Swaps to give professional and personal equipment a second life.

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 Goualougo Triangle Ape Project.

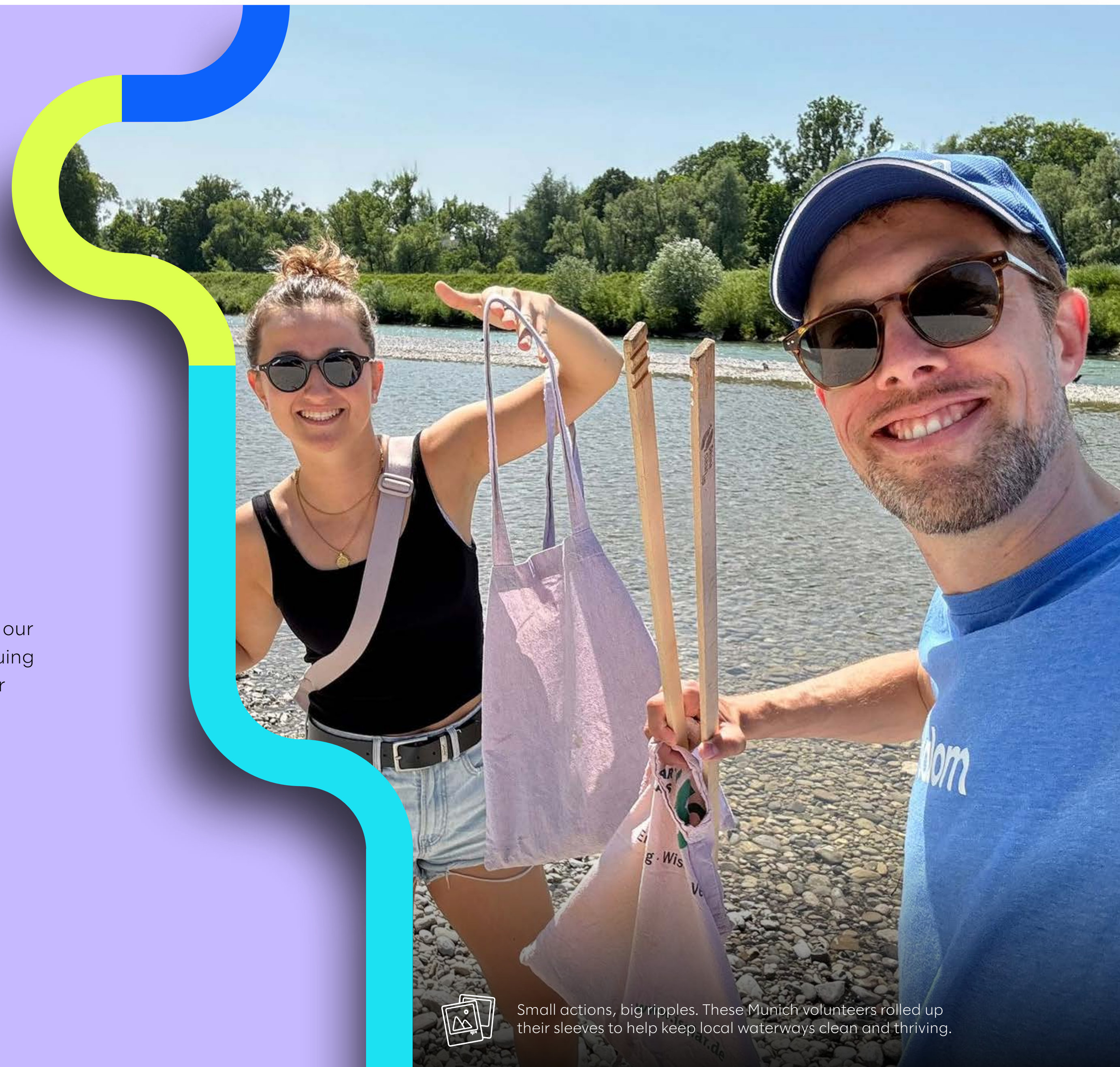


Who would have thought e-waste and gorillas go together? At Slalom, collaboration for good can be found in surprising places.

Our communities

Growing thriving communities

We find that the most sustainable impact begins at the local level, which is why we empower our team members with opportunities to support the causes they care about most. We're continuing to celebrate the collective energy of our global workforce, knowing that when we show up for each other, we create a ripple effect of positive change that goes beyond the office.



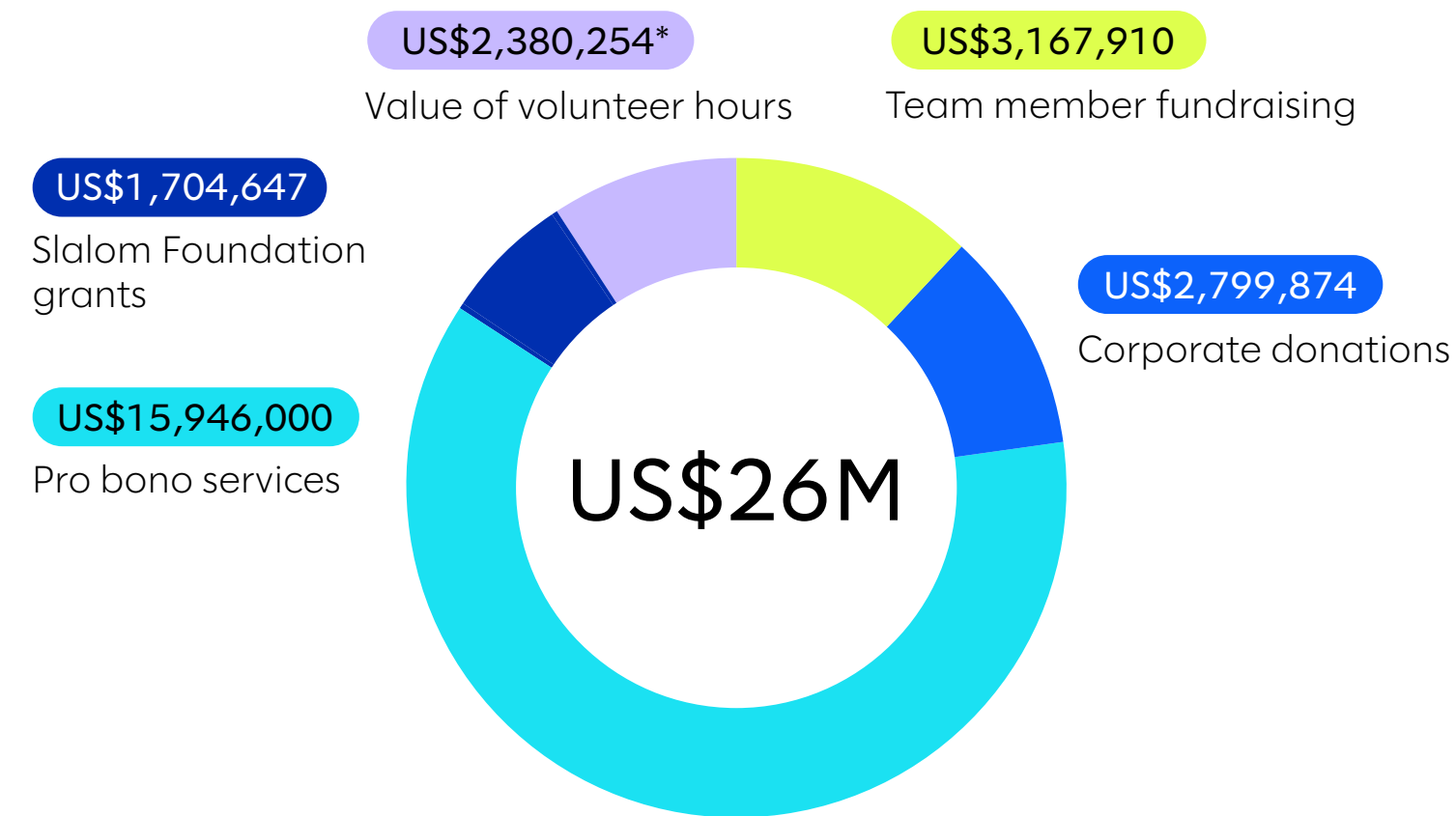
Small actions, big ripples. These Munich volunteers rolled up their sleeves to help keep local waterways clean and thriving.



Slalom giving

Giving back: 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.



Our 2025 financial contributions

Our commitment to social impact touches lives through Slalom Giving, a multi-faceted philanthropic program that combines corporate resources with the passionate advocacy of our people. In 2025, we marked five years of impact and deepening of impact in the communities where we live and work.

*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 Foundation Grants: US\$300,250 in corporate philanthropy for charities focused on climate, education and workforce development, and social justice.

Corporate Donations: US\$251,139 in strategic funding for high-impact nonprofits.

Team Member Fundraising: US\$393,410 raised through team member efforts and firm-wide challenges.

Slalom donations

In 2025, Slalom Inc. provided US\$251,139 in direct corporate donations to support critical nonprofit initiatives, including approximately US\$55,000 for children, youth, and education.

We also provided support to the following organizations and events focused on improving health outcomes in our communities.

- Children's National Hospital
- Bike MS
- Walk to End Alzheimer's
- Light the Night Leukemia and Lymphoma
- Breast Cancer Foundation
- American Heart Association
- Epilepsy Foundation
- Chrons' and Colitis Foundation
- Seattle Children's Hospital



Our collective power: Team member fundraising

Our team members continue to be a catalyst for change within our communities. Through independent efforts and firm-wide challenges, our team members raised a remarkable US\$393,410 in individual fundraising to support the causes closest to their hearts. These grassroots efforts provided critical funding to organizations around the world.

Success story

Toronto holiday helpers

In 2025, Slalom's Toronto team partnered with Holiday Helpers to bring the spirit of the season to families experiencing financial hardship across the Greater Toronto Area. Through a combination of fundraising, donations, and hands-on volunteerism, team members came together to deliver meaningful, tangible support to those who need it most.

Led by the Toronto Partners for Good community, Slalom employees contributed funds and time to support Holiday Helpers' mission of providing families with a complete holiday experience. Each supported family received a decorated holiday tree, grocery support for a warm meal, and thoughtful, personalized items such as clothing, household goods, and toys. Employees also participated directly in the experience through in-person volunteering, helping prepare and wrap gifts as part of a shared effort.

Between the team and Slalom's match a total of CAD\$6,432 was raised. We're proud of our team members for turning their generosity into action and creating moments of joy for families in their communities.

Success Story

Fighting hunger together

According to the United Nations, 8.2% of the global populations faced hunger. 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 US 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.



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

Volunteering

At Slalom, we believe the most profound impact occurs when our people lend their time and talent to the causes they are most passionate about.

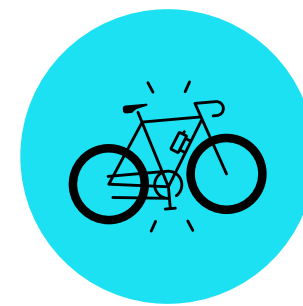
- In 2025, our team members dedicated a **total of 10,116 volunteer hours**, a contribution valued at US\$352,000. This investment of time represents our ongoing commitment to community well-being, aligning Slalom's unique resources and professional expertise to drive lasting, meaningful change.
- Volunteerism at Slalom is intentionally not a one-size-fits-all program; instead, it is a grassroots reflection of our team members' diverse interests and the specific needs of their local markets.
- Over the past year, our team supported **more than 200** nonprofit organizations through a wide range of high-impact activities.



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

Team members in action

Here are some of the other ways in which Slalom team members came together to support the causes near and dear to their hearts.



Pan Mass Challenge 2025

Slalom team members and alumni rode in the Pan Mass Challenge, a bike-a-thon that raises more money for charity than any other single sporting event in the US. Every dollar raised went to the Dana-Farber Cancer Institute, a world leader in cancer treatment and research.



Mentoring high school students in San Diego

In San Diego, Slalom partnered with Helix Charter High School to help students and future professionals envision and pursue new career possibilities. Through this partnership, team members engage students through immersive, hands-on experiences, such as Slalom's Career Exploration Conference that provides students with insight into consulting and technology careers and exposing them to a variety of professional pathways. By combining mentorship, career exposure, and hands-on learning, Slalom's San Diego team is helping to create pathways to opportunity for students in the broader community.



Sprucing up in Dublin

Slalom team members in Ireland set to work and painted, cleaned, and replanted all the plants in the outdoor rooftop patio and garden space for one of Ireland's largest charities focused on providing outreach and social services to those in need. The team also participated and fundraised for various charity events throughout the year for families in need, especially around the holidays.



Pro bono services

At Slalom, we believe our most valuable contribution is our expertise. Our consultants apply the same high-level strategic and technical skills they bring to our global clients to solve the most pressing challenges facing our neighbors. Our “skills-based volunteering” model helps connect our team members to meaningful work as we empower them to do more good.

In 2025, our teams delivered US\$1,625,000 in pro bono consulting services to nonprofit organizations and mission-aligned partners.

By treating these pro bono projects with the same rigor and dedication as our commercial engagements, we help provide mission-driven organizations with the tools they need to thrive in a digital-first world.



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.



I scream, you scream, we all scream for ice cream. Slalom team members joined the Compass Housing Alliance and scooped up the treats at the ice cream social.

Success story

Supporting organizational transformation at Compass Housing Alliance

Slalom partnered with Compass Housing Alliance to strengthen leadership capabilities and support organizational transformation during a critical merger. Through pro bono engagements, the team delivered change management sessions and leadership development training for housing, shelter, and emergency services leaders and executives, equipping teams with the tools to lead through change and better serve their communities.

Slalom team members also engaged directly with Compass through volunteer initiatives, assembling care kits and supporting day service programs for individuals experiencing homelessness. Together, these efforts combined strategy and service to build capacity, deepen partnership, and advance the Compass mission to aid everyone in having a safe place to call home.



Selecting a power outfit for a new career at Dress for Success Arizona.

Success story

Trash for Peace

In 2025, Slalom partnered with Trash for Peace to help strengthen the foundation behind their environmental impact. Through a pro bono engagement, the team worked alongside the organization to design a more structured and scalable approach to capturing program data, ensuring their efforts to reduce waste and protect communities could be more effectively measured and amplified.

Together, Slalom and Trash for Peace developed a technology-enabled roadmap to improve how program data is collected and used. This work brought greater clarity and consistency to the organization’s operations, helping transform fragmented information into meaningful insights.

With a stronger data foundation in place, Trash for Peace is now better positioned to understand the reach and effectiveness of their programs, tell a more compelling story of their impact, and make informed decisions that drive their mission forward.

Success Story

Strengthening global health

A global health organization supporting underserved rural communities and strengthening frontline healthcare delivery in sub-Saharan Africa sought to make better use of its data to improve patient care and community outreach. The Slalom team in Minneapolis helped modernize its analytics environment, strengthen reporting capabilities, and build internal expertise in data visualization and decision-making. As a result, teams gained the skills and confidence to independently manage and analyze data, creating a more sustainable foundation for delivering care and measuring impact in the communities they serve.

Success Story

Dress for Success Arizona

In spring 2025, Slalom Phoenix teamed up with Dress for Success to elevate the technology powering their impact. Together, they sharpened the organization’s engagement platform to better support everything from donor connections to client services. With a clearer roadmap and smarter, more efficient systems in place, Dress for Success is now even more empowered to do what they do best—helping women step into economic mobility with confidence.

Slalom Foundation 2025 grant-making



Success story

Supporting students at the Melbourne Indigenous Transition School (MITS)

In 2024, 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 was completed in 2025 and 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.

2025 grantees

In 2025, the Slalom Foundation awarded over US\$300,250 to 16 causes with focuses that align with the Foundation’s three key pillars: Climate, Workforce Development & Education, and Social Justice. Funds were also distributed to local disaster relief efforts in St. Louis for storm recovery and Los Angeles for wildfire recovery. We’re proud to support the following 2025 grantees:

ACHIEVEability Philadelphia, Pennsylvania Training families with technology skills to break generational cycles of poverty.	EmpowHERto Florida Providing real-world skills, representation, and holistic support for the next generation.	Families Forward Charlotte North Carolina Providing financial literacy and job readiness training for families experiencing hardship.	Forest Stewardship Council Investments & Partnerships Latin America and Africa Protecting conservation areas and certifying additional forests.	Fresh Start Women’s Foundation Phoenix, Arizona Delivering services to bridge gaps for women and help them achieve economic independence.	Fundaction PECH. Creando Impacto Social Colombian Caribbean Amplifying and supporting community-based climate action.	HelloBaby Chicago, Illinois Providing tools for parents and a safe, nurturing environment for babies to develop.
Hope for Youth (HYPE) Atlanta, Georgia Eliminating barriers to computing careers for young women and girls of color.	Literacy for Environmental Justice Bay Area, California Supporting workforce development, ecology, and apprenticeship programs for youth.	Network for Teaching Entrepreneurship North America Developing entrepreneurial mindsets in youth through robust curriculum and business startup opportunities.	New Friends New Life Texas Empowering trafficked and sexually exploited girls and women with tools to recover and escape the industry.	ReDI School of Digital Integration Europe Enhancing access to free digital education programs for refugees, migrants, and underserved locals.	Sea Change Yoga Maine Increasing access to yoga for those healing from trauma and oppression.	SisterHouse Chicago, Illinois Empowering women seeking recovery from substance abuse by eliminating barriers to mental healthcare.

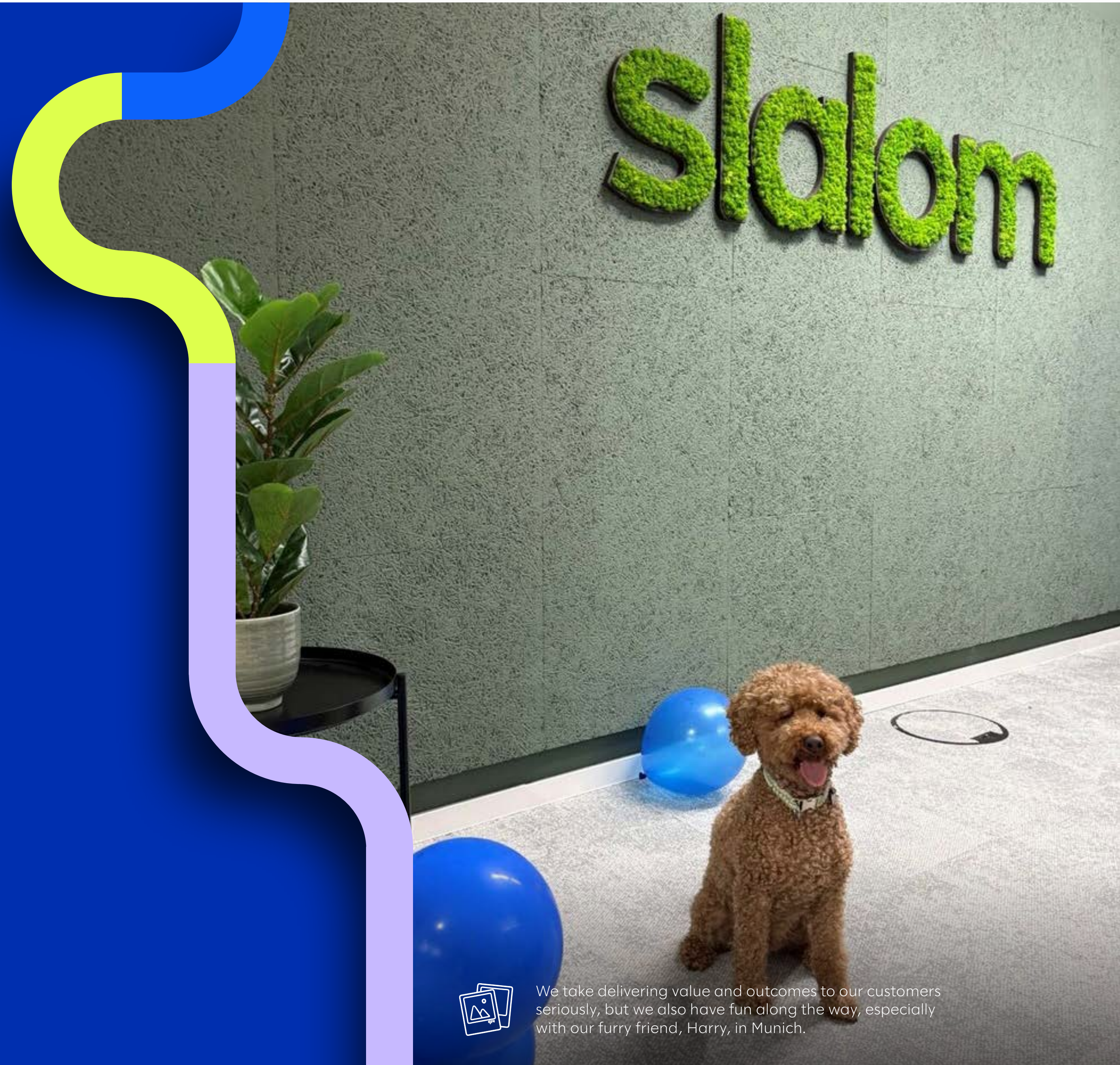
Delivering outcomes

Creating value responsibly

At Slalom, delivering value is about creating meaningful, measurable outcomes that align with each client's strategic priorities. By placing the human experience at the center of our work, we help organizations navigate complexity, accelerate progress, and achieve results that matter—both for their business and for the communities they serve.



We take delivering value and outcomes to our customers seriously, but we also have fun along the way, especially with our furry friend, Harry, in Munich.



Supporting
SDG 3



Delivering outcomes

Transforming healthcare and life sciences



WHY

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.

Revolutionizing cancer research

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

Building a digital bridge to support and care

CaringBridge serves as a vital lifeline for family caregivers and patients documenting their health journeys through technology. Its mobile application had begun to lag behind modern user expectations.



WHAT

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.

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

Partnering with Slalom, CaringBridge embarked on a comprehensive app modernization journey, co-creating a mobile application using modern DevOps practices.



WOW

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

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.

The transformation resulted in a mobile-first experience that reflects CaringBridge’s new visual identity and brand personality, a move that has already shifted more than 50% of posting activity to mobile devices.

“We’re just at the beginning of the things we’ll be able to do. The opportunity to have a platform that we can innovate to make things even easier for our users is exciting.”

Tom Booth
Chief Product Officer, CaringBridge



Delivering outcomes

Transforming healthcare and life sciences



WHY

Enhancing engineering excellence with AI-accelerated human transformation

Ocuco, a global leader in eyecare technology, provides essential practice management and retail software to over 6,750 sites across 88 countries. To maintain its competitive edge, the company sought to integrate artificial intelligence into its core engineering functions.



WHAT

Partnering with Slalom, Ocuco embarked on a human-centered adoption journey designed to move beyond ad hoc usage and spark “human transformation” through reimagining the daily workflows of developers to seamlessly infuse AI into their routine tasks and provided senior leadership workshops aimed at aligning technical goals with the broader vision of customer satisfaction.



WOW

By the end of the first quarter post-training, Ocuco reported a 30% increase in story points delivered per developer and a staggering 233% increase in weekly time savings. Quality metrics also saw a significant boost, with a 19% reduction in new defects per sprint and 62% of users reporting higher-quality code.

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



Transforming higher education through data innovation

Royal Melbourne Institute of Technology (RMIT), Australia’s third-largest university, faced operational pressure due to rising costs, shifting student needs, and a complex regulatory landscape. Internally, the university struggled with a fragmented data environment which made it difficult to meet regulatory requirements.



WHAT

Partnering with Slalom, RMIT launched a two-pronged digital transformation: the creation of an Enterprise Data and Analytics Platform (DAP) and the modernization of its machine learning (ML) capabilities.



WOW

By consolidating over 55 disparate data sources into a unified platform, RMIT achieved a 98% decrease in data processing time. This newfound efficiency allowed the university’s data scientists to shift their focus from data orchestration to high-value model development, leading to a 150% increase in the delivery of predictive analytics.

Tackling the homelessness crisis with data-driven insights

In Oregon’s most populous county, Multnomah, outdated data infrastructure was creating confusion about the extent of the housing 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.

“Slalom’s skilled data professionals designed and implemented our new data mart in just a few months. They were crucial in converting our previous manual tools and processes into a robust, analytics-focused data mart that was immediately ready for use by analysts and report developers.”

Dan Cole
IT Portfolio Manager, Multnomah County



Delivering outcomes

Public impact through digital transformation

Inspiring the next generation of NYC leaders



WHY

New York City faces a complex array of challenges, from public safety and transit security to homelessness and language barriers. To address these issues with fresh perspectives, Slalom partnered with the First Responders Children’s Foundation (FRCF) and the New York City Police Department (NYPD) to launch the Youth Innovation Quest. This STEM-focused competition empowered high school students from NYC public schools to move beyond being passive observers of their city’s problems and become active architects of its future solutions.



WHAT

Over the course of 11 weeks, Slalom experts served as mentors, providing students with direct access to cutting-edge technologies including artificial intelligence, augmented reality, robotics, and 5G. Team members guided the students through an innovation process, teaching them how to evolve ideas into tangible prototypes.



WOW

The competition resulted in four projects to enhance community well-being. The innovations included an application built to help individuals experiencing homelessness access vital resources and a language support app created to assist NYC’s 3.1 million immigrants in navigating complex public systems. Public safety was also a major focus, yielding a prototype that utilizes advanced camera technology to address subway safety and the dangers of “subway surfing,” as well as a citizen awareness app designed to help the NYPD identify and respond to crimes more quickly.



Connecting over solutions, youth in New York City, engage with NYPD on solutions for their city.

“I believe with the students, in partnership with the police officers and the mentors at Slalom, we can help make the world and the city a better place.”

Officer Justin Rodriguez
NYPD

Delivering outcomes

Advancing safety and human rights



WHY

Empowering vehicle inspections with CoExpert AI

GTÜ (Gesellschaft für Technische Überwachung mbH) plays a vital role in German traffic safety, conducting millions of vehicle inspections annually. However, the organization faced a dual challenge: a critical shortage of skilled workers due to demographic shifts and the need to preserve decades of engineering knowledge as senior experts retire.



WHAT

To address these issues and create a “workplace of the future,” GTÜ partnered with Slalom to develop CoExpert, a groundbreaking AI assistant that improves the quality of work of 2,700 engineers. Slalom leveraged Amazon Bedrock and its own proprietary AI accelerator to build a secure, cloud-native solution in just four months, and Slalom upskilled GTÜ’s internal team to maintain and expand the AI applications independently.



WOW

The impact of CoExpert was immediate. Because AI now handles many routine queries instantly, the central support team was freed up to focus on highly complex cases while enabling inspection engineers to work faster and more independently.



Success story

Supporting LA nonprofits

In 2024, Slalom announced a multi-year Team Level Partnership with Angel City Football Club (ACFC), an American professional soccer team based in Los Angeles, California and competing in the National Women’s Soccer League. This year, Slalom joined forces with ACFC to host a specialized, in-person workshop at the Los Angeles LGBT Center focused on strengthening the city’s social impact sector. The session provided Los Angeles-based nonprofit leaders with practical, actionable strategies for organizational risk management and helped local nonprofits build the resilience and protection necessary to scale their impact and continue serving the LA community with confidence.

Delivering outcomes

Advancing safety and human rights

Combating human trafficking through data-driven innovation



WHY

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.



WHAT

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



WOW

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.

Managing risk in the social impact sector

The Seattle Foundation has a mission to tackle systemic challenges in the area including housing affordability, transit-oriented development, and childcare access. The Foundation identified risks that could impact its operations and growth and engaged Slalom to assist.

The Foundation partnered with Slalom to develop and implement a four-phased plan for enterprise risk management specifically adapted for the dynamics of the social impact sector.

The result is the Foundation is empowered to tackle risk and uncertainty and focus on what they do best: work to create a joyful region of shared prosperity, belonging, and justice.



Learning, sharing, and growing together, Slalom partners with local nonprofits to provide leadership training.

Delivering outcomes

Driving sustainability



WHY

Reducing waste in manufacturing

Many food products depend on managing raw materials in environmental conditions that shift daily. Inconsistency in raw material management can lead to wasted product, rework, and energy loss.



WHAT

Slalom worked with a food producer to unify plant-floor data from sensors and supply systems and build an integrated architecture capable of real-time analysis.



WOW

Across facilities, the new system resulted in up to US\$50 million in potential annual savings, driven by more consistent quality and significant reductions in waste. This scalable, AI-enabled production framework can be replicated across their manufacturing lines and adapted to additional processes.

Modernizing the digital front door for conservation and care

The primary way Cal Water has traditionally connected with customers was through “flat” mass emails that provided general information. The messages, while timely and relevant, weren’t personalized to individual customers and did not inspire action. Additionally Cal Water offers several water conservation rebate programs, however the portal could be confusing.

Slalom built a cloud-native portal and mobile app to create more engaging, customized journeys that inform customers and drive them to action, including as part of the water conservation program rebates for less computer saavy demographics.

Customers can now see a high-level overview of every program and rebate the utility offers locally. If a customer has questions about the status of their rebate, they can access their application and view processing information in real time resulting in more engagement and less effort for Cal Water’s customers.



“There’s so much engagement with our customers. This will help us with both the timeliness and the breadth of our communications. We have a small staff, so reducing the number of inquiries and phone calls is going to make a massive difference.”

Anthony Meyer
Conservation Coordinator,
California Water Service

Our governance

Trust and accountability, together

Strong governance is essential to how we operate and earn the trust of our customers, partners, team members, and communities. Our governance approach provides the structure, oversight, and accountability needed to guide responsible decision-making across the firm. Through clear policies, engaged leadership, and consistent standards, we work to embed ethical conduct, risk management, and transparency in the way we do business every day. This foundation enables us to uphold our values, meet evolving expectations, and support long-term, sustainable success.



Governance and oversight

At Slalom, ethical governance begins with leadership that models integrity, transparency, and strategic thinking. Our Board of Directors and executive team work closely together to promote our values reflected in every aspect of our operations, guiding decisions that promote sustainable growth and positive outcomes.

Board of directors

Our Board of Directors provides 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.

Together, our Board and executive leaders uphold Slalom’s dedication to ethical practices, effective governance, and a steadfast commitment to our customers, employees, and communities.



Brad Jackson
Director and CEO



Tony Rojas
Director and President



John Tobin
Director and
Executive President



Bryan Weeks
Director



Deanna Oppenheimer
Director



John Connors
Director



Business ethics



Guide to Life

Our employee handbook, the Guide to Life, serves as the essential manual for Slalom's collective well-being and ways of working. It is a living document that adapts to our growing global community while remaining grounded in local standards. All team members are required to acknowledge the Guide to Life on an annual basis. New team members have 14 days from their time of hiring to acknowledge their understanding and intent to comply with the Guide and any new additions are communicated to all team members. The Guide to Life includes the Code of Conduct and Business Ethics, and policies prohibiting and preventing workplace harassment and discrimination.



Code of Conduct and Business Ethics

Our Code of Conduct and Business Ethics serves as the definitive framework for how we work, detailing our commitment to ethical integrity, legal compliance, and a respectful workplace culture. Every team member is responsible for living out these standards every day and is encouraged to maintain a culture of accountability by asking questions and reporting concerns.

These policies apply universally to anyone working for or representing Slalom, including directors, officers, employees, executives, volunteers, independent consultants, and subcontractors. So that these values remain central to our work, all team members must complete mandatory training on the Code of Conduct and Business Ethics during onboarding and every year thereafter.



Preventing harassment and discrimination

Great workplaces are built on a foundation of mutual respect, and we want every individual that works for or comes into contact with Slalom to feel safe, valued, and welcomed. To maintain this environment, we expect all team members to take an active role in educating themselves on our community standards and acting accordingly.

We provide training on Slalom's policies and local legal requirements regarding harassment and discrimination. This training clarifies the specific responsibilities of both team members and People Leaders in fostering a healthy culture.

We maintain a strict zero-tolerance policy toward harassment and discrimination, including sexual harassment and bullying, retaliation, workplace violence, disruptive conduct, or any behavior that is considered coercive or harmful.

Every team member has the right to a professional environment free from these behaviors and must complete mandatory prevention training within 14 days of hire and annually thereafter.

Business ethics



Anti-corruption and anti-bribery

We conduct business honestly and ethically. We maintain a zero-tolerance policy toward any form of bribery or corruption, so that all professional relationships are handled fairly and transparently, regardless of where we operate. To support this commitment, we implement internal controls and training designed to detect and prevent unethical practices.

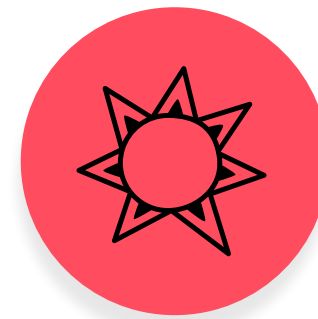
Our standards strictly prohibit any unethical inducements or advantages. All team members are required to comply with international regulations, including the Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act.

Mandatory anti-corruption training is integrated into the yearly Code of Conduct cycle, and a mandatory, standalone anti-corruption and anti-bribery refresher is conducted every three years to facilitate continued alignment with global best practices.



Human rights and labor practices

Respect for human rights is integral to Slalom's values. Our [Human Rights and Labor Statement](#) affirms our commitment to the principles outlined in the United Nations Global Compact, including the elimination of forced labor, child labor, and discrimination in employment. We expect our suppliers and partners to uphold these standards, and we engage in due diligence to promote compliance throughout our supply chain.



Accessibility policy

Slalom is committed to providing [equal employment opportunities](#) to qualified individuals with disabilities and safeguarding such individuals from discrimination in the workplace. We provide reasonable accommodations, consistent with the Americans with Disabilities Act (ADA) and any other applicable law by jurisdiction, to allow an applicant to participate in the application process and to enable or assist a current team member to perform the essential functions of their job.



Reporting and whistleblower protections

We encourage employees, suppliers, and stakeholders to report any concerns related to unethical behavior or policy violations. Our [Ethics Helpline](#), hosted by a third-party provider but maintained internally, offers a confidential and secure channel for reporting, available 24/7. We strictly prohibit retaliation against individuals who report concerns in good faith, in order to provide a safe environment for raising issues and promoting accountability. This helpline is available 24 hours a day, seven days a week online at slalom.ethicspoint.com.

Cybersecurity, privacy and responsible technology

Information security and data protection

Slalom operates under a top-down, risk-based cybersecurity framework managed by our dedicated Information Security team. Our commitment to global security is evidenced by our ISO/IEC 27001 certification, which covers Slalom headquarters and many satellite offices. To facilitate high standards of protection, we align with the NIST Cybersecurity Framework, utilize HITRUST CSF for specific healthcare projects, and publish SOC 2 Type II reports.

We maintain a rigorous audit and testing schedule to stay ahead of emerging threats, including:



Certifications and Attestations: Microsoft SSPA and UK Cyber Essentials+.



Testing: Annual third-party penetration testing and vulnerability management.



Preparedness: Annual tabletop exercises for incident response and regular policy updates.

We recognize and affirm that security is a shared responsibility. All team members must complete mandatory security training within 30 days of hiring, followed by annual refreshers on data governance and current threat landscapes. Ongoing awareness campaigns to protect against phishing and real-time alerts keep our workforce vigilant.

We protect our environment through strict access controls, including mandatory multi-factor authentication (MFA) and formal change management. Physical security is maintained via restricted office access and secure facilities. Additionally, all team members and contractors undergo background checks tailored to their specific roles and local regulations.

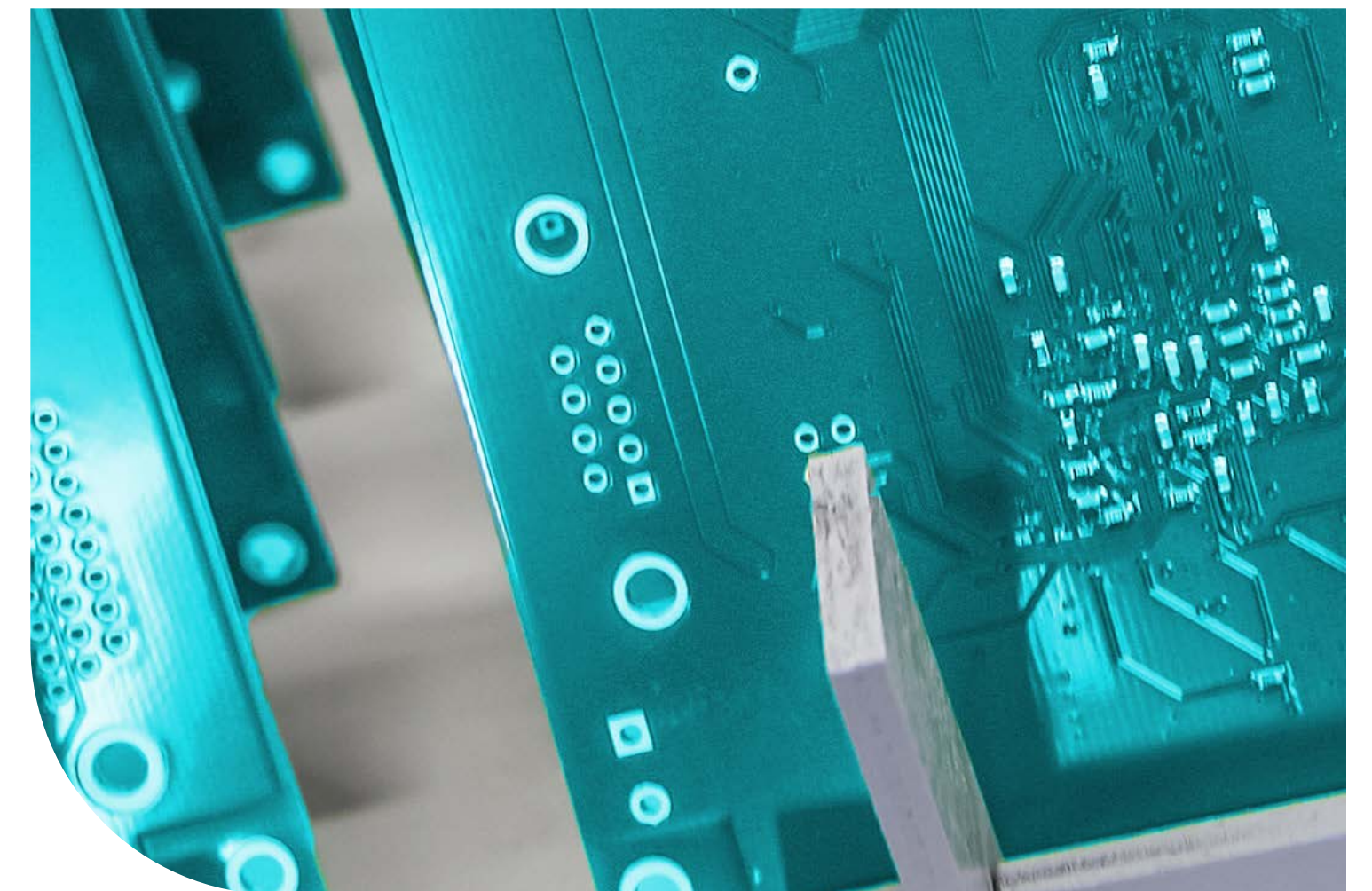
Privacy and accessibility

Slalom's Privacy Program aligns with global data privacy regulations including GDPR, HIPAA, CCPA, and PIPEDA. Our privacy policies govern how we handle data from employees, job candidates, and clients, protecting transparency and data subject rights across all jurisdictions. For more, see our [Privacy Policy](#).

We are also committed to digital inclusion. Our [Accessibility Policy](#) outlines how we strive to create a barrier-free digital experience for all users, in alignment with the Web Content Accessibility Guidelines (WCAG).

Business continuity and incident preparedness

Slalom maintains comprehensive emergency and incident response programs, including a Business Continuity Plan (BCP) and Disaster Recovery Plan (DRP) tested annually. We actively coordinate with customer teams to help provide continuity in the event of cyber or natural disruptions. Our incident response strategy is aligned with the NIST framework and includes detection, containment, remediation, and post-incident analysis.



Responsible AI and digital ethics

AI is central to our operations and our customers’ success, and we work hard to promote its ethical and responsible application. Leading with AI means that we prioritize human-centered solutions that drive value while protecting individual rights and social integrity. Our AI Acceptable Use Policy guides our development and deployment processes, with a strict focus on ethics, privacy, consent, governance, and compliance.

We believe AI fluency is a universal requirement. To continue our leadership in AI, our AI Community of Excellence serves as a global hub where team members and customers collaborate to solve complex challenges. To keep our ideas fresh, we host annual AI Hackathons, turning theoretical concepts into real-world applications. We also provide Generative AI (GenAI) training for all team members, regardless of their specific role. This helps our workforce engage with AI tools effectively, thoughtfully, and in total alignment with our core values of innovation and integrity.

Future plans

Sustainability and AI

We believe in leading with AI, but we are also aware of its impacts. We are expanding our Responsible AI Framework to include environmental stewardship alongside governance and cybersecurity. While we do not own data centers, we recognize our role as a consumer of products that utilize data centers, and we will continue to evolve our strategy around procurement and use.

To foster a culture of transparency, we prioritize internal education. In 2025, we hosted a keynote for Earth Month featuring world-renowned AI researchers to address a central question: *Can AI be sustainable?*

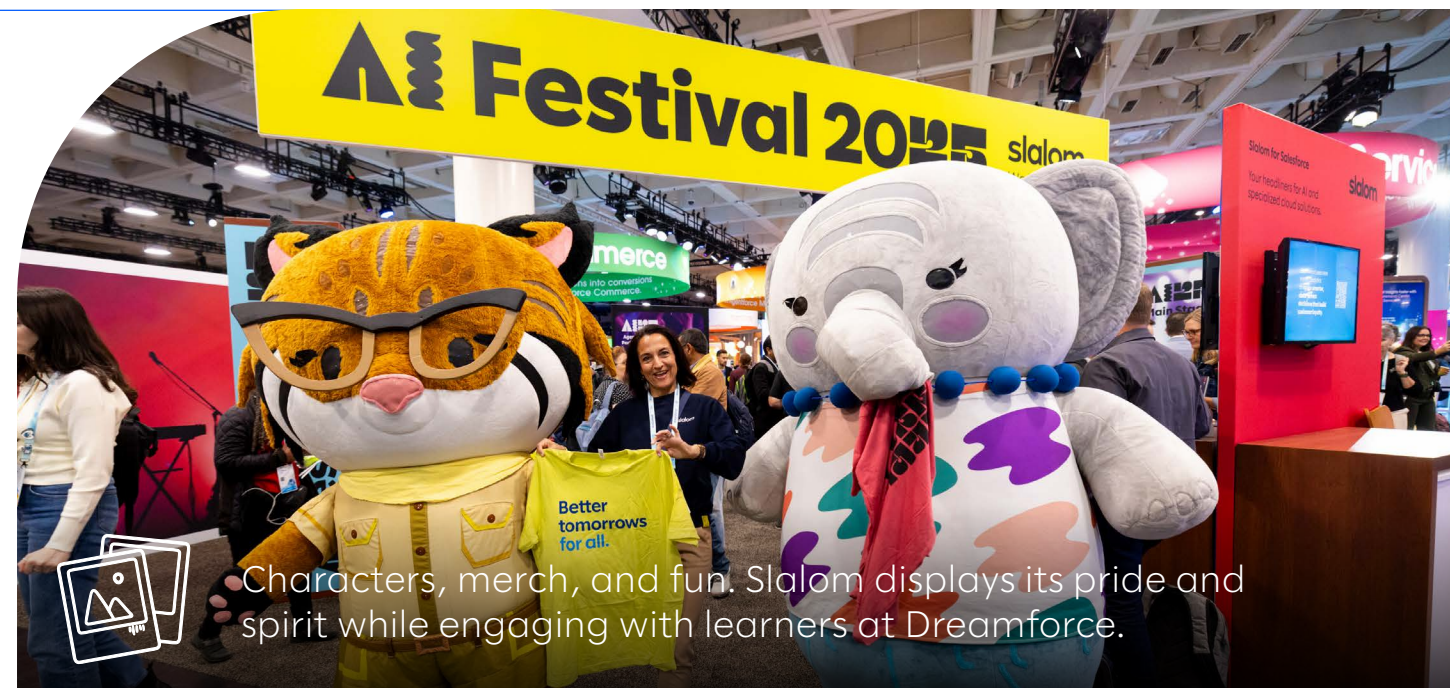
“Our people are the primary drivers of sustainability and AI at Slalom. The number one inquiry our sustainability team receives is focused on how we are ensuring Slalom’s AI usage remains responsible and environmentally sound.”

Emily Salamander
Manager, Environmental Insights and Analytics

Success story

AI Innovation in the heart of Silicon Valley

Slalom and Microsoft joined forces with the City of San Jose and San Jose State University (SJSU) to host a high-energy AI Hackathon centered on the future of public service. The event anchored on a vision for citizen-centric AI. Slalom team members served as mentors to the Hackathon teams as they were developing their solutions.



Characters, merch, and fun. Slalom displays its pride and spirit while engaging with learners at Dreamforce.

Success story

Inspiring the next generation at #AISkillsFest

To culminate our 50-day #AISkillsFest, our Seattle office partnered with Microsoft Learn to host a high-energy “Bring a Kid to Work Day.” The event was designed to spark curiosity and build foundational digital literacy for the next generation of innovators. The day invited young minds to explore the future of technology through interactive sessions, including:

- Minecraft Coding: Building logic and problem-solving skills through play.
- Copilot Storytelling: Using generative AI to bring creative narratives to life.
- Teamwork Challenges: Fostering the collaborative spirit essential to a sustainable workforce.

Health & safety

Safety management and review

We utilize checklists and emergency preparedness plans tailored to specific regional risks, from natural disasters to security threats. Detailed protocols for fire, severe weather, and active assailant scenarios are centralized in the Slalom Safety Portal. In 2025, 89% of our offices completed quarterly safety reviews.

Policy and governance

Slalom’s Health & Safety Policy outlines our commitment to a safe environment. This mandate applies to all team members and helps facilitate full compliance with all local and federal regulations.

We aim for zero high-consequence or fatal work-related incidents annually and every year thereafter through 2030. Every new office undergoes a structured safety evaluation and receives location-specific guidance upon opening. We review and update our protocols at least annually or as emerging risks and regulations dictate.

Training and awareness

Safety starts on day one. During onboarding, every new hire acknowledges our health and safety policies and receives training on hazard identification and emergency procedures.

Success story

First aid training in Canada

Slalom partnered with a client to host in-office CPR and AED training with our team members in Canada. The training included practicing CPR on dummies, quizzes, and videos on cardiac arrest scenarios.

We partner with industry-leading risk intelligence providers to support and communicate with team members during emergencies. We collaborate with specialized organizations to provide hands-on training for CPR, AED use, First Aid, and Floor Warden responsibilities. We also provide specific guidance for team members working outside of standard business hours.

Incident management and reporting

Team members are empowered to report hazards, unsafe working conditions, or injuries via their leadership or our secure safety portal. Every report triggers an investigation, root cause analysis, and corrective measures as warranted. Most importantly, Slalom maintains a no-retaliation policy, so that everyone can speak up without fear of reprisal.



Responsible supplier engagement

Slalom’s responsible procurement standards apply to all of our global operations. These guidelines reflect our intention to create a positive impact on the environment and within our communities, while promoting transparency and accountability. We also encourage our suppliers, partners, and customers to adopt similar standards. We believe that every dollar Slalom spends should support a more responsible global economy.

In 2025, we advanced our sustainable procurement practices through additional engagement. Our sustainability and procurement teams worked together to identify our top suppliers and educate them on our sustainable procurement goals and to advise them on new data collection practices.

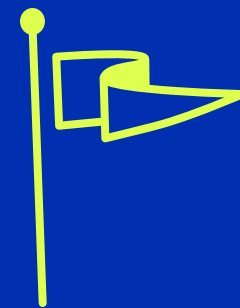
We are also working to further embed sustainability into our standard procurement practices through integrating sustainability into the procurement team’s quarterly business reviews.

We have implemented a responsible sourcing checklist for new vendors and integrated our [Responsible Sourcing Policy](#) into our payment system. Vendors review and acknowledge the Responsible Sourcing Policy before payment is distributed.

We know that the work we do in improving our impacts has a ripple effect within our supplier communities, and we are proud to work with our partners to make a more sustainable value chain.

2026 Targets

To measure progress and facilitate alignment with our goals, Slalom has established the following supplier engagement targets for 2026:



Goals for our top 20 suppliers by spend:

- Integrate social and environmental clauses into all contracts
- Insist that all suppliers sign our Supplier Code of Conduct
- Conduct assessments on environmental and social practices
- Provide supplier training materials on sustainability topics



Progress to date:

- 5 contracts integrated with social and environmental clauses
- 11 signed our Responsible Sourcing Policy
- 11 provided with training materials on sustainability topics
- 93% of our buildings and property managers engaged on sustainability topics
- 8 leases with green lease language

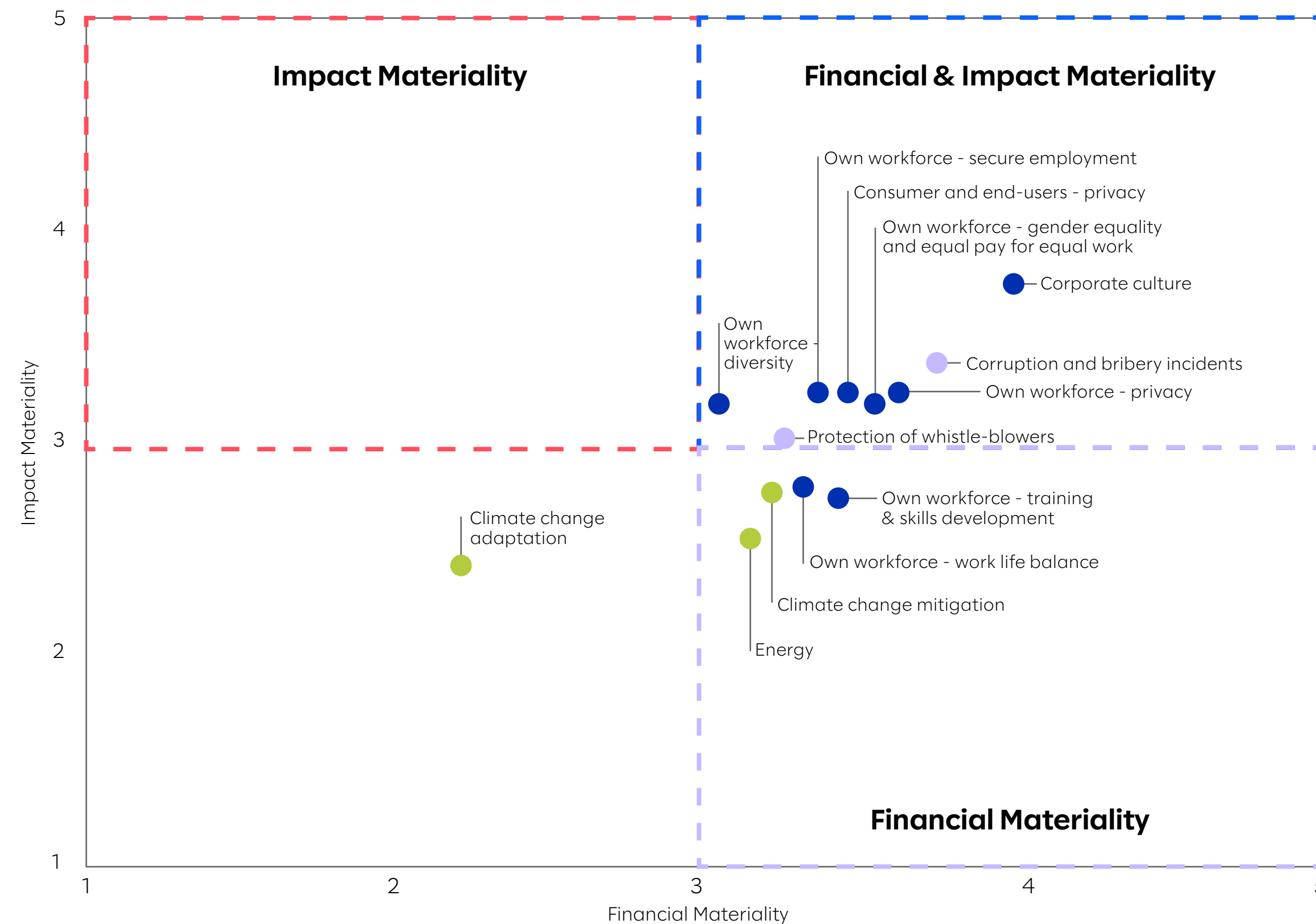
Material topics

We're deeply committed to making a meaningful difference for our people, our planet, and our communities. We believe our impact is strongest when these efforts are not treated separately, but instead form an interconnected ecosystem that reinforces and amplifies each initiative. This holistic approach guides how we engage with clients, manage our operations, and empower our team to contribute their energy and passion, quantifying and measuring our progress in tangible terms along the way and voluntarily reporting our progress.

In early 2025, we conducted a Double Materiality Assessment aligned with European Sustainability Reporting Standards (ESRS) to better understand our impact on people, the planet, and the community. Through research, benchmarking, and stakeholder engagement, we identified the key areas that are both material to our business from a financial and impact perspective to our business.

- **Impact material topics:** material topics whose impacts were found to be crucial in Group assessments, but whose risks and opportunities are less financially significant.
- **Financial and impact material topics:** material topics whose impacts, risks and opportunities were found to be crucial in Group assessments.

Double Materiality Matrix



● Social

- Own workforce - secure employment
- Own workforce - gender equality and equal pay for equal work
- Consumer and end-users - privacy
- Corporate culture
- Own workforce - privacy
- Own workforce - diversity
- Own workforce - training & skills development
- Own workforce - work life balance

● Environmental

- Climate change mitigation
- Energy
- Climate change adaptation

● Governance

- Corruption and bribery incidents
- Protection of whistle-blowers

Looking ahead

Pursuing progress with purpose

As we reflect on the milestones of 2025, we acknowledge that becoming a more responsible business is a continuous journey of evolution. Our roadmap for the coming years is focused on scaling the innovations we've pioneered and deepening our impact across our global ecosystem.



Looking ahead

At Slalom, we believe that the future is built together. By staying fiercely human and relentlessly curious, we are confident that our greatest impacts are still to come. Here are the ways that we are looking to continue our journey in the coming years:



Our people

- Advance our EVP to engage and empower our team members to deliver their best to our customers
- Enhance and define people empowerment
- Advance our listening system to understand the experience of team members at each point in their Slalom career journey
- Invest in employee Communities to increase impact and empowerment



Our planet

- Advance sustainable AI through best practices, and support leading coalitions
- Phase-out key components in our offices as part of our key plastic components
- Engage in long-term contracts for high-impact EAC purchase for renewable energy
- Maintain achievements on Scope 1 & 2 reductions



Our Communities

- Expand Communities across LATAM and create partnerships and volunteer opportunities
- Grow the foundation and continue grant-making across three pillars: climate, workforce development & education, and social justice
- Increase volunteer and local community impact through partnership and campaigns
- Create additional opportunities for pro bono and skills-based volunteering in our neighborhoods



Our governance

- Advance AI governance, responsible AI, and sustainable AI concepts
- Grow our responsible procurement program and engage with value chain partners to gather primary data
- Join UN Global Compact and contribute to ThinkLabs, and learning forums

The road to 2030 is ambitious, but our purpose is clear—and so is our commitment to building a world that works better for everyone.

We're not just moving forward.

We're moving faster, together.

Appendix

[Environmental Statement](#)

[Climate Transition Plan](#)

[Modern Slavery Act Statement](#)

[Human Rights and Labor Statement](#)

[Accessibility Statement](#)

[Privacy Policy](#)

[Ethics Helpline](#)

[GHG Emissions Base Year and Recalculation Policy](#)

[2025 GHG Verification Statement](#)

[Our TCFD Report](#)

[Australia WGEA Employer Statement](#)

[Ireland Gender Pay Gap Report 2025](#)

[UK Gender Pay Gap Report 2025](#)



Forward-looking statement

This report contains forward-looking statements that reflect Slalom's current expectations and projections about future events, strategies, and sustainability performance. These statements are based on management's beliefs, assumptions, and information currently available to us, and they involve risks and uncertainties that may cause actual outcomes to differ materially from those expressed or implied.

Forward-looking statements include, but are not limited to, our goals and commitments related to environmental performance, carbon emissions, energy use, employee wellbeing, community engagement, diversity, inclusion, and other social and governance topics. Words such as "aim," "anticipate," "believe," "continue," "estimate," "expect," "intend," "may," "plan," "project," "seek," "should," "target," "will," and similar expressions are used to identify these forward-looking statements.

While we are committed to advancing our sustainability journey, actual results may differ due to changes in regulatory requirements, economic conditions, technological developments, and other factors beyond our control. We undertake no obligation to update forward-looking statements except as required by applicable law.

Slalom remains dedicated to transparency, accountability, and progress as we work to meet our long-term goals and accelerate impact during the second half of our decade of ambition.

For questions or feedback regarding this report, please reach out to sustainabilityandimpact@slalom.com.



Slalom's Seattle office offers a welcoming and vibrant work environment for all team members.

Planet

GHG Emissions (MTCO ₂ e)	2019 (Baseline)	2022	2023	2024	2025
Scope Category					
Scope 1	<1	<1	<1	<1	<1
Fugitive emissions - refrigerators	<1	<1	<1	<1	<1
Scope 2 (location-based)	2,440	3,049	4,448	3,246	3,611
Scope 2 (location-based) - electricity only	1,341	1,874	2,995	2,048	2,364
Scope 2 (location-based) - other	1,099	1,176	1,453	1,198	1,247
Scope 2 (market-based)	2,479	3,002	4,225	3,055	1,247
Scope 2 (market-based) - electricity only	1,380	1,826	2,772	1,857	0
Scope 2 (market-based) - other	1,099	1,176	1,453	1,198	1,247
Scope 3	51,850	49,631	41,323	45,117	33,243
C1: Purchased goods and services	26,441	33,530	20,762	20,954	17,434
C2: Capital goods	4,835	5,216	2,569	631	1,442
C3: Fuel and energy-related activities	592	981	1,006	825	941
C4: Upstream transportation and distribution	35	178	17	63	33
C5: Waste generated in operations	732	212	220	244	83
C6: Business travel ¹	9,989	4,946	9,942	13,450	9,387
C7: Employee commuting ²	9,140	4,441	6,701	8,839	3,861
C8: Upstream leased assets	15	26	107	110	46
C13: Downstream leased assets	71	101	0	2	15
TOTAL – Scope 1, 2 ³ & 3	54,330	52,634	45,547	48,173	34,490

¹ Excludes hotel/lodging emissions
² Excludes homeworking emissions
³ Scope 2 (market-based) emissions

Planet *(continued)*

Emissions intensity (MTCO ₂ e/FTE)	2019 (Baseline)	2022	2023	2024	2025
Scope Category					
Scope 1&2 ¹	0.32	0.22	0.36	0.30	0.13
Scope 3	6.69	3.73	3.56	4.42	3.54
TOTAL – Scope 1, 2, & 3	7.01	3.96	3.92	4.71	3.67

¹ Scope 2 (market-based) emissions.

Electricity Consumption Intensity (kWh Per FTE)	2019 (Baseline)	2022	2023	2024	2025
Scope 2					
kWh Per FTE	484.58	446.73	786.72	657.98	854.21

Electricity consumption (MWh) ¹	2019 (Baseline)	2022	2023	2024	2025
Scope Category					
Renewable ²	0	126	446	737	8,021
Non-renewable	3,756	5,883	8,698	5,983	6
TOTAL	3,756	6,009	9,144	6,720	8,027
Percentage of renewable energy	0%	2%	5%	11%	99.9%

¹ Electricity consumption from facilities in Slalom’s operational control (Scope 2).

² Slalom made a good-faith, best-effort approach to have all electricity covered by renewable energy. In 2025, a small gap remained in Ireland totaling less than 0.01% of Slalom’s overall energy use.

Planet *(continued)*

2025 Scope 2 Electricity Consumption by Country (MWh)					
	Total	Local Utility	Landlord Procurement	Unbundled EACs	Other
Australia	71	71	-	-	
Canada	632	-	-	632	
Germany	357	197	-	160	
Ireland	25	19	-	-	6
Japan	29	-	-	29	
United Kingdom	565	-	534	31	
United States	6,348	299	55	5,994	
TOTAL	8,027	587	589	6,846	6
% of Total		7%	7%	85%	0%

2025 Scope 3 Electricity Consumption by Country (MWh)		
	Category 8	Category 13
Australia	6	
Canada	23	10
Colombia	59	
Germany	86	
Mexico	39	
New Zealand	15	
United States	110	
TOTAL	337	10

CUSTOMER ALLOCATION

Preferential allocation has been used when calculating service-level emissions and allocating emissions and renewable energy to our customers.

VERIFICATION STATEMENTS

[2025 verification statement](#)

Statement from the most recent reporting year.

[2019 verification statement](#)

Statement from baseline year. Reverified in 2025 due to inventory enhancements.

INVENTORY ENHANCEMENTS

Scope 3-C6: Consistent business travel activities included across all years.

Waste	2022	2023	2024	2025
Percentage of sites with e-waste recycling offerings	45%	75%	74%	68%
Percentage of laptops refurbished/given a second life	94.7%	95%	96.5%	98.3%
Percentage of sites with recycling (glass, plastic, paper)	100%	100%	100%	100%
Percentage of sites with composting	42%	36%	38%	39%

People

	2022	2023	2024	2025
Workforce by gender (global)				
Male	58%	58%	58%	59%
Female	42%	42%	42%	41%
Workforce by gender and level (global)				
Board of directors				
Number of male directors	80%	80%	80%	83%
Number of female directors	20%	20%	20%	17%
Executive				
Number of male executives	72%	66%	68%	62%
Number of female executives	28%	34%	32%	38%
Senior				
Number of male senior employees	67%	67%	66%	67%
Number of female senior employees	33%	33%	34%	33%
Manager				
Number of male managers	60%	60%	60%	65%
Number of female managers	40%	40%	40%	35%
Entry				
Number of male below manager	54%	54%	55%	56%
Number of female below manager	46%	46%	45%	44%

People *(continued)*

	2022	2023	2024	2025
Workforce by gender by region				
North America				
Percentage of North American male employees	58%	57%	58%	57%
Percentage of North American female employees	42%	43%	42%	43%
Latin America				
Percentage of Latin American male employees	-	-	-	85%
Percentage of Latin American female employees	-	-	-	15%
Europe, Middle East, and Africa				
Percentage of Europe Middle East and Africa male employees	60%	61%	61%	62%
Percentage of Europe Middle East and Africa female employees	40%	39%	39%	38%
Asia - Pacific				
Percentage of Asia Pacific male employees	60%	65%	63%	62%
Percentage of Asia Pacific female employees	40%	35%	37%	38%
Workforce by race (US-only)				
American Indian or Alaskan Native	0.19%	0.20%	0.13%	0.14%
Asian or Pacific Islander*	20.33%	20.10%	20.25%	20.37%
Black/African American	7.08%	6.12%	5.46%	5.79%
Hispanic/Latiné	6.21%	6.83%	6.78%	6.79%
Two or more races	3.34%	3.06%	3.08%	3.11%
Undisclosed	2.65%	2.64%	2.75%	3.02%
White	60.0%	61.05%	61.54%	60.79%
Total percentage of team members who identify as racially diverse	38.35%	36.1%	35.70%	36.56%

*Includes native Hawaiian.

Governance

	2022	2023	2024	2025
Percentage of team members who completed training on our Code of Conduct containing anti-bribery and anti-corruption concepts	–	97%	93.1%	97.6%
Percentage of team members who completed anti-harassment and discrimination training	–	99%	98.5%	100%
Percentage of team members who completed data privacy training	–	91%	90%	94%
Percentage of team members who completed information security training	97.96%	96.29%	94.02%	91%
Number of confirmed incidents of corruption or bribery	0	0	0	0
Number of confirmed consequential data privacy or customer data breaches	0	0	0	0
Number of high consequence work-related injuries or fatalities	0	0	0	0
Number of confirmed human rights violations	0	0	0	0
Percentage of operations sites with ISO 27001 certification	100%	100%	100%	100%
Percentage of team members with access to health and well-being support services	100%	100%	100%	100%
Percentage of workforce who received career or skills related training	84%	73%	94%	99%
Percentage of workforce who received regular performance and career development reviews	85%	80%	99.8%	99.8%
Percentage of parents who returned from parental leave	89%	79%	79%	60%
Minimum average training hours per team member	3.0 hours	3.0 hours	5.0 hours	8.0 hours

For 2022 those responses with a “–” are due to data not being available in the system of record.

GRI content index

Slalom has reported the information cited in this GRI content index for the January 1, 2025-December 31, 2025 period with reference to the GRI Standards.

GRI Disclosure	Disclosure Description	2025 Response
GRI 2: General Disclosures 2021		
	2-1: Organizational details	About Slalom, page 3
	2-2: Entities included in the organization sustainability reporting	About Slalom, page 4
	2-3: Reporting period, frequency and contact point	Forward Looking Statement, page 59
	2-4: Restatements of information	Assurance for 2025 GHG Metrics, page 58
	2-5: External assurance	Assurance for 2025 GHG Metrics, page 58
	2-6: Activities, value chain and other business relationships	About Slalom, page 3
	2-7: Employees	Appendix, page 63
	2-8: Workers who are not employees	This disclosure is not being made at this time
	2-9: Governance structure and composition	Governance and oversight, page 48
	2-10: Nomination and selection of the highest governance body	This information is considered confidential and business proprietary
	2-11: Chair of the highest governance body	Governance and oversight, page 50
	2-12: Role of the highest governance body in overseeing the management of impacts	Our governance for sustainability: one team, one planet, page 4
	2-13: Delegation of responsibility for managing impacts	Our governance for sustainability: one team, one planet, page 4
	2-14: Role of the highest governance body in sustainability reporting	Our governance for sustainability, page 4
	2-15: Conflicts of interest	Anti-corruption/Code of Conduct, page 49
	2-16: Communication of critical concerns	Reporting and whistleblower protections, page 54
	2-17: Collective knowledge of the highest governance body	Governance and oversight, page 50
	2-18: Evaluation of the performance of the highest governance body	This information is considered confidential and business proprietary

GRI content index *(continued)*

GRI Disclosure	Disclosure Description	2025 Response
GRI 2: General Disclosures 2021 <i>(continued)</i>		
	2-19: Remuneration policies	This information is considered confidential and business proprietary
	2-20: Process to determine remuneration	This information is considered confidential and business proprietary
	2-21: Annual total compensation ratio	This information is considered confidential and business proprietary
	2-22: Statement on sustainable development strategy	2030 Impact Goals, page 5
	2-23: Policy commitments	Business ethics, page 49-50
	2-24: Embedding policy commitments	Business ethics, page 49-50
	2-25: Processes to remediate negative impacts	Business ethics, page 49-50
	2-26: Mechanisms for seeking advice and raising concerns	Business ethics, page 49-50
	2-27: Compliance with laws and regulations	Business ethics, page 49-50
	2-28: Membership associations	Slalom is financially engaged with and/or an active member of the following organizations: Science-Based Targets Initiative (SBTi), Drawdown Georgia, Technology Council Australia, Forest Stewardship Council Technology Advisory Council, Columbus, Ohio Chamber of Commerce
	2-29: Approach to stakeholder engagement	Material topics, page 55
	2-30: Collective bargaining agreements	No Slalom employees engage in collective bargaining
GRI 3: Material Topics 2021		
	3-1: Process to determine material topics	Material topics, page 55
	3-2: List of material topics	Material topics, page 55
	3-3: Management of material topics	Material topics, page 55

GRI content index *(continued)*

GRI Disclosure	Disclosure Description	2025 Response
GRI 205: Anti-corruption 2016		
	205-1: Operations assessed for risks related to corruption	Slalom’s financial and transactional processes have been assessed for risks related to fraud
	205-2: Communication and training about anti-corruption policies and procedures	Business ethics, page 49-50
	205-3: Confirmed incidents of corruption and actions taken	Appendix, page 65
GRI 206: Anti-competitive Behavior 2016		
	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
GRI 302: Energy 2016*		
	302-1: Energy consumption within the organization	Appendix, page 62
	302-2 Energy consumption outside of the organization	Appendix, page 62
	302-3: Energy intensity	Appendix, page 61
	302-4: Reduction of energy consumption	While our real estate strategy prioritizes the leasing of energy-efficient LEED- and BRREAM-certified buildings, our overall energy consumption was not reduced in 2025. We are continuing to focus on a market-based strategy that prioritizes renewable energy procurement
GRI 305: Emissions 2016*		
	305-1: Direct (Scope 1) GHG emissions	Appendix, page 60
	305-2: Energy indirect (Scope 2) GHG emissions	Appendix, page 60
	305-3: Other indirect (Scope 3) GHG emissions	Appendix, page 60
	305-4: GHG emissions intensity	Appendix, page 61
	305-5: Reduction of GHG emissions	Appendix, page 25

* Slalom made a good-faith, best-effort approach to have all electricity covered by renewable energy. In 2025, a small gap remained in Ireland totaling less than 0.01% of Slalom’s overall energy use.

GRI content index *(continued)*

GRI Disclosure	Disclosure Description	2025 Response
GRI 401: Employment 2016		
	401-1: New employee hires and employee turnover	This information is considered confidential and business proprietary
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health & well-being, page 14-15
	401-3: Parental leave	Slalom understands the challenges of being a parent at work. We provide team members with paid time off to care for or bond with a child following a birth, adoption, and/or a foster placement. We're proud that eligibility begins after the team member's first full day worked at Slalom
GRI 404: Training and Education 2016		
	404-1: Average hours of training per year per employee	Training, page 12
	404-2: Programs for upgrading employee skills and transition assistance programs	Preparing for the workforce of the future, page 12-13
	404-3: Percentage of employees receiving regular performance and career development reviews	Appendix, page 65
GRI 405: Diversity and Equal Opportunity 2016		
	405-1: Diversity of governance bodies and employees	Appendix, page 63- 64
	405-2: Ratio of basic salary and remuneration of women to men	This information is considered confidential and business proprietary
GRI 406: Non-discrimination 2016		
	406-1: Incidents of discrimination and corrective actions taken	Appendix, page 65
GRI 418: Customer Privacy 2016		
	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Appendix, page 65



slalom.com

About Slalom

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

Learn more at slalom.com.

©2026 Slalom, Inc. All rights reserved. The information herein is for informational purposes only and represents the current view of Slalom, Inc. as of the date of this presentation.

SLALOM MAKES NO WARRANTIES, EXPRESS, IMPLIED, OR STATUTORY, AS TO THE INFORMATION IN THIS PRESENTATION.