



Impact at

AlixPartners

Our commitments to
responsible business

2024



Rob Hornby
Co-CEO



David Garfield
Co-CEO

"At AlixPartners, we hold ourselves accountable to the highest standards of integrity, transparency, and impact. Our commitment is clear: to invest deeply in our people, strengthen an inclusive and resilient firm culture, and deliver solutions that meet and exceed the demands of today's complex business challenges.

Our greatest differentiator remains our people — a diverse and growing workforce of experts around the world who bring deep industry knowledge, bold thinking, and a shared sense of purpose. For us, investing in our teams, our communities, and the environment we all share is not an obligation; it is fundamental to who we are.

This Impact Report highlights our progress as a responsible business in 2024, including measurable steps toward net-zero carbon emissions, expanded investment in leadership and professional development, high-impact pro bono engagements, and an unwavering commitment to ethical business practices.

At AlixPartners, we believe that success is measured not only by how we help clients navigate today's challenges, but also by the collective difference we make for society and future generations. We are proud to be a signatory of the United Nations Global Compact, reinforcing our alignment with global efforts to drive sustainable growth and shared prosperity.

Looking ahead, we are energized by the momentum we have built. We are committed to scaling our responsible business initiatives, driving innovation, and continuing to build a future where resilience, inclusion, and impact are at the core of everything we do."

"In today's rapidly evolving world, the significance of responsible business practices cannot be overstated. At AlixPartners, we continue to innovate and grow, embracing new ways of working and evolving our offerings to exceed the demands of today's dynamic business landscape. As we do this, we remain sharply focused on our broader impact and our responsibility as a global organization to do the right thing.

Our people are our greatest assets, and we recognize that our strength lies in both our unique perspectives and collective efforts. Our journey as a responsible business reflects just that and, by engaging with our leadership, our clients, and strategic partners, we've made great progress on initiatives that support a better future for all.

This report is a testament to our unwavering commitments to transparency, sustainability, and inclusion. Investing in our people, fostering connection through Employee Resource Groups (ERGs), and taking action to mitigate our carbon footprint are just a few examples of our approach to responsible business.

We envision a future where people, businesses, and the planet can thrive together, and we are proud to play our part in making that vision a reality."

Deborah Praga

(she/her)

Global ESG Director



Executive summary



About AlixPartners

AlixPartners is a results-driven global consulting firm that specializes in helping businesses respond quickly and decisively to their most critical challenges—from urgent performance improvement to complex restructuring, from risk mitigation to accelerated transformation.

Our unique culture paired with the passion with which we work—with our clients, our communities, and each other—is what makes us the partner of choice for some of the world’s most successful as well as some of the most challenged companies, when it really matters.

1981 Year founded

\$2.4B Annual revenue in 2024

150+ Nonprofit partners worldwide

3,140 Employees as of 2024

\$1.2M 2024 charitable contributions

\$20.7M Value of 2024 pro bono efforts

9 Employee resource groups

26 Offices worldwide

Our 2024 carbon footprint (tonnes CO2e)

Scope 1	452
Scope 2	1,115
Scope 3	51,079
Total	52,645



Our core values



Commitment

We dedicate ourselves to assist our clients in reaching their objectives and will do whatever is reasonably required in an ethical, professional, and cost-effective manner. We are committed to the success of our clients, our firm, and each other.



Professionalism

We adhere to the highest professional standards in providing each of our clients with high-quality services delivered competently and promptly. We believe the essence of professionalism is rooted in advanced technical knowledge, capability, integrity, intellectual honesty, and confidentiality. We will observe principles of objectivity, independence, and due care. We establish and maintain all our relationships based upon mutual trust, and we focus on the needs of our clients, our associates, and the firm.



Teamwork

We believe that optimum results are achieved by individuals working together in a cooperative, organized group. We recognize the complementary nature of our individual qualities, technical skills, and personal expertise and the superior results that are produced when we work in concert to bring all our capabilities and experiences to our clients' situations.



Common sense

We concentrate on finding creative, yet practical and realistic, solutions in every situation. We work to simplify rather than complicate issues. We exercise our best judgment in the development, evaluation, recommendation, and implementation of various courses of action.



Personal respect

We value the unique differences among us. We recognize that each of us has our own personal and career goals. We will consider and respect each other's personal values and will strive not to impose arbitrary or unreasonable demands on each other while still meeting the needs of the firm and our clients.



Communication

We communicate clearly and often among ourselves and with our clients, other professionals, and parties of interest in a straightforward manner that fosters a common understanding, mutual respect, rapid progress, and the appreciation of all points of view.

Our journey as a responsible business

Responsible Business at AlixPartners integrates diversity and inclusion, social impact, sustainability, and governance into a cohesive approach grounded in integrity, transparency, and equitable practices.



2024 Highlights

Planet

[Learn more](#)

- 58% of energy used by the firm came from renewable energy
- 30 of AlixPartners' major supplier are carbon neutral
- 4,280 trees planted in the AlixPartners Forest, furthering our partnership with ClimateForce to regenerate the planet's rainforests

Culture

[Learn more](#)

- A focus on inclusive leadership and responsible business practices
- 105 Employee Resource Group (ERG) activities, engaging more than half of all employees
- Dedicated sponsorship and learning programs for developing talent
- A deeper investment in training offerings and best in class tools for upskilling our people

Community

[Learn more](#)

- Supported more than 150 nonprofit partners through volunteerism and charitable activity
- Delivered more than \$1.2 million in charitable donations globally
- Provided expert pro bono services valued at more than \$20.7 million

Clients

[Learn more](#)

As a firm known for our deep expertise, we have developed specialized teams to address carbon reduction, environmental resource management, energy transition, and other pressing climate challenges.

Our growing list of ESG offerings:

- | | |
|----------------------------------|--------------------------------|
| • Should Carbon™ | • Sustainable Supplier Program |
| • Scope 3 Carbon Reduction Model | • ESG Due Diligence |
| • ESG QuickStrike® | • Diversity Spend X-Ray |

Governance

[Learn more](#)

- Zero-tolerance policies for unethical or corrupt practices
- Rigorous screening process for both vendor and client selection
- Mandated annual training for all employees on compliance and organizational readiness

"As AlixPartners continues to grow, our view on the importance of inclusion becomes even clearer. Inclusion ensures that every team member feels valued and empowered to contribute their best work. We strive to create an environment that promotes collaboration, enhances employee satisfaction, and attracts top talent, which is essential for our continued growth.

As a global firm supporting clients across the globe, this is not a nice-to-have but a necessity we cannot, and will not, do without.

Inclusion is one part of our greater approach to responsible business. Throughout this report, you will see examples of our strong commitments to sustainability, governance, and social impact.

Our focus on transparency, compliance, and partnership in these areas is representative of our core values – and the success stories we've seen as a result speak to the deeply committed individuals and teams our employee base is comprised of.

I am proud of the progress we've made, and I look forward to what's next as we uphold these principles and lead by example, ensuring that our firm remains a beacon of integrity and excellence."



Elton Ndoma-Ogar
(he/him)

Partner & Managing Director
Head of Diversity, Inclusion and
Responsible Business

Global commitments and partnerships



United Nations Global Compact

As a signatory of the UN Global Compact since 2021, we participate in a global coalition of businesses and municipalities working to progress the UN's 17 Sustainable Development Goals (SDGs) in a collective effort to achieve a better future for all.

AlixPartners focuses on nine SDGs connected to economic prosperity, equity, well-being, and environment and that align closely with our core values.



Global Corporate Partners

We partner with more than 150 organizations on initiatives that advance our selected Sustainable Development Goals.

[Learn more](#)



Leading the way



Elton Ndoma-Ogar
Head of Diversity, Inclusion
and Responsible Business
Partner & Managing Director



Jared Marchiando
Diversity & Inclusion
Director



Deborah Praga
Global ESG Director



Katie Whensley
Diversity & Inclusion
Director



Sarah Warren
People Business
Partner Director



Kelsey R. Bradley
Global Responsible
Business Manager



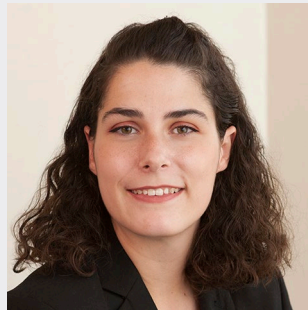
Harvinder Channa
Diversity & Inclusion
Manager



Amanda Nolan
Diversity & Inclusion
Manager

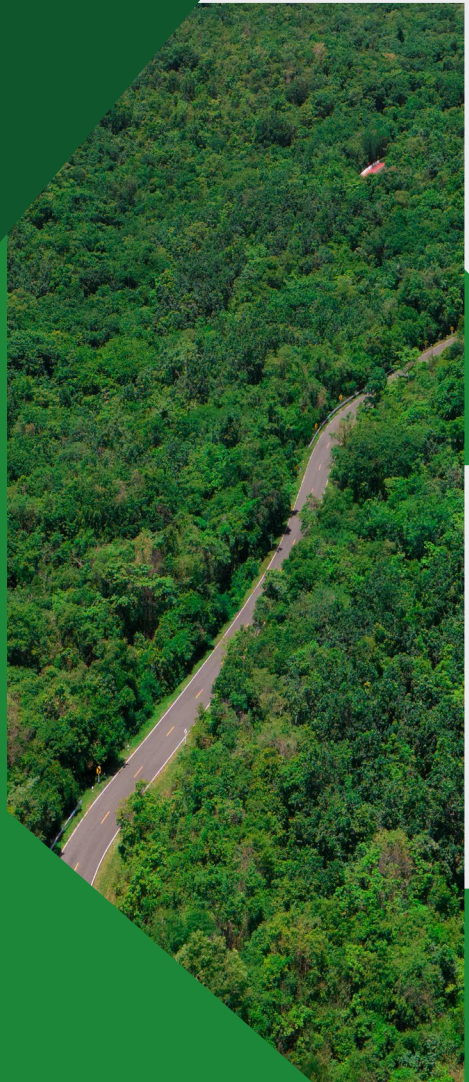


Rosalie Rukerebuka
Diversity & Inclusion Talent
Acquisition Manager



Julie Smith
Diversity & Inclusion
Senior Specialist

Planet



“As a global firm, the planet is one of our key stakeholders. We work with the world’s top companies to address the most complex challenges across industries and help them plan for tomorrow’s disruption – including the continued effects of climate change.

As our teams lead clients through energy transitions and supply chain management, we simultaneously ensure AlixPartners walks the walk as sustainable, responsible business.

In 2024, we made progress on our path to net zero carbon emissions by investing in top tier training for our people, and expanding our strategic partnerships with ClimateForce, Plan A, and SBTi. Our outlook on sustainability only grows stronger as we measure and understand our impact, and I am excited for what’s to come.”



Amy Longhi
(she/her)

Real Estate and
Facilities Director



SCIENCE
BASED
TARGETS



Measurement and innovation to lay our path to net zero

AlixPartners works closely with One Carbon World (OCW), a partner to the UN Climate Neutral Now Initiative, and Plan A to help us measure, report, offset, and plan for further decarbonization efforts. Over the last four years of partnership, we have unlocked our ability to most accurately measure our GHG emissions as a global firm.

In 2024, our findings show that a majority of our emissions still fall within Scope 3, largely due to travel and operational activity across our global organization. Across all measures, we know monitoring any rise in emissions is critical as [we welcome new employees and offices](#) and adjust back to pre-pandemic levels of business travel.

We’re committed to applying innovative solutions to address that impact each year. Our main focus in 2024 was to increase the sustainable suppliers we engage with and leverage any opportunity we can to run business with renewable energy.

Key takeaways from 2024

7

AlixPartners offices run on 100% renewable energy

30

of AlixPartners’ major suppliers are carbon neutral

58%

of energy used by AlixPartners in 2024 came from renewable energy

Firm growth

through the acquisition of Berylls contributed to a rise in emissions

We are also in the process of securing **ISO14001 certification**, which provides a framework for organizations to develop, implement, and maintain an Environmental Management System to improve their environmental performance, allowing us to better manage our environmental responsibilities and reduce our environmental impact.

Each year, following the extensive GHG measurement/calculation process, we purchase carbon credits and support validated environmental projects through One Carbon World to offset all scope 1, 2, and 3 (emissions not attributed to suppliers who are carbon neutral/net zero). Past credits supported projects including thermal oxidation of HFC 23 in India, forest plantations on degraded grasslands in Uruguay, and wind power projects in India.




Historical carbon emissions

Tonnes CO2e

	2022	2023	2024
Scope 1	306	334	452
Scope 2	1,135	775	1,115
Scope 3	44,318	40,126	51,079
Total	45,758	41,234	52,645



CDP initiatives: Our targets and progress so far

Approach	Target	Actual outcome	Status
 Increase energy mix to higher % of renewable energy in offices	Target is to save 1,200 tonnes	Increased % (from 30% to 58%), and we reduced by 20 tonnes of carbon	Target 2030
 Decrease travel, particularly business travel with higher emissions	Target is to save 2000 tonnes	Increased travel-based emissions by 48% from previous year. Increase in travel to pre-pandemic levels was seen in travel behavior for 2024	Target 2030
 Decrease waste in operations	Target is to save 400 tonnes	Decrease of 89 tonnes from previous year	Target 2030

Working with the Science Based Targets initiative

In partnership with the Science Based Targets initiative (SBTi), AlixPartners has committed to developing targets toward the Net-Zero Standard. These targets will be shared within the next year and will align with SBTi's 1.5 °C pathway. In collaboration with external partners, our intentional efforts are currently focused on developing an attainable plan that we feel confident submitting to SBTi for approval next year.

SBTi is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science. It is focused on accelerating companies across the world to halve emissions before 2030 and achieve net-zero emissions before 2050. AlixPartners is proud to be part of this collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF), recognized by the We Mean Business Coalition.



Sustainability in action

Planet-mindful activity across our offices

Throughout the year, our people volunteered in their communities with organizations like the International Rescue Committee's New Roots program in San Francisco and New York, the People's Garden of Detroit, and We Are Urban in Milan to drive sustainability progress. Throughout Earth Month, we convened in our local offices to learn how we help clients drive sustainability and boost business value.

Increasingly, our buildings are offering more robust recycling and composting programs. In Southfield, where composting is not offered, the local sustainability team began a "Feed the Farm" program to collect food waste from in-office events to donate to a local farm, diverting waste from landfills.



AlixPartners joins EpE in France to boost environmental impact

EpE, or Entreprises pour l'Environnement ('Companies for the Environment') is an association comprised of more than 50 large French companies working together to develop solutions for environmental action. Its purpose, 'One planet and one prosperous world,' demonstrates members' desire to lead an ecological transition and build a matching economic development plan.

In 2024, AlixPartners became a member of EpE, working across its environmental and strategic committees to think through how companies can reduce their negative impacts on biodiversity and climate change. Once a month, AlixPartners meets with other EpE members to discuss the environmental commitments that companies in France should enact in 2025 to meet climate goals.

Membership also helps our firm further our own ESG goals. These include:



Expanding our visibility and credibility around ESG topics—both with clients and EpE's member companies.



Gaining a deeper understanding of our clients' operational issues in the space, as well as the business opportunities they can take to address challenges.



Strengthening our firm's commitment to ESG and bolstering our business propositions.



Developing thought leadership content across ESG initiatives.

By joining this ecosystem, we've furthered our insight into the ESG issues that keep our clients up at night and expanded our knowledge of what we can do about it. In the years to come, we hope to expand our relationship with EpE to make even more of an impact on business operations and policies.

"We are delighted with AlixPartners' commitment—it demonstrates that the theme of ecological transition has become a strategic issue for businesses," said **Claire Tutenuit, head of EpE**. "In this current environment, this gives us confidence in the future."

ClimateForce

AlixPartners is a Founding Partner of the ClimateForce Tropical Regeneration Project, which supports regenerating damaged land and ocean and building green recovery plans to create jobs, cut emissions, and protect biodiversity.

The AlixPartners Forest

Part of the ClimateForce Tropical Regeneration Project includes reconnecting the Daintree Rainforest, the world's oldest rainforest, to the Daintree River. Since inception, AlixPartners has sponsored the planting of 4,280 trees in what ClimateForce calls the AlixPartners' Forest. All of them are geotagged and monitored closely.

AlixPartners' trees were the first in the ground for ClimateForce and have contributed to more than 150 species on the property, enhancing the biodiversity of endangered flora. The team is committed to restoring not only the forest but also its connected rivers, coastal ecosystems, and the Great Barrier Reef. Even more—they're building a blueprint for such restoration to be applied to other areas across the world.



We plant new trees each year to:

- Welcome every new joiner to the firm
- Celebrate employee achievements
- Honor the memory of loved ones



150

species contributed to
biodiversity of endangered plants



4,280

trees planted and counting



Insights

Challenges for climate practitioners to make change

Driving emissions down and profit up by reducing food waste

Enough greenwashing

How do women leaders view disruption differently?

The power of a people led approach to ESG

AlixPartners Disruption Index

A better future for today's businesses

From reputation risk to supply chain effectiveness, our commitment to sustainability shows up across client engagements. Building on our strengths, we continue to expand how we advise clients on creating value through sustainability and ESG initiatives.

Culture



“As a truly global firm, we are shaped by a rich mix of perspectives, experiences, and backgrounds. This diversity is not only part of who we are – it is fundamental to our success. We continue to build a culture where belonging and mutual respect are the standard, and where inclusive leadership is embedded in how we operate.

In 2024, we strengthened that culture as we grew. We introduced new benefits that reflect the needs of our people, expanded connection through global ERG initiatives, and celebrated inclusion with clients and external partners. Together, these efforts fuel a culture that reflects our core values and will continue to evolve as our firm moves forward.”



Jared Marchiando

(he/him)

Diversity & Inclusion Director



Katie Whensley

(she/her)

Diversity & Inclusion Director

Diversity and inclusion

We focus on forming connections that foster an inclusive culture—one that celebrates the many passions, talents, and ideas of our people. As we grow and work together, we ensure all colleagues and clients are treated with integrity while building an organization that champions diversity along the way.



Diversity & Inclusion at AlixPartners



[Click to hear from our people \(Video\)](#)

A global firm

Geographic representation

Level	Americas				EMEA				Asia			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Partner & Managing Director	62%	61%	58%	55%	36%	35%	38%	39%	3%	4%	4%	6%
Partner ¹	-	-	60%	61%	-	-	36%	34%	-	-	4%	4%
Director	70%	72%	71%	65%	27%	26%	26%	32%	2%	2%	3%	3%
Senior Vice President	66%	67%	65%	65%	30%	30%	31%	31%	4%	3%	4%	4%
Vice President	69%	65%	64%	61%	28%	30%	32%	34%	4%	4%	4%	5%
Consultant	47%	51%	47%	42%	49%	43%	47%	54%	4%	5%	6%	4%
Analyst	62%	54%	29%	20%	38%	46%	71%	69%	0%	0%	0%	11%

Region	2021	2022	2023	2024
Americas	65%	65%	62%	58%
EMEA	32%	31%	34%	37%
Asia	3%	4%	4%	5%

Generational representation

Generation	2021	2022	2023	2024
Baby Boomers	9%	7%	6%	5%
Generation X	36%	33%	30%	27%
Millennials	53%	56%	58%	55%
Post-Millennials/Generation Z	2%	4%	6%	9%
N/A	0%	0%	0%	5%

Gender representation

Level	Women				Men			
	2021	2022	2023	2024	2021	2022	2023	2024
Partner & Managing Director	10%	10%	11%	11%	90%	90%	89%	89%
Partner ¹	-	-	12%	14%	-	-	88%	86%
Director	19%	18%	21%	22%	81%	82%	79%	77%
Senior Vice President	34%	37%	36%	38%	66%	63%	64%	62%
Vice President	47%	45%	45%	44%	53%	55%	55%	55%
Consultant	46%	45%	42%	44%	54%	55%	57%	55%
Analyst	23%	38%	41%	31%	77%	62%	59%	69%
Total	32%	32%	32%	32%	68%	68%	68%	67%

¹Partner role introduced in 2023



Employee Resource Groups

Our ERGs lead with the voices of employees across the firm to drive inclusivity and foster a culture of belonging that perpetuates a sense of pride in our firm. At AlixPartners, all employees are eligible to join any and all ERGs.

105

ERG events
in 2024

61%

of firm is a member
of one or more ERG

ASIAN LEADERSHIP INSIGHTS & GROWTH NETWORK



Global Leader
Rong Yang

ALIGN empowers individuals who share a connection to the Asian community to capitalize on their potential, develop leadership skills, and expand their professional and personal networks. ALIGN strives to address biases and stereotypes by developing a multicultural team environment, strengthening multicultural business relationships, and raising Asian cultural awareness.

[ALIGN's global community aids life's big moves](#)

BLACK PROFESSIONAL NETWORK



Global Leader
Latonya Callaway

BPN enriches the professional and intellectual experience of AlixPartners' Black employee population and their allies and supports the firm's strategic goals through unity and leadership. BPN fosters supportive networking, professional and personal development, recruitment, retention, cultural awareness, and education.

[Some business is like show business](#)

CAREGIVERS AND PARENTS ERG



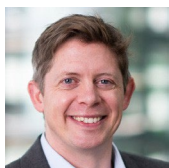
Global Leader
Dr. Markus Bolte

CAPE identifies and addresses topics related to parental and caregiver responsibilities and both the challenges and benefits of how such roles impact how we work. CAPE offers discussion space, events, advocacy, and resources that enhance the personal and professional development of AlixPartners' caregivers and parent employees in alignment with the firm's business objectives.

[Working parents at AlixPartners](#)

Employee Resource Groups cont'd

DIVERSE NEUROTYPES AND ABILITIES



Global Leaders
Oli Freestone and Edd Hardy

DNA works to ensure the workplace is one where neurodiverse individuals and those with differing abilities can thrive, contribute their unique perspectives, and reach their full potential in an inclusive and supportive environment. DNA engages those who identify, as well as allies, with resources and advocacy on topics like accessibility, education, peer support, inclusive recruitment, and career development.



Uniqueness is to be celebrated

HISPANICS OR LATINXS OF ALIXPARTNERS



Global Leader
Diego Parodi

HOLA empowers Hispanic and Latinx employees at AlixPartners with cultural and professional opportunities aimed to support career development and cultivate community among members. HOLA engages with diverse recruiting efforts at the firm, partners on business development efforts, and offers events and resources tailored to Hispanic and Latinx professionals.



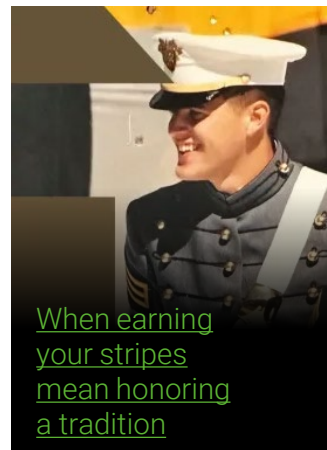
The cultural connections within ESG

MILITARY AND UNIFORMED SERVICES TEAM



Global Leader
David Simon

MUST is a network for AlixPartners' employees who have direct or indirect military/uniformed service affiliations or interests to become active. Through community-focused programs and partnerships, MUST works to foster a culture that recruits, transitions, develops, and retains individuals with military/uniformed services affiliations.



When earning your stripes mean honoring a tradition

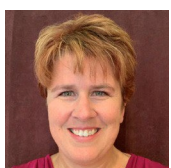
Employee Resource Groups cont'd



Global Leader
Sarah Warren and Jerry Moore

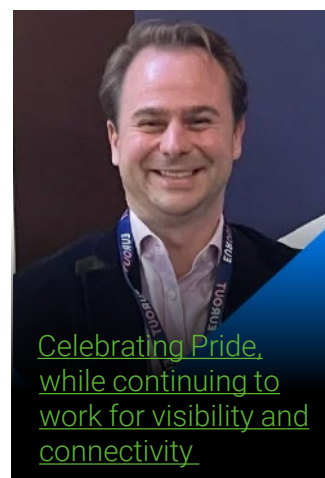
NextGen supports AlixPartners in promoting inter-generational exchange while developing the firm leaders of tomorrow. Through programs that explore topics like career growth, office culture, relationship building, well-being, and work-life balance. NextGen strives to build a supportive professional environment across all seniority levels, with special focus on empowering new and junior colleagues.

In 2024 NextGen launched **Coffee Breaks** in the US, through which 220 employees engaged in over 690 hours of virtual networking. The platform will expand across the rest of the firm in 2025.

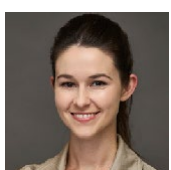


Global Leader
Kelly Thompson

PrideMatters promotes an inclusive and supportive work environment for lesbian, gay, bisexual, transgender and questioning (LGBTQ) individuals and their allies to strengthen the recruitment and retention of LGBTQ employees and to enhance their professional and personal development. Through advocacy, events, and business development engagements, PrideMatters works closely with internal and external partners to ensure respect, professionalism, and belonging is a standard for all individuals at AlixPartners no matter how they identify.

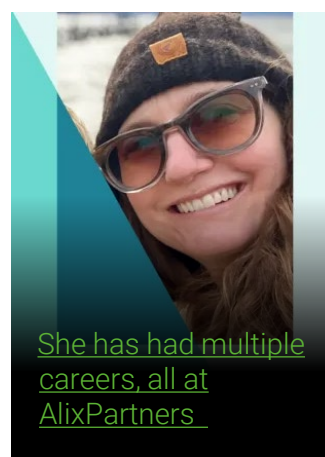


Celebrating Pride, while continuing to work for visibility and connectivity



Global Leader
Margarita Kucherenko

WEM's mission is to ensure that AlixPartners is a leading place for women to work, develop, and advance their careers. Through connection, mentorship, training, advocacy, and external partnerships, WEM serves as a resource to engage and educate firm leadership, allies, and all employees on the imperatives of inclusion for women in business.



She has had multiple careers, all at AlixPartners



Our ninth ERG launches: Diverse Neurotypes and Abilities

After garnering interest and feedback across the firm, AlixPartners launched Diverse Neurotypes and Abilities (DNA) in 2024. The ERG, open to all employees, is focused on honoring neurodiversity and all abilities as sources of innovation and creativity, enhancing our approaches to solving complex problems for our clients. They engage our people with resources and advocacy on important topics such as accessibility, education, peer support, inclusive recruitment, and career development.

ERG connections to business

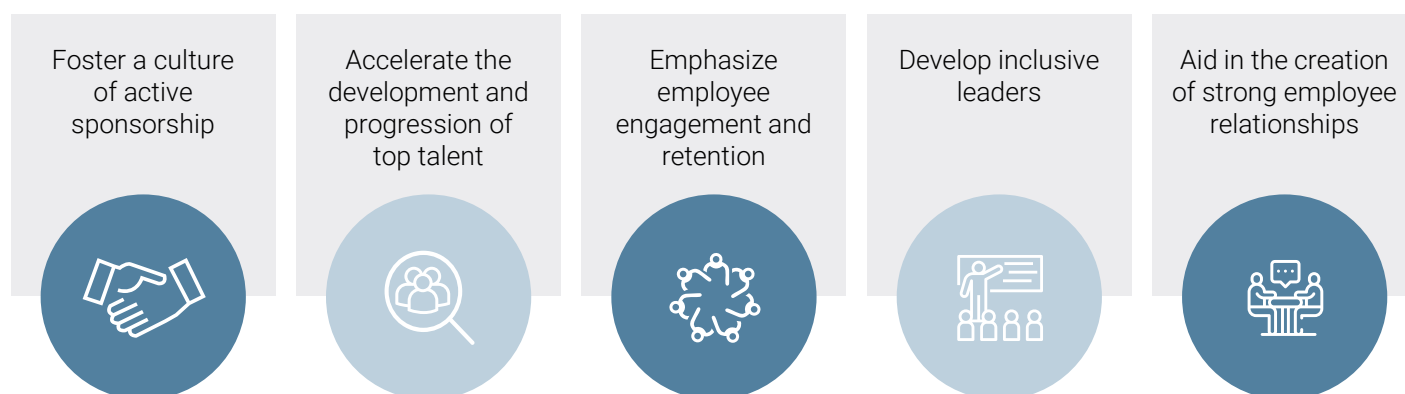
PrideMatters cross-firm collaboration with Cooley, Hilco, and Jefferies
WEM takes on Grace Hopper
MUST Germany awarded Partner of the Reserves
Yvette Zhang named Champion of Diversity by Automotive News
PrideMatters representing at ROMBA
ALIGN at the New York Asian Film Fest with Weil
Christopher Sanchez among HACR Young Hispanic Corporate Achievers
Out Leadership panel with Kirkland & Ellis and Citi

Investing in our people

Global Sponsorship Program

Our Global Sponsorship Program (GSP) aims to accelerate advancement, foster inclusive leadership, enhance retention, and strengthen relationships by pairing high-performing talent with high-influence senior leaders.

The GSP model



Yalini Pathy
(she/her)

Director

“Participating in the Global Sponsorship Program offered a valuable opportunity to reflect on my career trajectory, sharpen my senior leadership brand, and build meaningful connections across the firm.

My sponsor brought a powerful blend of commercial and human leadership – serving both as a trusted sounding board and a catalyst for action and growth. Programs like the GSP are important—they facilitate the building of lasting relationships— with both sponsors, the wider GSP network, and across the firm —that continue to connect and inspire well beyond the formal program timeline. The sponsorship model helped me align my goals with broader business priorities and reinforced the importance of inclusive leadership in driving long-term impact for the firm.”

Leveling up on learning

Learning and Talent Development (L&TD)

AlixPartners provides an L&TD portfolio intentionally designed to fuel employee growth while helping the firm's most pressing, strategic challenges and capabilities.



54,996

hours spent by employees on L&TD opportunities and programming in 2024.



357

Directors (by year-end 2024), have now completed AlixPartners' Director Leadership Program, representing 56% of total Directors.



174

Partner & Managing Directors (by year-end 2024) have now completed Partner & Managing Director **Leadership Program 1**, representing 51% of total Partners & Managing Directors.

Upskilling our people on ESG topics with edX

edX is a global online learning platform that delivers real professional progress across nearly every career discipline, from artificial intelligence and robotics to sustainability and public health. Together with universities like Oxford University and organizations at the forefront of their fields, our teams work with edX to learn from thousands of job-relevant programs designed to give every ambitious learner a path to achievement.



“We are addressing difficult conversations respectfully and openly, a great way to ensure everyone around us feels included and able to enrich each other with our various points of view; keeping an open mind and empathetic approach allows for a space that encourages that sense of belonging and individuality is key to helping teams work together better.”

Iara Lomlondjian
(she/her)

Talent Acquisition Lead, SVP



HIVE learning platform

In 2024, HIVE Learning, an immersive upskilling platform utilized by select teams in 2023, was opened to our Global People team. HIVE provided a safe space for employees to access tools and conversations on topics related to diversity and inclusion such as active listening, bias in feedback, everyday acts of inclusion, ERGs, and cultural days of significance.

HIVE's AI powered assistant, Buzz, promoted individualized learning through simulated interactions about these topics.



95%

of our Global People
team joined HIVE

MBA Scholarship Program

Our MBA Scholarship Program provides MBA candidates who have demonstrated a strong commitment to promoting diversity and inclusion or environmental, social, and governance goals in their academic, professional, or personal lives with mentorship, financial support, and direct experience working in the consulting industry.

Open to all MBA students who meet the requirements of our posted MBA-level internship opportunities and apply to AlixPartners, the scholarship supports individuals with a keen interest in pursuing a career in consulting. In 2024, scholarship recipients participated in the firm's [MBA Summer Internship program](#).



Culture of care

Wellbeing

AlixPartners' Well@Work initiative is our people-centric approach to well-being for everyone, with a focus on physical, emotional, and financial health.

Well@Work aims to foster a culture of trust around wellbeing needs, connect and celebrate in meaningful ways, and offer accessible programs and tools that support our people. Aligned to a global strategy, local office Well@Work teams develop offerings that meet the diverse needs of our people.

The Well@Work global pledge is to:



Raise awareness and acceptance of the well-being challenges we face



Come together to connect and celebrate throughout our well-being journeys



Design and deliver offerings, programs and tools that support our people



Focus on physical, emotional, and financial health



Enable everyone to achieve their own well-being goals

2024 Well@Work highlights:

Financial Health

- Well@Work engaged with our people through informational sessions about real estate, retirement investing, personal finance, and pension systems curated for employees based on their region

Physical Health

- Our teams ran marathons, participated in cycling fundraisers, joined running clubs, competed in badminton tournaments, and enjoyed benefits like access to massage services, gyms, and yoga studios.
- Well@Work collaborated with our Benefits team to offer informational sessions on topics like menopause support and healthy cooking and diets.
- Our offices hosted health fairs to support employees with information about health and wellbeing benefits, flu shots, and more.

Emotional Health

- From sound baths to breathwork classes, our teams embraced mental wellness activities including art mindfulness classes and emotional psychology webinars.
- World Mental Health day celebrations that focused on resources and best practices for supporting positive emotional well-being.



Flexibility

We embrace a hybrid work model, ensuring outstanding client service with the flexibility of working remotely at times.

We drive change by being close to our clients and closely connected as a team. Our apprenticeship model means we learn and develop together to serve clients and work seamlessly.

We recognize that one size does not fit all, so our approach to hybrid work serves as a guide to providing increased flexibility with the goal of making AlixPartners' careers more sustainable and fulfilling.



Inclusive benefits

AlixPartners offers top-quartile benefits that meet the diverse needs of our people.

In 2024, the firm introduced the following new resources:



Dental Buy Up option with expanded coverage including adult orthodontia.



Voluntary pet insurance coverage with discounted rates for AlixPartners employees.



Expanded fertility benefits through Maven including additional services and support for new parents with post-partum coverage expanded from 3 month to 12 months and a new menopause management program.



Update to mental health resources through Modern Health including continued in-network coverage once the 8 free therapy sessions are utilized.

**Navigating long COVID:
A Private Equity strategist's journey**

Community





“The relationships we have built within our communities are a testament to the passion and purpose our people bring to everything they do. Whether through global commitments or local partnerships, we invest our time, expertise, and resources to drive meaningful change.

From pro bono engagements that harness our deep knowhow to collaborative initiatives that uplift communities, AlixPartners has seen firsthand how social impact serves as a powerful force for progress. As we continue our journey as a responsible business, I’m inspired by the possibilities ahead to deepen our community partnerships and contribute to a better future for all.”

Kelsey Bradley

(she/her)

Global Responsible Business Manager

AlixGives

The goal of AlixGives is to leverage our resources and expertise to make a lasting impact on society and the environment through charitable giving, volunteerism, pro bono, and business development.

Measuring against the United Nations Sustainable Development Goals, efforts of AlixGives are focused on four key themes:


Quality Education

Health & Well-being


Opportunity & Prosperity

Environmental Sustainability


We do this through a growing number of engagement pathways, in the areas of:




Charitable giving



Pro bono



Volunteerism




Business Development

A United Nations partner


As a signatory of the UN Global Compact, AlixPartners participates in a global coalition of businesses and municipalities working to progress the UN’s Sustainable Development Goals (SDGs) in a collective effort to achieve a better future for all.

AlixPartners focuses on nine SDGs, which focus on quality education, health & well-being, equitable prosperity, and environmental sustainability and align closely with our core values.


2 ZERO HUNGER




3 GOOD HEALTH AND WELL-BEING




4 QUALITY EDUCATION




5 GENDER EQUALITY




8 DECENT WORK AND ECONOMIC GROWTH




10 REDUCED INEQUALITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



Our 2024 impact

150+

nonprofit partners engaged

\$1.2M

in charitable contributions delivered

\$20.7M

of pro bono services delivered

4,300+

hours of Volunteer Time Off (VTO) used by employees

34 AlixPartners 2024 Impact Report



Global corporate partners

Just like our teams support clients across the map, we leverage our global expertise and resources to connect closely with international organizations working to advance a more equitable and sustainable world. The work we do with our global charity partners focuses on taking climate action, improving access to quality education, and reducing societal inequalities across the world.



Global Dignity

One of AlixPartners' global charity partners, Global Dignity works to advance dignity in education, the workplace, and society at large through curriculum and toolkits. In 2024, AlixPartners worked with Global Dignity to:

- Support the design of the organization's Dignity in the Workplace initiative
- Lead Dignity Workshops by AlixPartners Dignity Ambassadors at primary schools in London, working with 6 teachers and 180 children.
- Co-design the Dignity Diagnostic, a questionnaire to support Ambassador Training – already it has been piloted in more than 20 countries.
- Facilitate a Dignity & Empathy workshop during UK Black History Month with representatives from AlixPartners, S&P Global, and Linklaters, and activist and author Stuart Lawrence



The International Rescue Committee

The International Rescue Committee (IRC) is AlixPartners' global crisis charity partner. The partnership empowers our firm to act quickly when it matters most. The IRC supports immediate moments of disruption, on the ground, as well as helping people to rebuild their lives afterwards. In 2024, AlixPartners worked with IRC to:

- Address crisis situations across the world through the provision of essential aid and supplies
- Develop IRC's New Roots Program which helps over 8,400 people with access to healthy food, mental and physical health support, and job readiness.
- In New York and San Francisco, AlixPartners volunteers spent time cleaning up New Roots gardens by weeding, planting new crops, and harvesting fruits and vegetables.



Generation Success

Generation Success and AlixPartners work in partnership to create positive change and empower students and graduates from underrepresented backgrounds. Through our joint efforts, we have facilitated recruitment programs and extended comprehensive support through mentoring initiatives, internships, events, and community engagement opportunities. In 2024, AlixPartners worked with Generation Success to:

- Co-host an International Women's Day event where 100 recent graduates heard from consulting leaders about their careers and life experiences.
- Co-host a Career Insight event with more than 90 Generation Success students who worked alongside AlixPartners consultants on a "crack the case" challenge
- Engage AlixPartners employees as mentors to Generation Success participants with a focus on career development



United Negro College Fund

The United Negro College Fund (UNCF) aims to build a strong pipeline of underrepresented students who become highly qualified college graduates. In 2024, AlixPartners worked with UNCF to:

- Lead local UNCF Walks for Education, a 2-mile fundraising walk to address financial, academic, and personal challenges faced by students attending Historically Black Colleges & Universities (HBCUs)
- Support scholarship programming to expand the impact of UNCF
- Build out an internship program to offer opportunities for early career development at AlixPartners
- AlixPartners' Kyleen Walker, Director of Office Management, was appointed to the UNCF Michigan Leadership Council in 2024, supporting the next generation of leaders and deepening our partnership with UNCF on behalf of the firm.



ClimateForce

AlixPartners is a Founding Partner of the ClimateForce Tropical Regeneration Project. ClimateForce is an environmental organization that works to regenerate damaged land and ocean and build green recovery plans to create jobs, cut emissions, and protect biodiversity.

Part of the ClimateForce Tropical Regeneration Project includes reconnecting the Daintree Rainforest, the world's oldest rainforest, to the Daintree River. Since inception, AlixPartners has sponsored the planting of 4,280 trees and counting in what ClimateForce calls the AlixPartners' Forest.

See more about our ClimateForce partnership here:

[Planet](#)



World Economic Forum

The World Economic Forum (WEF) brings together multi-stakeholder, multi-generational individuals and organizations to advance positive social, economic, and environmental change. AlixPartners leaders contribute throughout the year to working groups and resources, covering themes related to complex topics such as Social Implications of the Metaverse, Faith in Action, and Equity and Social Justice, among many others, and then apply lessons learned in these groups back to our clients and communities. As part of our commitment to advocate for a principled-led approach, and our call for organizations to apply shared principles, we have been building a multi-year, multi-organizational dialogue around Prioritizing Racial and Ethnic Equity in Business: Towards a Common Framework, published on behalf of select WEF members involved in founding the Partnering for Racial Justice in Business initiative.



Local partnership highlights

Our office teams organize days of service, volunteer activities, charitable gifts, and donation drives for organizations in their area, ensuring our time and resources supports our neighbors when they need it most.

Highlights from 2024 include:



1. Boston

Greater Boston Food Bank

We volunteered at the Greater Boston Food Bank, sorting and packing dry goods for distribution to support 6,720 individuals.

2. Dallas

North Texas Food Bank

Twice in 2024, volunteers packed meals for the food bank, collectively providing more than 13,800 meals.



3. New York

The Resource Center for Adult Education (CREA)

Our HOLA ERG worked with CREA to address their technology needs by donating decommissioned laptops to support nearly 300 Spanish speaking adults who are working to obtain high school or post-secondary high school education.

Heart of Dinner

Our ALIGN and PrideMatters ERGs prepared 75 holiday cards and gift bags to include with warm dinners for Asian American senior in need.

4. Southfield

Orchards Children's Services

Southfield's CAPE ERG adopted families during the holidays, providing \$7,000 worth of gifts and supplies.

MCWT GET-IT

Volunteers from the AlixPartners IT team joined the MCWT Foundation for their Girls GET-IT Day, an event for girls grades 4 to 8 to learn about careers in technology.



5. Buenos Aires

Nodotec

Andrei Rukavina volunteered with Nodotec's robotics club which helps bring STEM education to youth from low-income households.

6. London

The Felix Project

Volunteers spent a day with The Felix Project, organizing food to distribute to charities, schools, and youth clubs in the areas, supporting those programs while also reducing waste.

Open Palm

We hosted a career insight day for 30 students from Open Palm who aspire to begin careers in consulting. Participants worked with AlixPartners experts on a "crack the case" challenge to expand their knowledge and networks

7. Milan

We Are Urban city clean up

Our Milan office hosted their second-annual volunteer day with We Are Urban, collecting more than 2,100 cigarette butts and 26 pounds of trash while learning about the environmental impacts of waste and litter.

8. Asia Business Meeting in Thailand

Bike Building

During our Asia Business Meeting in Thailand, employees worked together to build 15 bicycles by hand, which were later donated to a local elementary school.

9. Hong Kong

Hong Kong Legal Walk

Colleagues came together for the Hong Kong Legal Walk to support access to social and legal services for those in need. The team won the event's "Distance Award" for their efforts.

10. Singapore

Dignity Kitchen

Volunteers spent time with Dignity Kitchen, meal prepping food and preparing 70 boxed meals for vulnerable members of the community.



The power of pro bono

Our teams work with nonprofit, business, and educational partners to contribute, in a pro bono capacity, to projects that align with our core values and responsible business strategy.

Across the firm, leadership motivates our consultants to volunteer their skills for projects that not only create a meaningful impact for organizations but also help them develop professionally.

Industry expertise drives social impact and sustainability with Soles4Souls

**SOLES4
SOULS**

Soles4Souls' mission is to transform unwanted shoes and clothing into opportunities for those in need. By collecting and distributing used shoes, Soles4Souls helps people in developing countries start and grow businesses, creating a sustainable path out of poverty through the 4Opportunity program.

Their newest program, 4EveryKid, partners with U.S. school districts and leading brands to provide new athletic shoes to children experiencing homelessness, removing barriers to educational and extracurricular activities. Currently, the program benefits 250,000 children per year and aims to serve over 1 million children by 2030.

Inspired by their goal, our team of supply chain and industry experts, led by Bryan Eshelman and Steve Scales, dedicated five weeks of consultancy services to conduct a holistic review of their US distribution network. Together with Soles4Souls, we identified opportunities to improve efficiency in their operations and recommended a future-state network strategy to accelerate their growth and scale the 4EveryKid program.

But our involvement didn't stop there — AlixPartners U.S. employees also donated over 1,000 shoes to the 4Opportunity program, helping to reduce waste and preserve our planet.



[Click here to learn more \(Video\)](#)

Empowering the future of grocery

AlixPartners' role in strengthening the WAFC's mission and reach



The Western Association of Food Chains (WAFC) is a non-profit association committed to advancing education and training for the next generation of grocery industry leaders. It accomplishes these goals through two primary mechanisms: the USC Food Industry Management (FIM) Program and the Retail Management Certificate (RMC) Program.

Many industry executives have graduated from the FIM Program, in which high-potential associates spend a semester at the University of Southern California immersed in courses to develop advanced management and leadership skills. The RMC Program, meanwhile, matches store associates with local community colleges to take eight courses on digital skills and other core retail management capabilities. These credits can be transferred to universities and applied to an associate's or bachelor's degree if desired. All of this is funded through donations to the organization and proceeds from the annual WAFC convention.

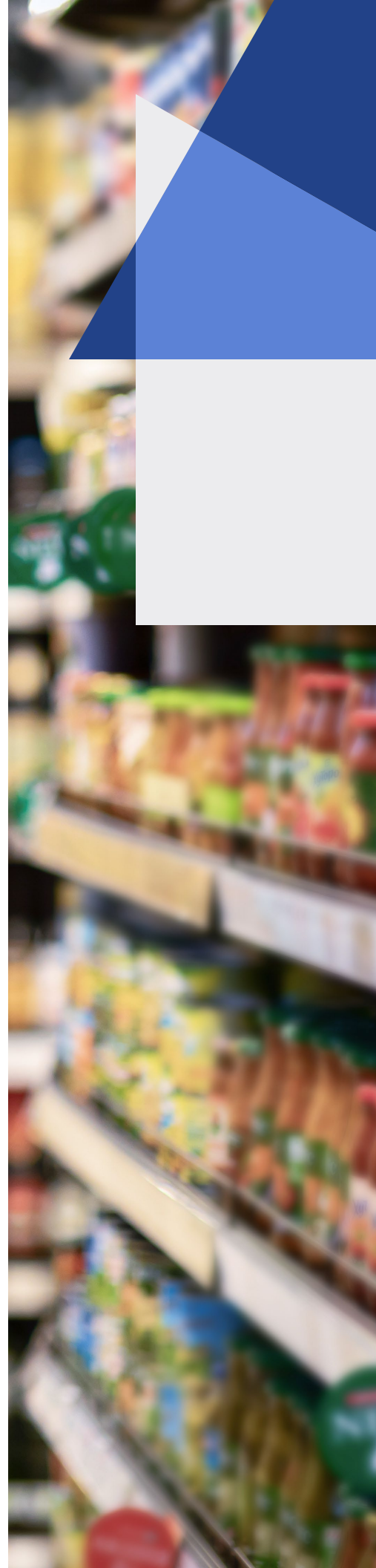
AlixPartners began working with the WAFC in 2023, after an introduction from a former client that sits on the WAFC's board. The organization's ask: How do we redefine our strategy to accelerate our mission and make even more of an impact? And how can we quantifiably demonstrate that impact to show the success of our programs?

While the WAFC has been around for more than 100 years, it had never undertaken a major strategic review—our pro bono work to rethink the company's growth trajectory would be the first. To start, we interviewed nearly 50 WAFC stakeholders to discern what was and wasn't working. With pain points identified, we then created a more robust strategy and tactics around fundraising, communication, and program management, along with new levers to drive engagement from the board, students, and the alumni base.

From a communications perspective, we are supporting a rebranding of the WAFC to better reflect the organization's drive towards education in the grocery industry and building the next generation of grocery leaders. We are also refreshing the WAFC's offerings and programs and their delivery methods to facilitate stronger community outreach.

To generate data on the success of the WAFC's programs, we combed through thousands of LinkedIn profiles and blinded company data to compare program graduates against a control group of retailer and consumer goods employees who didn't participate in either program. Looking at a 15-year timeframe, we found that FIM graduates are 108% more likely to stay at their company longer than non-graduates (an average of eight years longer) and three times more likely to advance their careers to a senior leader or executive role (52% of FIM graduates we analyzed are currently in such a role).

"Over the years, there have been some misnomers about our FIM graduates receiving their education and moving on to other companies," said Pat Posey, Chief Operating Officer of the WAFC. "AlixPartners' research helped us to prove that FIM graduates stayed longer—which we always thought was the case, but we lacked the data to speak to it. AlixPartners changed all of that for us."



For the RMC Program, we found that graduates have a 28% longer tenure at their current company than non-graduates (around five years longer on average) and have achieved twice as many promotions since being hired compared to non-graduates. RMC graduates are also compensated 33% higher on average than non-graduates. As part of our strategic work with the WAFC, we aided the organization in enhancing ramp-up programs for associates that need English-as-a-second-language (ESL) support through the “English at Work” program.

“AlixPartners helped us to see the value in funding this program and understanding the best way to participate,” Posey added. “It’s enlightened the way we think about education—first teach team members the language, then sharpen their skills through RMC, and then get them ready for the C-suite with FIM. This gives people the belief that they can move forward and advance in their careers—the sky is the limit!”

AlixPartners, as well as individuals on the grocery team, have become direct donors to the WAFC by contributing to fund scholarships. This aligns with our grocery team’s ethos of helping to evolve and reshape the industry beyond the core client work that we do. By doing good for an industry that matters to us, we have deepened our relationships with grocery leadership teams, leading to inbound commercial activity.

“We went through a vigorous process to select the consulting firm to take on this project—and without question, we picked the right partner,” Posey said. “AlixPartners has helped us gain exposure to new ideas and processes that we would never have been able to achieve without their direction. Their speed of execution was amazing—they have changed the way we think about our business.”

Mapping success: How geospatial analytics guided Spitalfields Crypt Trust’s expansion

Spitalfields Crypt Trust (SCT) is a London-based charity that helps people facing homelessness and drug and alcohol addictions to transform their lives. Alongside personal development, training, and recovery services, SCT operates a network of East London charity shops that donate their sales to fund social initiatives.

When SCT planned to open another shop, the organization reached out to AlixPartners for assistance. Al Mangan, a frequent AlixPartners client that serves as an SCT trustee, believed our geospatial analytical capabilities would aid in narrowing down location options.

To start, we conducted qualitative and quantitative research to learn what makes a certain location successful. Major factors include proximity to similar stores that act as both competitors and drivers of foot traffic, as well as the demographics of the area. For SCT specifically, it’s also critical to select locales that might generate customers, donations and volunteers to work in the store—often students, young parents, or retirees.

With this information in hand, we created a dashboard through publicly available data that mapped out the locations of other shops, universities, churches, markets, hospitals, and other relevant points of interest throughout London. We also collected demographic information on who lives in the city’s eastern boroughs, to provide at a granular level the makeup of potential store locations for every few miles. This interactive dashboard allowed SCT to easily check which areas best fit their desired population makeup and would generate the most foot traffic.

As a result of our pro bono work, SCT have been able to use the information in recent commercial negotiations and are expecting to use it to support their expansion proposals.

“AlixPartners’ work has helped us immensely,” said Mangan. “They spent time with us to understand our needs, then carefully thought through how to layer the data in a usable format and deliver it on a single platform. The tool is already making an enormous difference as we make investment decisions for the future.”



Flexibility to make an impact

Our people care about their communities, and we ensure they are supported and empowered by their AlixPartners colleagues while taking time away to give back.



Tabarak Chaudry's
run across
Pakistan



Andri Fritz's
Swiss
military service

Expansive connections

AlixAlumni

Staying connected with AlixAlumni

Our AlixAlumni network convenes regularly to connect former colleagues, clients, and employees.

In 2024, AlixPartners launched the [AlixAlumni online portal](#), further connecting its network of more than 3,000 people from around the world. The platform allows the community to network with fellow AlixPartners alumni and employees, learn about upcoming events, gain exclusive access to digital learning content, our alumni job board, and more.



Elaine Baluyut

How an AlixPartners Alumna turned the professional ingredients she gathered while consulting into a recipe for success at her thriving Asian-inspired bakery.



Arshan Tarapore

First Lieutenant in the United States Air Force, Arshan Tarapore says working for AlixPartners allowed him to realize his appetite for challenge.



Nnenna Ilomechina

Nnenna Ilomechina, CEO of Crownpeak and AlixPartners Alumna, reflects on the lessons learned throughout her career and offers advice for rising leaders.



Clients

"Our distinct capabilities to help clients with their environmental, social, and governance challenges continue to strengthen. Our expertise not only helps clients navigate these complex areas but also unlocks significant value by enabling them to operate more effectively and sustainably.

For instance, we've seen firsthand how implementing long-term ESG strategies can lead to enhanced business resilience and profitability. By designing and applying these strategies, we help our clients achieve sustainable growth and a competitive edge in their industries."

Stefano Aversa

(he/him)

Executive Partner & Managing Director
Global Vice Chairman

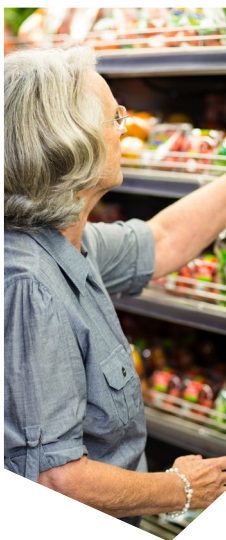


Best in class ESG offerings

- ✓ **Should-Carbon™**
- ✓ **Sustainable Supplier Program & Scope 3**
- ✓ **Carbon Reduction Model**
- ✓ **Carbon Cost Rationalization**
- ✓ **ESG Due Diligence**
- ✓ **ESG QuickStrike®**
- ✓ **Diversity Spend X-Ray**

Meet our ESG leaders

Across industries, ESG strategy has long term value add



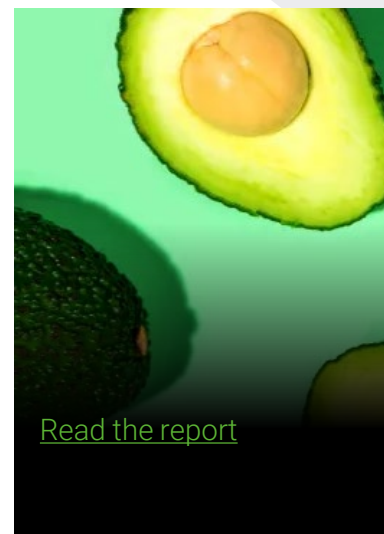
AlixPartners joins Consumer Goods Forum's Food Waste Coalition

The topline numbers for food loss and waste are well known: Nearly 40% of food produced globally is never eaten, accounting for 10% of all global greenhouse gas (GHG) emissions and around a quarter of all freshwater use. But there are hidden costs to FLW not accounted for under current models.

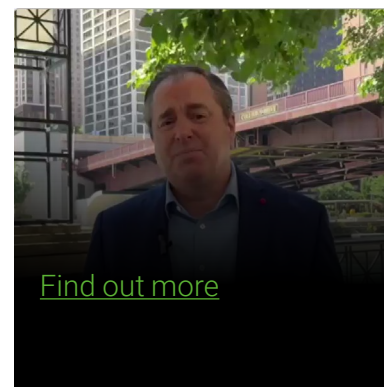
In partnership with the Consumer Goods Forum's (CGF) Food Waste Coalition of Action, AlixPartners research shows that retailers and consumer packaged goods (CPG) manufacturers dramatically underestimate the impact of FLW to their bottom lines—up to 6% of EBITDA for retailers and 24% of EBITDA for manufacturers.

These costs are set to grow. Companies will face a steep rise in costs as carbon abatement fees spike over the next 20 years. The broad under-measurement of cost means businesses are not fully resourcing food-waste reduction efforts and may be overlooking a critical element of a successful net zero carbon strategy. The FLW Capability Assessment developed with the Coalition aims to change this.

At the 2024 Consumer Goods Forum global summit, AlixPartners and the Forum's Food Waste Coalition collaborated to present the economic and environmental impact of food loss and waste. Those attending the summit were challenged by various speakers to recognize the power in their positions and use it to promote the well-being of people and the planet. To help those businesses looking to make an impact, AlixPartners partnered with the Coalition to lay out the business case for tackling food loss and waste in our joint report, [Driving Emissions Down and Profit Up by Reducing Food Waste.](#)



[Read the report](#)



[Find out more](#)

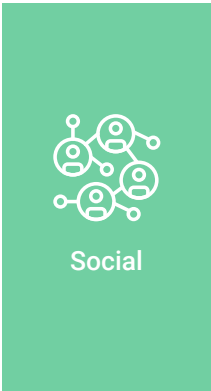
Navigating ESG due diligence: How Visco elevated its environmental, social, and governance standards

Visco is a French company that specializes in the design, development, and manufacture of high-precision mechanical machining primarily for the aerospace industry. As Visco’s shareholders Tikehau Capital prepared to sell the business, AlixPartners was brought on to perform a vendor due diligence (VDD) of the company’s operational, strategic, and ESG aspects.

For the ESG VDD, we gathered Visco’s ESG documentation for a comprehensive review. Our evaluation of the company’s maturity across each of the three ESG elements included the following:



We took an in-depth look at Visco’s current environmental footprint, including its energy and resource consumption and waste management practices. We also analysed the company’s scope 1, 2, and 3 carbon emissions alongside its associated reduction plans.



We reviewed Visco’s HR policies, including its health and safety management, security practices, and D&I initiatives. We also surveyed its customer engagement and quality management systems.



We assessed the company’s corporate social responsibility and ESG management structures and policies, including an evaluation of its business ethics processes, code of conduct, training programs, anti-bribery measures, and whistleblowing mechanisms. We also reviewed Visco’s stakeholder relationships, focusing on how vendors were selected and if they shared similar responsibility values.

"Through this vendor due diligence work, AlixPartners helped us gain and exhibit a clear, actionable understanding of Visco’s ESG performance," said Tikehau. "Their work not only enhanced our internal alignment but allowed us to see the business from a fresh perspective, making it easier to identify Visco’s strengths and opportunities for improvement."




As a result, Visco moved forward with a robust, revamped ESG plan that incorporated the following elements:



Environment

Visco’s new environmental strategy includes audits, energy and water consumption monitoring, as well as site-specific improvements. Greenhouse gas tracking and carbon offset studies highlighted its progress with climate action. These efforts, combined with potential market diversification and a practical carbon offset strategy, position the company to manage Scope 3 emissions effectively.



Social

Visco bolstered its customer engagement through certified quality standards (ISO 9001 and EN 9100) and compliance with REACH regulations. A positive work environment was reflected by strong employee representation, comprehensive benefits, and a proactive health and safety approach, with actionable plans to address identified risks.



Governance

Visco relied on the new appointment of an ESG director to drive its new, structured initiatives. Its ethical commitments are underpinned by a code of conduct and upcoming ethics trainings, while stakeholder relationships are strengthened through anti-corruption protocols and efforts to formalize supplier selection processes.



“AlixPartners’ insights enabled us to craft a future-ready ESG roadmap for Visco that reflects a new level of commitment and accountability,” the Tikehau team added. “Their work laid the foundation for a more responsible Visco—placing the company on a clear trajectory for its operational and environmental impact improvements. This made Visco a more attractive target.”

ESG amid Disruption

The AlixPartners Disruption Index

In our 6th annual AlixPartners Disruption Index, we asked 3,200 senior executives around the world and across industries how disrupted they feel.

Two out of three executives report that they changed their business strategy or have taken material actions in response to societal issues (including diversity, social equity, income inequality, labor and working conditions, gender balance, and human rights), and three out of four say the impact has been positive—in 19% of cases, significantly positive. Diversity and inclusion are a competitive advantage, according to 86% of executives—and 94% of executives whose companies lead their industries in both growth and profitability. Similarly, 76% have taken material actions or changed strategy because of environmental issues or policies (including net zero, sustainability, and environmental standards), with, again, overwhelmingly positive impact.

[Read the report](#)

AlixPartners Disruption Index



How do women leaders view disruption differently?

In partnership with the Financial Times Women in Business

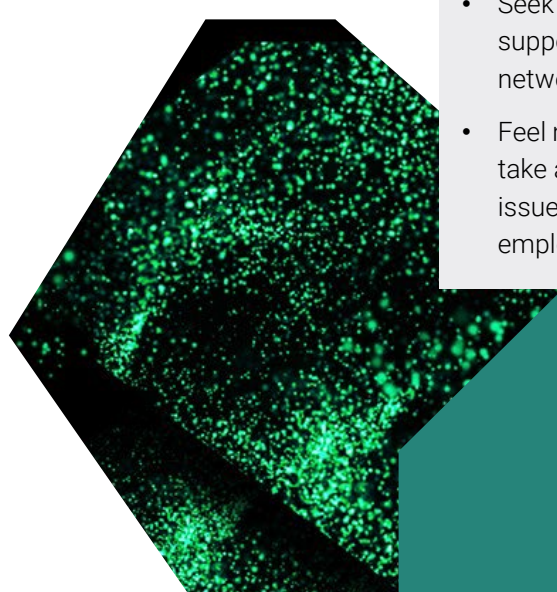
In 2024, for the first time, we examined the global findings of AlixPartners' annual [Disruption Index](#) through the lens of gender – enabling us to answer that question.

The report was launched at the [FT Live Women in Business Summit](#), with a foreword by Vivienne Artz, CEO, [FTSE Women Leaders Review](#) and AlixPartners Senior Advisor.

[Read the report](#)

Key findings show that, amid disruption, women leaders compared with men:

- Expect more significant change to their companies' business models in the next 12 months.
- See more opportunity in disruption, especially in the megatrends.
- Are as confident in navigating disruption.
- Seek more personal and professional support beyond their existing strong networks to be successful.
- Feel more pressure from stakeholders to take a stance on social and environmental issues, particularly from investors, employees, and customers.



Expert insights

Enough greenwashing

The real cost of food waste

Opportunities In frozen: Hispanic consumers

Challenges for climate practitioners to make change

The power of a people led approach to ESG



Governance



“Implementing top-tier corporate governance practices is central to our way of working.

Our teams combine extensive industry knowledge with strategic collaboration, integrating insights from environmental, social, and governance factors with a focus on risk management. We work together with our clients to drive growth and transformation amid global disruptions. Throughout all our endeavors, we remain committed to making a significant impact, always prioritizing our high standards for ethics and compliance.”

Maritza Okata

(she/her)

Chief Legal Officer



Our policies

Our firm operates with a zero-tolerance policy for practices that are unethical or corrupt. We are vigilant in ensuring compliance with all laws and regulations and require up-to-date training for our people every year.

Our policies include, but are not limited to:

- [Code of Conduct](#)
- [Anti-Tax Evasion](#)
- [Anti-Bribery](#)
- [Anti-Discrimination and Anti-Harassment](#)
- [Anti-Money Laundering](#)
- [Speak-up and Non-retaliation](#)
- Modern Slavery
- Privacy Policy
- Business Continuity
- Client Confidentiality
- Export Control and Economic Sanction
- Gifts and Entertainment
- Record Retention
- Securities Trading
- Expense Reporting
- Social Media
- Time Reporting
- Workplace Health and Safety

Board composition

An active and engaged board of directors

The 15-person AlixPartners board of directors has regularly scheduled meetings approximately four times a year, with additional interim meetings as necessary, plus regular sessions of its' Audit Committee and Compensation Committee.

In 2024, the board was comprised of

20% women | 80% men

with diverse expertise spanning government, law, healthcare, and professional services.

All board members participate in approving the annual budget, financial statements, CEO review, and compensation pools. Our board regularly engages with internal experts on topics related to responsible business. AlixPartners' Responsible Business team interacts regularly with the Board's audit committee to align on sustainability efforts.

CORE training

To ensure we are all complying with the laws and regulations of the officers where we operate, every employee, including new hires, must complete annual Compliance and Organizational Readiness and Effectiveness (CORE) training.

CORE training covers:

- ✓ Code of Conduct certification
- ✓ Information security (includes sections on phishing, confidentiality, and fraud)
- ✓ Environmental, social, and governance practices
- ✓ Diversity and inclusion
- ✓ Anti-bribery (includes sections on gifts/entertainment and fraud)
- ✓ Anti-harassment/Anti-discrimination (includes regional-specific instruction, and sections on reporting/retaliation and manager expectations)
- ✓ Anti-money laundering (includes sections on how and when to report)
- ✓ Data privacy (includes sections on HIPAA, GDPR, and record retention)
- ✓ Insider trading (includes sections on MNPI, tipping, and the details of our internal Securities Trading Policy)
- ✓ International business obligations (includes sections on sanctions and export-controlled data)
- ✓ Review of personal demographics and skills
- ✓ Firm policies certification
- ✓ Employment handbook certification
- ✓ Conflict of interest certification

Each year, we reach

100% completion of
CORE training

In celebration of their completion, each office donates funds to one of their local charitable partners.



Data security and IT

Our data and cybersecurity team enables business success while ensuring thorough security risk management. In addition to global IT policies and mandatory annual training on security and data management, AlixPartners offers several security services, certifications, and resources to our people as an effort to maintain the highest level of security possible.

- Global policies, standards, and procedures are made available to all employees and clients.
- Mandatory policy training for all employees each year
- Helpline for reporting security concerns or phishing
- Information Security Steering Committee
- Data Protection Resource Center available to client engagement teams

AlixPartners' **Data Protection Resource Center** equips our teams with everything they need to ensure day-to-day data handling is secure and meets firm requirements. This includes a Data Concierge Team that works closely with IT and legal to reduce regulatory and security risk by managing client data requirements through compliant data management practices and technology, as well as Engagement Data Playbooks that provide consistent approved data management practices pertinent to an engagement's geographical, regulatory, and security needs. This work includes client data and technology closure for projects ending, including data return and destruction as required by the client and according to AlixPartners' own record retention policy.

Client selection process

Our compliance team has a thorough screening process that ensures all business matters and profits realized are done in correlation to our high standard of ethics and core values as a firm. Client engagements are only approved following risk assessment, sanctions review, and other reviews relevant to specific individuals, industry relations, or types of businesses. All leaders at the firm are trained to realize and flag risk during the evaluation process, encouraging dialogue between engagement leads and the legal team to ensure thorough vetting.



Code of Conduct

The AlixPartners Code of Conduct (the “Code”) is reviewed annually by the appropriate stakeholders per each section.

At AlixPartners, we conduct business worldwide in various cultural, political, and economic environments. Our work is complex and fast-moving. The Code sets consistent expectations for the behaviors, actions, and decisions of our people and those who act on our behalf.

The Code serves as a framework for making sound decisions and guides how to embed our Core Values into our business activities. It also provides guidance about our policies and how to navigate situations that may require particular attention. Finally, it describes the resources and avenues available to our employees, vendors, and others who interact with AlixPartners for seeking advice and reporting concerns. The Code reinforces the commitments we make to our clients and each other, not only out of a legal obligation but first and foremost because it’s the right thing to do.

All employees certify annually to read and comply with the Code.

Code of Conduct

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About us

For more than forty years, AlixPartners has helped businesses around the world respond quickly and decisively to their most critical challenges—circumstances as diverse as urgent performance improvement, accelerated transformation, complex restructuring and risk mitigation.

These are the moments when everything is on the line—a sudden shift in the market, an unexpected performance decline, a time-sensitive deal, a fork-in-the-road decision. But it's not what we do that makes a difference, it's how we do it.

Tackling situations when time is of the essence is part of our DNA—so we adopt an action-oriented approach at all times. We work in small, highly qualified teams with specific industry and functional expertise, and we operate at pace, moving quickly from analysis to implementation. We stand shoulder to shoulder with our clients until the job is done and only measure our success in terms of the results we deliver.

Our approach enables us to help our clients confront and overcome truly future-defining challenges. We partner with you to make the right decisions and take the right actions. And we are right by your side. When it really matters.

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