



# Climate Transition Plan

2025

**slalom**

# Overview

At Slalom, we believe it is our collective responsibility to be good stewards of the planet and to build better tomorrows for all. Protecting the environment for future generations directly ties to Slalom's purpose and core values, which is why we are advancing our own sustainability efforts and scaling our expertise to help our customers do the same. Our climate transition plan outlines how we will meet our commitments through specific decarbonization initiatives and how we embed sustainability into our business.

## Slalom commitments

Slalom has committed to the below targets and goals, both in coordination with the Science Based Targets initiative and internally developed. Similarly, Slalom maintains a public environmental commitment statement here: [Slalom Environmental Statement](#).

### Science-based targets

In 2024, Slalom established and validated near-term targets with the Science Based Targets initiative (SBTi), in line with the planetary goal of staying below 1.5°C of warming over pre-industrial temperatures. This gives Slalom credible targets to manage and measure against.

Slalom commits to:

1. Reducing absolute scope 1 and 2 GHG emissions by 46.2% by 2030 from a 2019 base year.
2. Reducing scope 3 GHG emissions by 55% per FTE by 2030 from a 2019 base year.

### Carbon neutrality

Slalom has an established goal to achieve carbon-neutral operations emissions by or before 2030.

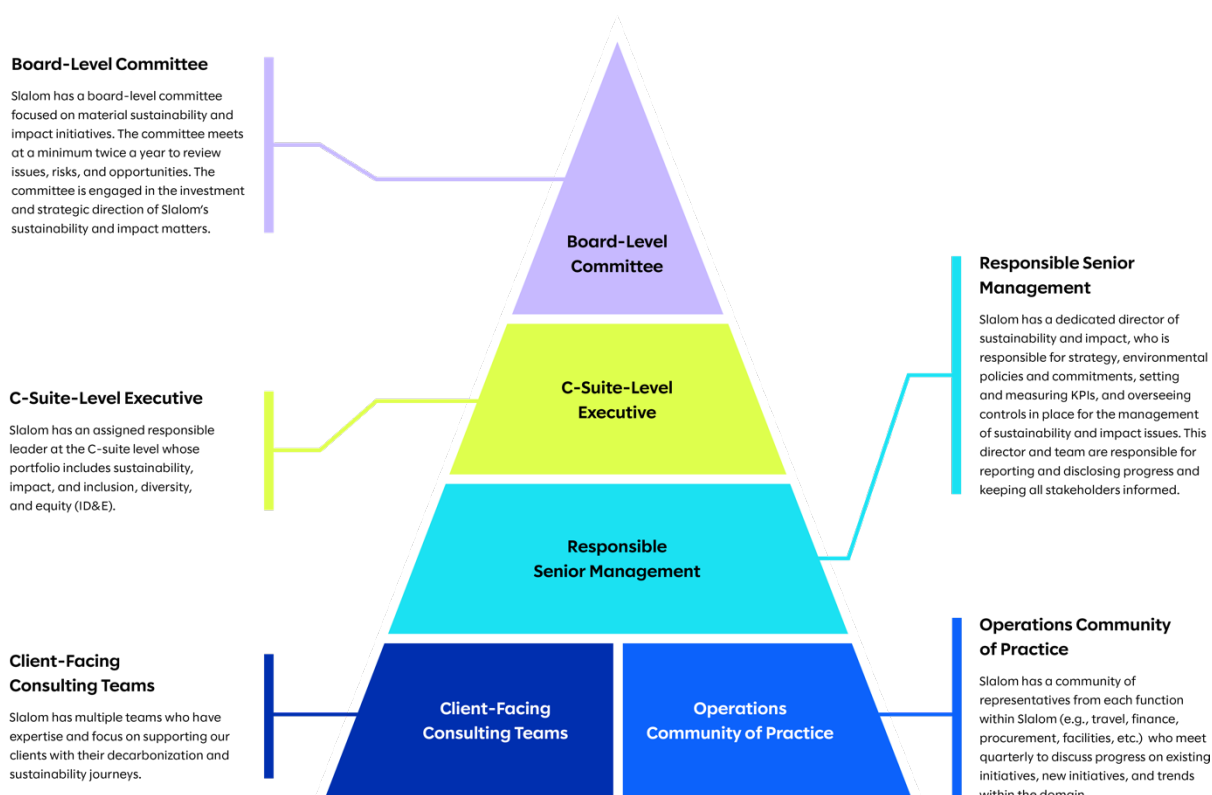
### Renewable energy

Slalom has an established goal to shift to and procure 100% renewable energy by or before 2030.

# Governance

## Global climate governance

Slalom’s science-based targets and decarbonization initiatives were agreed upon by Slalom’s board of directors and executive team. To monitor these goals, make progress, track key performance indicators (KPIs), and engage stakeholders, Slalom has the following governance structure for our sustainability and decarbonization initiatives:



## Risk management

Slalom leverages the GeSI-CDP Scenario Analysis Toolkit to assess the materiality of short, medium, and long-term time horizon climate-related risks and opportunities in our business. Members of our Sustainability & Impact team partner with Slalom’s financial team to gather relevant financial data to identify climate-related risks and opportunities relevant to our business. Physical changes, regulatory requirements, and evolving market conditions are among the risks we track through various sources, including customer delivery, work with our partners, and day-to-day monitoring.

# Decarbonization initiatives

Slalom has pinpointed the following initiatives as crucial strategies to fulfill our emission reduction commitments:

## Scope 1 and 2



### Renewable energy procurement

Slalom will evaluate options in our leased buildings and with our utility providers for renewable energy plans. Where that is not possible, we will purchase high-quality renewable energy certificates (RECs) with considerations for co-benefits such as additionality, cleaning up a dirty grid, or social impact.



### Energy efficiency and electrification

Slalom will evaluate options for new and current leased office space and seek buildings that are electrified and or hold a recognized green building certification.

## Scope 3



### Engaging suppliers

When selecting new suppliers at Slalom, we will aim to evaluate and prioritize suppliers based on key social and environmental metrics. We will focus our efforts on our top 20% of suppliers that represent the majority of our spend.



### Traveling smarter

Slalom will implement technologies and practices to build awareness around sustainable travel options and optimize travel and trips when feasible.



### Commuting greener

Through multiple initiatives such as public transportation subsidies, electric vehicle charging stations, protected bike storage and more, Slalom aims to influence commuting behaviors and reduce emissions from employee commuting.

# Pathway to decarbonization

## Decarbonization levers



### Engaging suppliers

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



### Renewable energy procurement

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



### Traveling smarter

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



### Commuting greener

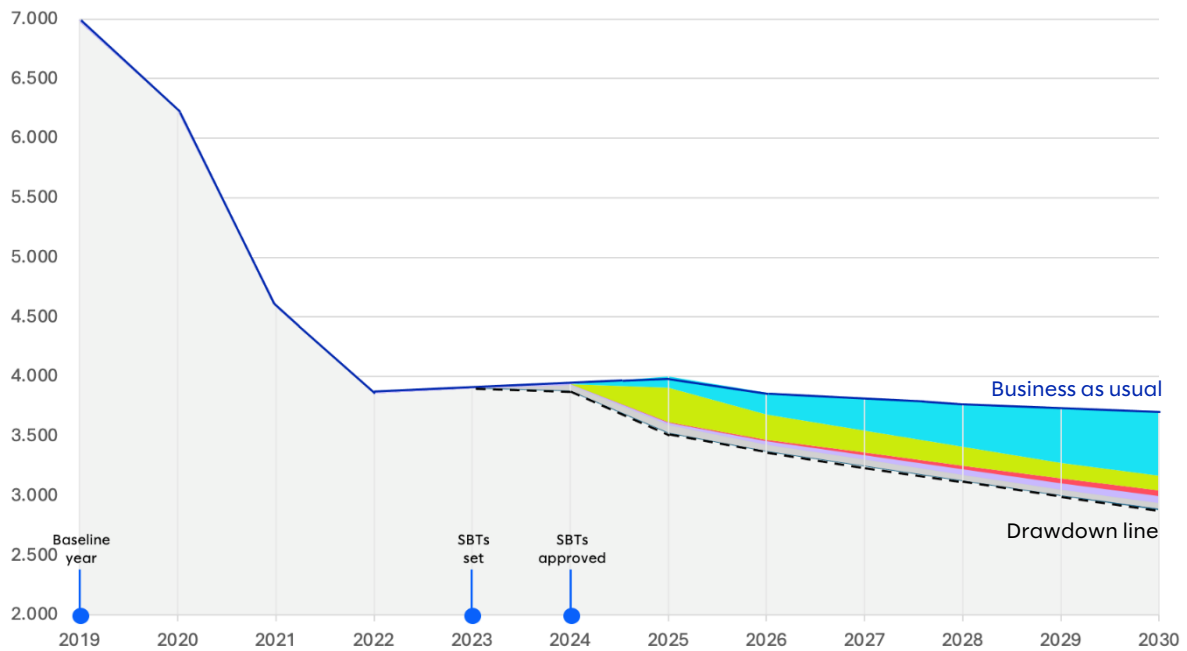
Providing incentive programs and employee initiatives that encourage greener ways of commuting.



### Energy efficiency and electrification

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

## 2019–2030 Forecasted emissions reduction per FTE (tCO2e/FTE)



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

■ Supplier engagement 
 ■ Renewable energy 
 ■ Business travel 
 ■ Commuting 
 ■ Energy efficiency 
 ■ Other

### Base year total emissions

**Scope 1 & 2:** 2,561 mt CO2e

**Scope 3:** 51,321 mt CO2e

### Scope 1&2 2030 target

Slalom commits to reduce absolute scope 1 and 2 GHG emissions 46.2% by 2030 from a 2019 base year.

### Scope 3 2030 target

Slalom commits to reduce scope 3 GHG emissions 55% per FTE by 2030 from a 2019 base year.

# Holistic decarbonization

As we drive our climate decarbonization initiatives, Slalom integrates these practices into our operations, value chain, and team member experience.

## Operations

Slalom operations teams are frequent and key collaborators to decarbonization initiatives, including the prioritization of energy-efficient appliances, sustainable food and beverage vendors, low-waste processes and events, Slalom gear management, and more.

## Client engagement

Slalom provides services to our customers that include the implementation of strategies and technologies designed to decrease carbon emissions, such as cloud transformations, greenhouse gas accounting and management platforms, and sustainability roadmaps.

## Supplier engagement

Slalom assesses suppliers against environmental and social criteria.

## Team member engagement

Slalom introduces new team members to sustainability initiatives during onboarding and promotes our commitments and goals in day-to-day business processes such as emission reduction features in travel systems, sustainability awareness campaigns, and local green teams.

# Partnerships

## Science Based Targets initiative

In 2024, Slalom set near-term company-wide emission reductions in line with climate science and approved by Science Based Targets initiative (SBTi). The SBTi's Target Validation Team classified Slalom's scope 1 and 2 target ambition as in line with a 1.5°C trajectory. These targets provide Slalom with credible benchmarks to manage and measure against.

## Forest Stewardship Council

In 2022, Slalom joined the Forest Stewardship Council Technology Consortium aimed at identifying technology solutions to the challenges FSC faces—problems like how to root out fraud in supply chains or help small-scale farmers compete in global markets. Slalom advises on current and emerging technology practices that can assist with protecting and preserving the world's forests and support credible standards of use.

## The Climate Pledge

In 2021, Slalom joined [the Climate Pledge](#), which pushes signatories to achieve net-zero emissions by 2040, 10 years ahead of the Paris Agreement. This aligns to Slalom's purpose of building better tomorrows for all.

## Metrics

Slalom's greenhouse gas emissions base year is 2019. Our scope 1, 2, and 3 emissions are verified on an annual basis by a Carbon Disclosure Project (CDP) Gold Accredited Solutions Provider in accordance with ISO 14064-3: 2019. We report on the following scopes/categories of greenhouse gas emissions following the GHG Protocol Corporate Standard:

- Scope 1
- Scope 2 (location-based and market-based methods)
- Scope 3:
  - Category 1: Purchased Goods & Services
  - Category 2: Capital Goods
  - Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2
  - Category 4: Upstream Transportation and Distribution
  - Category 5: Waste Generated in Operations
  - Category 6: Business Travel
  - Category 7: Employee Commuting
  - Category 8: Upstream Leased Assets
  - Category 13: Downstream Leased Assets

For more details on our emission metrics and environmental KPIs, Slalom discloses an annual impact report, which can be found on Slalom's website.<sup>1</sup>

Slalom invites feedback on our Climate Transition Plan from customers, partners, suppliers, and team members by email to [sustainabilityandimpact@slalom.com](mailto:sustainabilityandimpact@slalom.com).

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<sup>1</sup> [Slalom Environmental Impact](#)

## About Slalom

Slalom is a fiercely human business and technology consulting company that leads with outcomes to bring more value, in all ways, always. From strategy through delivery, our agile teams across 52 offices in 12 countries collaborate with clients to bring powerful customer experiences, innovative ways of working, and new products and services to life. We are trusted by leaders across the Global 1000, many successful enterprise and mid-market companies, and 500+ public sector organizations to improve operations, drive growth, and create value.

At Slalom, we believe that together, we can move faster, dream bigger, and build better tomorrows for all.

Learn more at [slalom.com](https://slalom.com).

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The Slalom logo consists of the word "slalom" in a bold, lowercase, sans-serif font. The letters are white and set against a blue background.

[slalom.com](https://slalom.com)