



Furthering our impact:
Responsible business at

AlixPartners

2025 Impact Report

CEOs on Impact

"At AlixPartners, the way we work has always been grounded in a simple but powerful belief: that how we do business matters just as much as the outcomes we deliver. As we reflect on the five years captured in this Impact Report, we are proud of the strides taken to embed responsible business practices across our firm—strengthening our inclusive culture, deepening our community partnerships, and continuing to uphold the highest standards of governance. Our commitment to the United Nations Global Compact remains a cornerstone of this journey, aligning our efforts and resources with a global movement to advance sustainable, inclusive growth and address the challenges shaping our world today and in the future.

We see opportunities to build on this momentum. Our commitment to inclusive leadership, sustainable operations, and unwavering ethics are deeply rooted in our core values. We've strengthened our ties to community partners through our Employee Resource Groups and AlixGives program. And we're adopting best-in-class AI tools to enhance how we serve clients, develop our people, and serve our communities.

By investing in our people and in innovation, we empower our teams to uphold our principles, strengthen our culture and our connections to the communities in which we operate, and secure the values-driven perpetuation of our firm.

As we look toward a future of growth and transformation, we remain steadfast in our commitment to responsible business."



Rob Hornby



David Garfield

Co-CEOs

Our values as a responsible business

Since our founding, doing the right thing for our clients, our people, and our communities has been core to the ethos of AlixPartners. We signed the United Nations Global Compact in 2021, a commitment to prioritize and expand our impact as a responsible business. Now, five years later, AlixPartners integrates our commitments to diversity and inclusion, social impact, sustainability, and governance into a cohesive approach grounded in integrity and transparency.



AlixPartners has strengthened its environmental stewardship with ISO 14001 certification, strong sustainability partners, and an enhanced Environmental Management System (EMS). While emissions have shifted alongside firm growth, Scope 2 emissions have declined significantly through increased renewable energy use. With Scope 3 remaining the primary driver of the firm's footprint, efforts are focused on supplier engagement and more sustainable travel practices to advance our long-term sustainability goals.



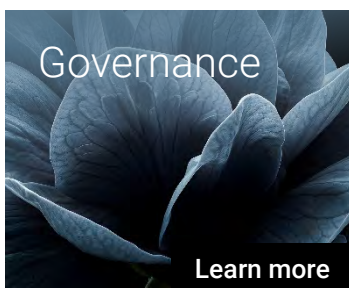
AlixGives is the firm's people-powered, globally aligned, and locally executed social impact program. AlixGives combines time, expertise, and funding to scale hundreds of partnerships focused on health and wellbeing, opportunity and prosperity, quality education, and sustainability. In five years, AlixGives has delivered more than \$6 million in charitable donations, \$62 million in pro bono projects, and more than 13,000 volunteer hours for community partners.



AlixPartners has increasingly invested in our people with a focus on advancing a culture defined by inclusion, development, and measurable impact. Initiatives such as the Global Sponsorship Program and the expansion of our Employee Resource Groups into scalable platforms for professional growth and business engagement strengthen our workforce while fostering a sense of belonging. As we grow, our continued focus on inclusive leadership has led to improved and innovative client outcomes, reinforcing the link between culture and performance.



As businesses have adapted to disruption and innovation, so has AlixPartners' ability to deliver value to clients by combining advanced capabilities with deep expertise and judgment. Our people have published research on how social impact, the environment, and inclusion influence today's business landscape amid disruption. We've responsibly adopted AI tools and invested in proprietary AI platforms to enhance our ability to serve clients in transformative ways. AlixPartners is well positioned to deliver differentiated, future-ready solutions that help clients navigate disruption and achieve scalable, sustainable results.



Responsible business practices are foundational to long-term success and trust with every stakeholder, including our clients, our people, and the communities in which we are privileged to operate. Each year, 100% of employees have completed annual compliance training, the content of which is evaluated each year. Oversight and accountability have strengthened through our engaged board of directors, with ethical considerations embedded in decision-making at every level of our organization. We view governance as not simply a compliance requirement but a critical enabler of sustainable growth that builds resilience, safeguards the firm's reputation, and reinforces accountability across the business.

Where we are

"Over the past several years, we have moved from intention to integration. What began as intentional but localized efforts has grown into a global operating model, one where inclusion, social impact, sustainability, and governance shape how we develop talent, serve clients, and lead the firm.

What moves me most is not the scale of what we built. It is the instinct behind it. The people who built our Employee Resource Groups and brought AlixGives to life did not wait for direction. They acted because they believed it mattered, and they invited others in. That kind of initiative, choosing to lead before it is required, is what makes this firm's approach to responsible business something other than policy.

How do we ensure our people are empowered to be bold in these ways? Through the profound efforts our firm makes to nurture and grow a culture where everyone has the tools they need to thrive. Whether through benefits, professional development programs, or pathways to leadership, we are building an environment where we strive for all individuals to feel supported, challenged, and encouraged to grow.

I am proud of what we have achieved and clear-eyed about the work ahead. Developing the next generation of leaders who lead with inclusion, deliver results, and understand the broader impact of their work will be critical to our continued success. Together, we are building a firm where responsible business is not just something we do, but how we lead."



Elton Ndoma-Ogar

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





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

\$2.3B

Annual revenue
in 2025

Our carbon footprint (tonnes CO2e)

	2022	2023	2024	2025
Scope 1	306	334	452	958
Scope 2	1,557	775	596	741
Scope 3	44,318	40,126	51,079	47,343
Total	46,180	41,234	52,127	49,042

140+

Nonprofit partners
worldwide

3,391

Employees
as of 2025

\$6M

Charitable contributions
since 2021

\$62M

Value of pro bono
efforts

9

Employee
resource groups

28

Offices
worldwide

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.

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.

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.

Our employee resource groups



Partner to the 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.

Top place to work





What's ahead

"Our people deliver exceptional results for our clients, while embodying AlixPartners' responsibility to make a lasting, positive difference in the world.

I am continually inspired by the ways my colleagues bring their expertise, time, and passion to support one another and our communities. Our Global Sponsorship Program has developed leaders and measurably increased retention. Our nine Employee Resource Groups champion inclusion and belonging across the firm. Through AlixGives, our philanthropic investments have benefited hundreds of community partners. The commitment is palpable, and the outcomes are real.

This Impact Report reflects on these and other successes over the past five years, setting a strong foundation for what's ahead. Our culture of inclusion is fueled by leaders who 'walk the walk', by programs that develop our people at all levels, and by meaningful opportunities to give back to the communities in which we work and live. Through engaged leadership and strategic partnerships, AlixPartners is ensuring that our social and environmental contributions grow and strengthen alongside our business impact. After all, business thrives most when our people thrive with it.

As our firm evolves and we continue to grow, our values continue to guide us. They have been a strength of AlixPartners from the very beginning and will remain our north star."



Hillary Bochniak

Chief People Officer
Partner & Managing Director

A close-up photograph of a large, vibrant green leaf, likely from a tropical plant. The leaf's surface is covered in a dense network of fine, parallel veins that radiate from the base. The lighting is bright, creating a strong contrast between the illuminated upper surface and the darker, shadowed underside. The leaf's edge is slightly wavy and irregular. In the bottom right corner, the word "Planet" is written in a clean, white, sans-serif font.

Planet

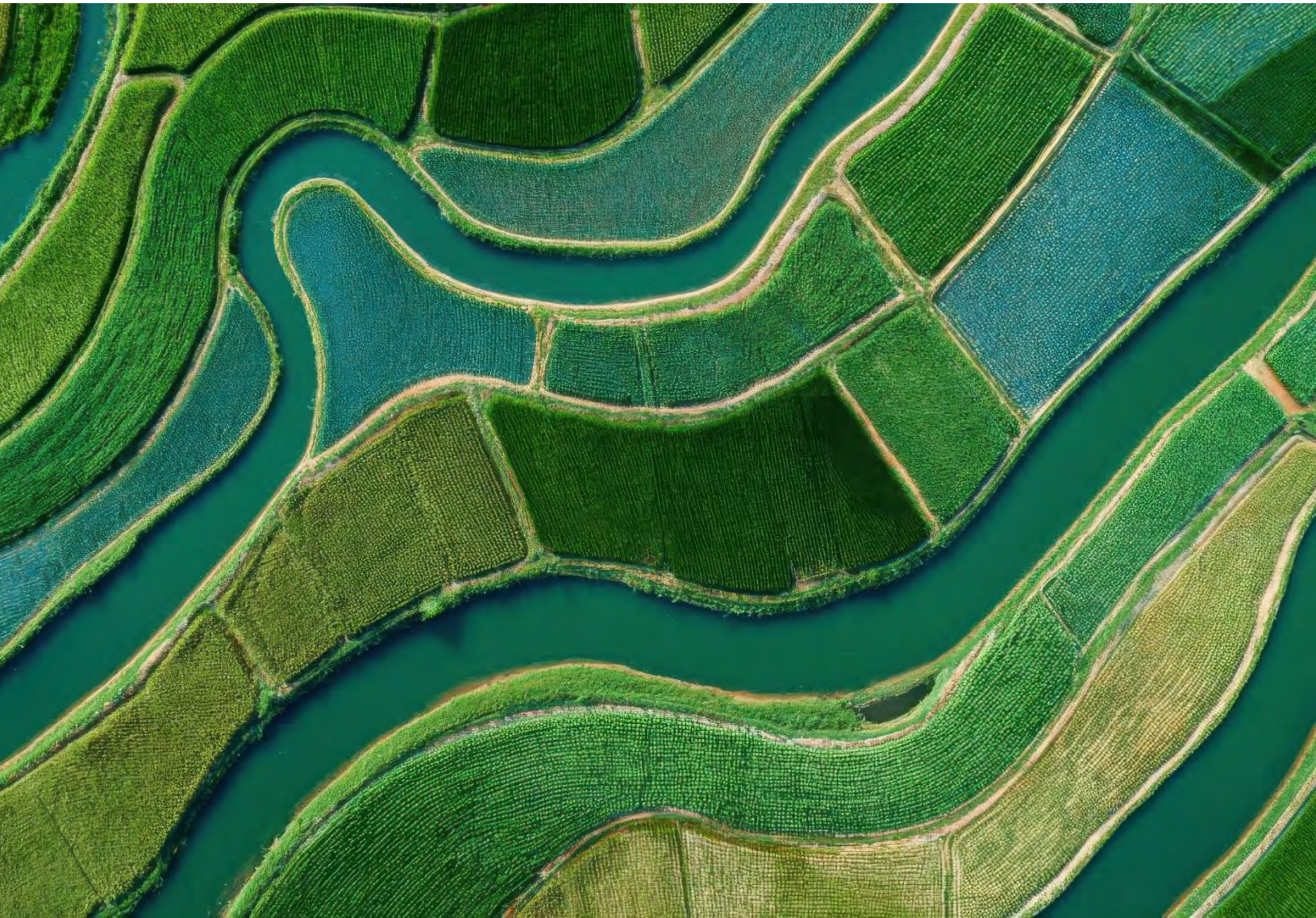
"Being a responsible business has always been part of 'The AlixPartners Way.' We're committed to strengthening communities, supporting resilient ecosystems, and using resources responsibly—because our long-term success depends on a healthy planet. That means measuring and reducing our carbon footprint, increasing how we leverage renewable energy where we operate, and working with our suppliers and partners to accelerate achieving meaningful sustainability goals.

With so much beyond our control when it comes to climate risk, we're focused on what we can influence. Across our operations, we're taking innovative, practical, and measurable steps to grow responsibly and help build a more sustainable future."



Deborah Praga

Director, Global
Responsible Business



Measuring our carbon impact through the years

In 2025, AlixPartners secured ISO14001 certification across all of our locations. ISO14001 provides a framework for businesses to develop, implement, and maintain an Environmental Management System (EMS) to improve environmental performance. This certification allows us to better manage our environmental responsibilities and reduce our environmental impact. AlixPartners published an updated EMS in 2025.

Our carbon footprint (tonnes CO2e)

	2022	2023	2024	2025
Scope 1	306	334	452	958
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Total	46,180	41,234	52,127	49,042

Behind the data

Scope 1

While Scope 1 emissions remain a small part of our overall footprint, they increased over the past year due to the addition of fleet vehicles. This increase reflects strong team growth following an acquisition, and we are expanding the share of electric vehicles in that fleet to reduce emissions over time.

Scope 2

Scope 2 emissions have decreased by more than 50% since our 2022 baseline, driven by an increase in renewable energy procured by our landlords. As we evaluate future leasing decisions, energy mix will remain an important part of the decision-making criterion.

Scope 3

Our Scope 3 emissions account for more than 95% of our footprint, making them the greatest opportunity for meaningful emissions reduction. We’re prioritizing suppliers that have emissions-reduction goals, carbon-neutral commitments, and SBTi-validated net-zero targets. By doing so, we can reduce our footprint and our reliance on offsets. Business travel is our second-largest source of emissions, creating another important opportunity to be impactful. We are prioritizing better choices for when and how we travel, including lower-emissions transportation options and carriers to further reduce our impact.

Fast facts

Regarding ISO and our EMS and Environmental Policy

AlixPartners is dedicated to responsible stewardship of the environment. Our Environmental Management System (EMS) follows the EPA’s guidelines: Plan, Do, Check, and Act. We aim to reduce our operational footprint and support our clients in their environmental goals.

Significant environmental aspects

Our key focus areas include reducing greenhouse gas (GHG) emissions, conserving natural resources, and minimizing waste. By managing our energy use, water consumption, and materials responsibly, we aim to have a positive impact on the environment.

Sustainability partners

EcoVadis

A reflection of our commitment to transparency and accountability, AlixPartners has been reporting to EcoVadis since 2019. Our track record of steadily improving ratings reflects the strength of our practices and the maturity of our management approach. We are focused on continuous improvement and to using the assessment as a roadmap for further progress.

Science Based Targets initiative

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.

In 2023, AlixPartners committed to set near- and long-term company-wide emission reductions targets, in line with the science-based net-zero standards. Additionally, we are committed to the Business Ambition for 1.5°C campaign and UNFCCC Race to Zero coalition. We are happy to announce that, as of July 2026, our near- and long-term targets have been validated by the Science Based Targets initiative.

EpE

Entreprises pour l'Environnement ("Companies for the Environment") is a network of 60+ leading French headquartered international 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.

AlixPartners became a member of EpE in 2024 and has since participated in more than five of its environmental and strategic committees, working through how companies can reduce their negative impacts on biodiversity and climate change. Members meet regularly to discuss the environmental commitments that companies operating in France should enact to meet climate goals.

Our membership also helps AlixPartners further our ESG goals. These include:

- Expanding AlixPartners' visibility and credibility around ESG topics, both with clients and EpE's multinational member companies.
- Gaining a deeper understanding of clients' operational issues, as well as the business opportunities they can take to address challenges.
- Strengthening AlixPartners' commitment to ESG and bolstering its business propositions.
- Developing ESG thought leadership content.

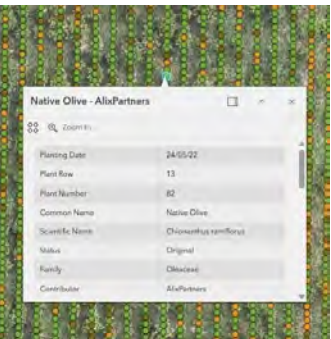
In the years to come, we hope to deepen our relationship with EpE to make even more of an impact on business operations and policies.



Growing and regenerating the environment with 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 4,800 trees and counting in what ClimateForce calls the AlixPartners’ Forest.



Supplier accountability

Our top 50 suppliers by spend account for about 40% of our annual Scope 3 emissions, making it critical that we partner with suppliers who share our values and support our decarbonization goals. We’ve begun engaging key suppliers annually to align on decarbonization efforts and to gather updates on their emissions, targets, and initiatives. Suppliers are also asked to review and agree to our Supplier Code of Conduct. In 2025, we engaged with approximately 35% of our suppliers by spend, and we aim to increase that to 60% in 2026. This effort drives increased transparency, ensuring our top suppliers are aligned with our values as a responsible business.

Offset partners

AlixPartners works with One Carbon World (OCW), a partner of the UN Climate Neutral Now initiative, and Gravity Climate to help us measure, report, offset, and plan for further decarbonization efforts. Over the last four years of our partnership with OCW, we have improved the accuracy of our global GHG emissions measurement. With Gravity Climate’s support, we have strengthened our ability to measure our carbon footprint, particularly across Scope 3, through AI, supplier engagement, and data.

Given the nature of our industry, most of our emissions continue to fall within Scope 3, primarily from travel and the purchase of goods and services. We are committed to applying innovative solutions to reduce that impact each year. In 2025, our primary focus was engaging with as many material suppliers as possible to ensure we are working with partners that are aligned with our goals.

Since our 2022 base year, we have reduced our footprint per FTE by 15.7%, from 17.4 tonnes of CO2e to 14.7 tons of CO2e. As we continue to grow, we are committed to keep improving this figure and ensure we are operating as responsibly as possible.

Environmental targets

Approach	Target	Progress	Status
Increase share of renewable energy in offices	Save 1,200 tonnes and increase our renewable mix to 75%	Increased from 30% to 58% and reduced by 20 tonnes of carbon	Target 2030
Decrease travel with higher emissions	Save 2,000 tonnes	Decreased our travel emissions by 57% from previous year (down 7% from base year, almost 1,000 tonnes), given slightly less travel and more accurate measurement data available	Target 2030
Decrease waste in operations	Save 100 tonnes	Decrease 40 tonnes relative to base year	Target 2030
Reduce number of fleet vehicles and/or convert to EV	Save 950 tonnes	Currently 13% of our fleet are EV	Target 2035

Science Based Targets with SBTi

	Target	Progress	Status
Near-term	Increase active annual sourcing of renewable electricity from 30% in 2022 to 95% by 2030	Planned for 2027	Target 2030
	Reduce absolute Scope 1 and 2 GHG emissions 72.12% by 2035 from 2022 base year	Planned for 2027	Target 2035
	Reduce Scope 3 GHG emissions from purchased goods and services, waste generated in operations and business travel 71.2% per USD value added within the same timeframe	Planned for 2027	Target 2035
Long-term	Maintain a minimum 100.0% absolute Scope 1 GHG emissions reduction from 2030 through 2050 from a 2022 base year	Planned for 2027	Target 2050
	Reduce absolute Scope 3 GHG emissions 92.0% by 2050 from a 2022 base year	Planned for 2027	Target 2050
	Continue active annual sourcing of 100% renewable electricity from 2027 through 2050	Planned for 2027	Target 2050



Looking ahead

Over the past five years, we have built a foundation of sustainable practices. Throughout this journey, we have carefully evaluated our options and made decisions we can stand behind year after year. As we look to 2026 and beyond, we'll continue to make decisions rooted in care and transparency.

We are building on our offset commitment by prioritizing absolute reductions through supplier engagement. Going forward, we will offset 100% of our Scope 1, Scope 2 and Scope 3 category 6 (business travel). These offsets will continue to be made through our partnership with OCW and will support initiatives such as 'Saving the Ozone Layer', which supports the technology and building of facilities that capture and convert ozone depleting gasses into substances with no or lower global warming potential.

We will supplement this shift through the purchase of SAF credits to cover [1%] of business travel-related emissions, while partnering with the Landler Group to invest annually in nature-based units. Nature-based units (NBUs) support projects that protect and restore ecosystems such as forests, wetlands, and soils, that naturally absorb and store carbon while strengthening biodiversity and ecosystem resilience. Compared to traditional offsetting approaches, high-quality NBUs can deliver greater long-term impact by combining carbon reduction with broader environmental and social benefits, helping address both climate change and nature loss simultaneously.

Additionally, we are focused on decarbonization and progress toward achieving science-based targets. We will advance these priorities through continued improvements to our energy mix, increased meaningful supplier engagement to drive transparency and accountability, intentional procurement, and encouraging thoughtful travel choices that optimize the client experience and environmental impact.

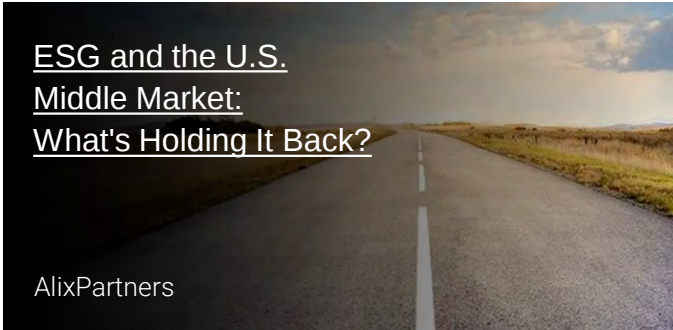
Our experts on sustainability

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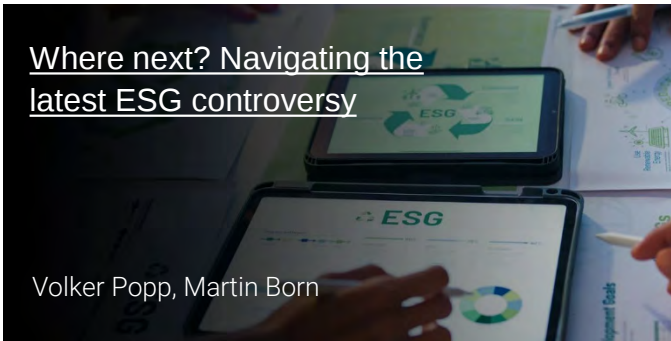
[Green laws, red flags:
How companies can transform
to meet the latest climate
reporting requirements](#)

Marc Lampieri, Deborah Praga,
Patrick Carroll



[ESG and the U.S.
Middle Market:
What's Holding It Back?](#)

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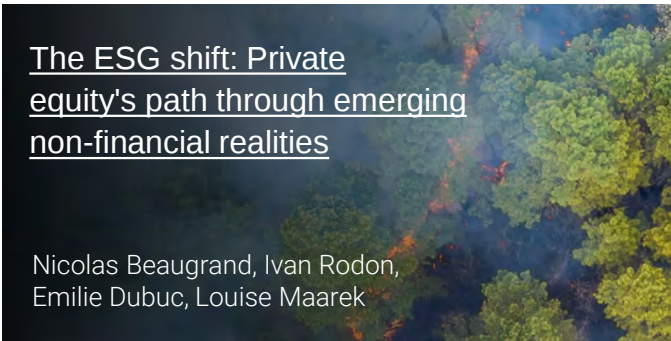
[Where next? Navigating the
latest ESG controversy](#)

Volker Popp, Martin Born



[Five incoming ESG regulations UK
financial services firms need to
prepare for—now](#)

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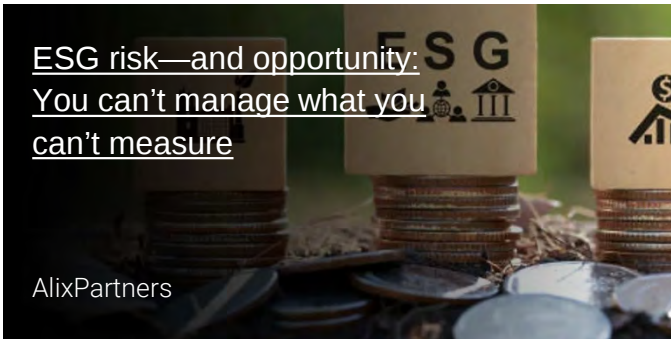
[The ESG shift: Private
equity's path through emerging
non-financial realities](#)

Nicolas Beaugrand, Ivan Rodon,
Emilie Dubuc, Louise Maarek



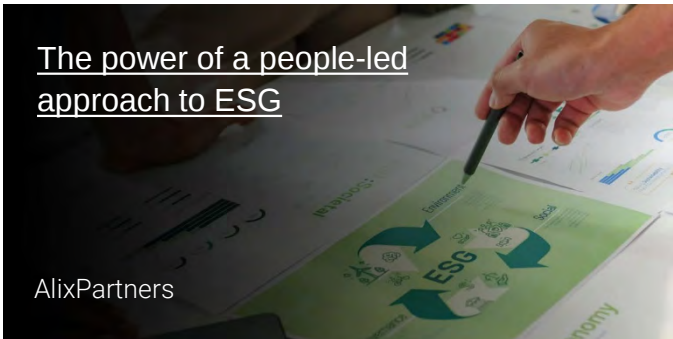
[Tipping point: The future of
the U.K. waste industry](#)

Andrew Bergbaum, Stuart Cockburn, Tom Beard,
Douglas McIvor, Nick Parker, Spencer Giles



[ESG risk—and opportunity:
You can't manage what you
can't measure](#)

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[The power of a people-led
approach to ESG](#)

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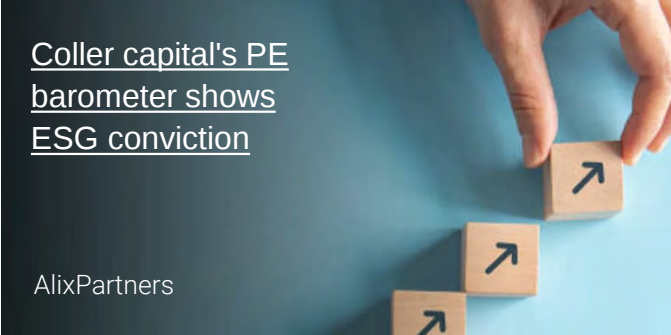
Our experts on sustainability

Click on the links to read the article

A photograph of wind turbines silhouetted against a bright orange and yellow sunset sky.

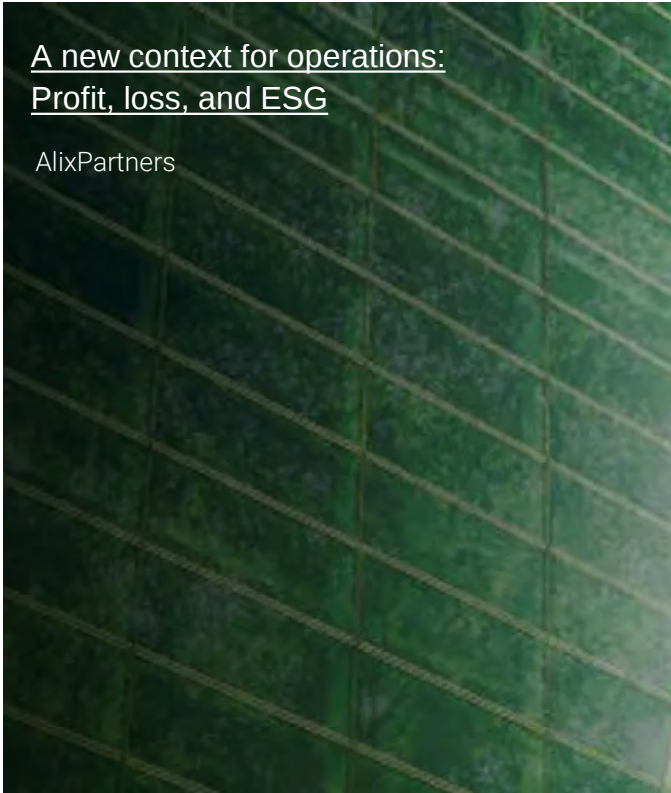
PE broadcast: ESG—Friend or foe for PE?

Mark Veldon, Sean O'Flynn,
Michael Andrews

A close-up photograph of a hand placing a wooden block with an upward-pointing arrow on top of two other similar blocks, creating a staircase effect.

Coller capital's PE barometer shows ESG conviction

AlixPartners

An aerial photograph of a lush green agricultural field, possibly a rice paddy, with distinct rectangular plots separated by narrow paths.

A new context for operations: Profit, loss, and ESG

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A photograph of tall, slender trees with dense green foliage, reaching towards a bright, slightly overcast sky.

Purpose plus profit: Heritage trees and ESG

AlixPartners



Community



GREATER CHICAGO - FOOD - DEPOSITORY



"Since 2021, tremendous momentum has been built across our firm's social impact efforts, anchored by the growth of our flagship program, AlixGives. Our alignment with the UN Global Compact continues to guide our work, reinforcing the belief that responsible business has a key role in addressing today's societal and environmental challenges.

Our social impact efforts are shaped by our people. Through in-person days of service, pro bono projects valuing more than \$62 million, and hundreds of community partners, we build deep connections that empower everyone involved.

Each time our teams return from a volunteer day or charitable project refreshed and inspired, our firm's culture and capacity to make an impact grows stronger. These moments often turn into long-term partnerships, reinforcing to our people the value of contributing their time and skills to support their communities.

I'm energized about what's next as the AlixGives team continues to grow, now with dedicated leaders in every office focused on local partnership. I look forward to furthering our collective impact together."



Kelsey Bradley

SVP, Global Responsible Business

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



Sustainability



AlixGives has four key engagement pathways



Charitable giving



Volunteerism



Pro bono



Business development



Five years of social impact (2021-2025)

140

Nonprofit partnerships per year, on average

21

Days of service hosted per year, on average

13,000+

hours of paid Volunteer Time Off (VTO) used by employees

\$62M

Estimated value of pro bono projects delivered¹

\$6M+

in charitable giving

4,800+

Trees planted on behalf of employees

1. Since efforts formalized in 2023



A United Nations partner

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



Local partners



Every AlixPartners office determines dedicated charity partners to support each year by way of donations and in-person volunteerism. Our people look forward to opportunities to connect hands-on with the organizations and the communities they serve.



Activities include supporting local resource centers and food banks, volunteering time to collect trash around the community, preparing and serving meals to those in need, and mentoring students and early-career professionals.



Shiv Shivaraman

Head, Asia Pacific Region
Partner & Managing Director

“As AlixPartners grows, the partnerships we make across our local communities help us understand our people and what they care about, all while making a difference. Our expansion across the Asia-Pacific markets, including our newest offices in Singapore and Sydney, has proven that understanding local context strengthens our collective purpose. By collaborating on social impact efforts, we build stronger teams. That connectivity doesn’t just fuel our culture, it enables us to perform better for our clients, united by a common commitment to making a positive impact wherever we operate.”



Client teams connect over social impact

Soles4Souls

The AlixPartners' Retail and Supply Chain teams are longtime supporters of Soles4Souls, whose 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. In addition to a [pro bono review](#) of the organization's US distribution network, AlixPartners employees have donated over 1,000 shoes to the 4Opportunity program.

Riding for cancer research with Cycle for Survival

Over the past 12 years, employees have raised more than \$1.5 million on behalf of the [Memorial Sloan Kettering Cancer Center](#) as part of Cycle for Survival. Teams in New York, Dallas, Houston, and San Francisco have led the tradition of fundraising and riding together for the cause.

Improving access to legal services with Her Justice

In New York, AlixPartners' Turnaround & Restructuring team joins forces each year with fellow industry leaders across the city to celebrate and support the critical work of Her Justice. Her Justice stands with women living in poverty in New York City by recruiting and mentoring volunteer lawyers to provide free legal help to address individual and systemic legal barriers.

Wellbeing support for workers with Retail Trust

AlixPartners partners with the Retail Trust in the UK to support the wellbeing of people across the retail industry. The firm works closely with the Trust on the Retail People Index, helping to provide insight into the key challenges facing retail employees and where support is most needed. Our colleagues also regularly take part in volunteering days and wider initiatives, supporting the Trust's work on the ground. The partnership reflects a shared focus on improving the health, happiness, and financial resilience of the retail workforce.



Goal! Supporting New York's youth at the SCORES Cup

AlixPartners' employees put on their cleats and hit the turf for the New York SCORES soccer tournament, a fundraising event to support the organization's mission to empower young people to live healthy lives. Through a unique blend of soccer, poetry, and service learning, SCORES partners with public schools in Manhattan, the Bronx, Brooklyn and Queens.

Empowering high schoolers with PENCIL's career readiness program

AlixPartners received the Corporate Partnership Award at the Weil Social Impact Awards. Partnering with Weil, members of our Turnaround & Restructuring team helped design and deliver an interactive public speaking and negotiation clinic for high school girls.

The clinic supported participants of PENCIL, a non-profit that connects business professionals with New York public school students to foster career readiness and close opportunity gaps.



AlixGives when it matters most

AlixPartners team cycles 728 miles in support of a personal cause



AlixPartners offices roared with cheer as the “Cycling Six” made their way from London to Berlin, partnering with the AlixPartners (UK) Charitable Foundation to raise money for The Make Way Foundation and Great Ormond Street Hospital Charity. The team included Chris Duffy, Greg Cross, Richard Harrison, Steve Maskell, Paul Taylor, and Oliver Tudor. At points, clients, fellow employees, and even Founding Trustee of The Make Way Foundation, Matthew Bryant joined for the ride. [Watch highlights from the incredible journey here.](#)



Celebrating our social impact partners in London

Each year, the London AlixGives team and AlixPartners UK Foundation hosts the Social Impact Partner Celebration, an opportunity for employees and our nonprofit partners to meet each other, learn about the missions at hand, and get involved. Representatives have included Generation Success, International Rescue Committee, Restart Lives, Open Palm, The Mayor’s Fund for London, Magic Breakfast, Support Dogs, Thames21, BBBA, plus Global Dignity alongside children and teachers from the primary schools in the area who have benefited from AlixPartners’ involvement in the Ambassador Network.



Going the distance (across Pakistan) for children’s education

With support from AlixPartners and his colleagues, Tabarak Chaudhry ran over 900 miles across Pakistan, raising \$750,000 for the Citizens Foundation along the way. [Read more about how his family, life experience, and support from AlixPartners inspired him to take on the challenge.](#)

Supporting those impacted by the Tai Po fire

Our leadership team in Hong Kong, with support from our ERGs, partnered with AlixGives to act swiftly in response to the tragic 2025 fire that took place in the Tai Po District in November 2025. Together, 100,000HKD was delivered to local community organizations supporting those impacted.

Our ERGs collaborate closely with AlixGives

Years of partnership with RIVER FUND supports New York City’s most vulnerable

Since 2020, the New York office team has collaborated with WEM, MUST, PrideMatters, BPN, and CAPE to support an array of high impact initiatives with RIVER FUND, including annual on-site volunteer days providing resources to 3,000+ households in need and an “Adopt-a-Family” program during the holiday season which more than 400 employees have participated in to support 2,000+ individuals. The close partnership has evolved from in-kind donations to skills-based volunteerism, pro bono services, and board representation.



Showing up for vulnerable populations

Our ERGs partner with and support organizations related to their missions, helping to address community issues and break down barriers.



Community clean ups

Our local teams spend time together during Earth Month and other points of the year to collect trash and clean up their communities. Often, colleagues bring their families along to connect with their peers and join in on the volunteerism.



Longtime sponsorship of New York's Asian American Film Festival (NY AAFF)

Since 2018, ALIGN has supported the New York Asian Film Foundation which supports the NY AAFF each year. ALIGN's support includes an annual industry and client event ahead of a festival screening to explore a select film's story, history, and connection to Asian culture.



Developing future technology leaders

WEM members in Southfield sponsor events with the Michigan Council of Women in Technology. The group, in partnership with the office's IT team, has hosted over 300 middle school girls from across Michigan for technology career workshops including hands-on tech-focused activities and a showcase on programmable robotics.



Sponsorship of the Black British Business Awards and TNON

BPN has been a longtime sponsor of the Black British Business Awards (BBBA) in partnership with The Network of Networks (TNON). The group most recently sponsored the "Ally of the Year" category, supporting the celebration of leadership, courage, and advocacy across the UK. The partnership advances BBBA's mission to create a more equitable, inclusive workforce in the UK.



Global AlixGives partners deepen our impact

Modeling behaviors of dignity and respect with Global Dignity

Global Dignity works to advance dignity in education, the workplace, and society at large through curriculum and toolkits. Across our years of partnership, AlixPartners worked with Global Dignity to support the design of the organization's Dignity in the Workplace initiative, including the co-design of their Dignity Diagnostic, a questionnaire to support Ambassador Training that has been used in more than 20 countries. Together, we've also led Dignity Workshops by AlixPartners Dignity Ambassadors at primary schools in London, working with local teachers and hundreds of children. We also helped facilitate a Dignity & Empathy workshop during UK Black History Month with representatives from S&P Global and Linklaters, and activist and author Stuart Lawrence.





Showing up for those in crisis with International Rescue Committee (IRC)

Our partnership with IRC 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. AlixPartners' support of IRC aims to address crisis situations across the world through the provision of essential aid and supplies. Together, we've developed 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.

Upskilling future leaders with Generation Success

Generation Success and AlixPartners partner to create positive change and empower students and graduates from varying backgrounds. We have facilitated recruitment programs and extended comprehensive support for young professionals through mentoring initiatives, internships, events, and community engagement opportunities. Our people engage and share career development guidance with hundreds of Generation Success students onsite for activities like International Women's Day, our Career "Crack the Case" Challenge, and one-on-one mentoring.



Improving access to education with United Negro College Fund (UNCF)

UNCF works to build a strong pipeline of students who become college graduates and future leaders. AlixPartners developed a UNCF scholarship and internship program that supports early career development. Since 2021, AlixPartners has supported 14 scholarships and hired 4 interns, including one who was later hired full time. Our employees have taken it a step further by joining local UNCF Walks for Education around the U.S., which help address financial, academic, and personal challenges faced by students attending universities, including historically Black colleges and universities (HBCUs).

AlixPartners' Kyleen Walker, Director of Office Management, was appointed to the UNCF Michigan Leadership Board in 2024, and became chair of the board in 2026, supporting the next generation of leaders and deepening our partnership with UNCF on behalf of the firm.



Environmental regeneration with 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 4,800 trees and counting in what ClimateForce calls the AlixPartners' Forest.



Culture



"Our inclusive culture, shaped by our diverse workforce, is central to how we operate as a firm. We create experiences that foster connection, growth, and performance through global Employee Resource Groups, leadership and professional development, expanded benefits and well-being programs, and senior leader engagement forums. In doing so, we bring our core values to life in ways that support our people and our business.

As our firm and industry evolve, we are further embedding inclusion into the day-to-day experience of our people and way of working. We are strengthening connection across regions and teams, expanding development and sponsorship opportunities, and ensuring our programs reflect the needs of a dynamic global workforce.

At the same time, our culture remains grounded in belonging, respect, connection, and opportunity. These principles guide how we work, how we lead, and how we create an environment where our people can contribute at their best and thrive."



Jared Marchiando



Katie Whensley

Diversity & Inclusion
Directors

A global firm

Geographic representation by level and region

	Americas					EMEA					APAC				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Partner & Managing Director	62%	61%	58%	55%	55%	36%	35%	38%	39%	39%	3%	4%	4%	6%	6%
Partner ¹	–	–	60%	61%	61%	–	–	36%	34%	35%	–	–	4%	4%	3%
Director	70%	72%	71%	65%	65%	27%	26%	26%	32%	32%	2%	2%	3%	3%	3%
Senior Vice President	66%	67%	65%	65%	64%	30%	30%	31%	31%	32%	4%	3%	4%	4%	4%
Vice President	69%	65%	64%	61%	58%	28%	30%	32%	34%	37%	4%	4%	4%	5%	5%
Consultant	47%	51%	47%	42%	37%	49%	43%	27%	54%	59%	4%	5%	6%	4%	4%
Analyst	62%	54%	29%	20%	45%	38%	46%	71%	69%	49%	0%	0%	0%	11%	7%
Geographic presence as of 2025	57%					38%					5%				

Gender representation by level

	Women					Men					Other ²				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Partner & Managing Director	10%	10%	11%	11%	11%	90%	90%	89%	89%	89%	0.0%	0.0%	0.0%	0.0%	0.0%
Partner ¹	–	–	12%	14%	16%	–	–	88%	86%	84%	–	–	0.0%	0.0%	0.0%
Director	19%	18%	21%	22%	23%	81%	82%	79%	77%	76%	0.0%	0.0%	0.2%	0.5%	0.5%
Senior Vice President	34%	37%	36%	38%	38%	66%	63%	64%	62%	62%	0.0%	0.0%	0.0%	0.0%	0.4%
Vice President	47%	45%	45%	44%	47%	53%	55%	55%	55%	52%	0.0%	0.0%	0.1%	0.3%	0.4%
Consultant	46%	45%	42%	42%	48%	54%	55%	57%	55%	51%	0.0%	0.0%	0.3%	0.9%	1.2%
Analyst	23%	38%	41%	31%	37%	77%	62%	59%	69%	62%	0.0%	0.0%	0.0%	0.0%	0.8%
Total	32%	32%	32%	32%	34%	68%	68%	68%	67%	66%	0.0%	0.0%	0.1%	0.3%	0.4%

Generational representation

	2021	2022	2023	2024	2025
Baby Boomers	9%	7%	6%	5%	4%
Generation X	36%	33%	30%	27%	26%
Millennials	53%	56%	58%	55%	54%
Post-Millennials/Generation Z	2%	4%	6%	9%	12%
N/A	0%	0%	0%	5%	4%

1. Partner role was introduced in 2023

2. Other includes Nonbinary, Unknown, and Do Not Wish to Identify

The evolution of our Employee Resource Groups

Our nine Employee Resource Groups (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. All employees are eligible to join our ERGs, and many belong to more than one.

Over the last decade, our ERGs have grown in scale and strategic impact, influencing firm culture, expanding our networks, and supporting the business in major ways.

- 2016 | AlixPartners' first ERGs launch: ALIGN, BPN, PrideMatters, and Working Parents
- 2017 | With the addition of HOLA, MUST, and WEM, seven official ERGs are active across the firm
- 2019 | NextGen launches as the firm's eighth ERG
- 2020 | ERG members convene in New York for the inaugural Leadership Forum
ERGs increase collaboration with AlixGives and firm social impact efforts
- 2021 | Transformation of the firm's ERG governance structure occurs;
Leadership Cabinets and Executive Sponsors are defined and identified
- 2022 | ERG members from across the firm connect in Miami at AlixPartners' Global Business Meeting
- 2023 | 66% of employees belong to one or more ERG
Working Parents expands mission and rebrands as Caregivers and Parents ERG (CAPE)
ERG blueprint for business development is shared across ERGs
ERGs further coordinate efforts to influence firm policies and benefits in partnership with leadership
- 2024 | Diverse Neurotypes and Abilities (DNA) launches as the firm's ninth ERG
- 2025 | 250 ERG members complete the Future Leaders Network program with HIVE learning
Global ERG activity shows an increase of 77% in just three years



Meet our ERGs



Rong Yang
Global Leader

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.



Chris Lloyd
2026 Global Leader



Latonya Callaway
2025 Global Leader

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.



Alexa Angotti
2026 Global Leader

CAPE's mission is to elevate and empower caregivers and parents by recognizing the unique challenges and strengths they bring to the workplace. We strive to foster an inclusive environment where caregivers can thrive, supported by meaningful dialogue, community events, resources, and a strong network that promotes the personal and professional growth of our employees with caregiving responsibilities.

197

events and
activities were
hosted by
ERGs in 2025

ERG activity
per year has
increased by

77%

since 2022

Nearly

2/3

of employees
belong to 1 or
more ERG

DIVERSE NEUROTYPES AND ABILITIES



Ryan McGillen

2026 Global Leaders



Grace Bourne



Oli Freestone

2025 Global Leaders



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.

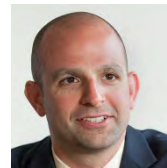
HISPANICS OR LATINXS OF ALIXPARTNERS



Diego Parodi
Global Leader

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 recruiting efforts at the firm, partners on business development efforts, and offers events and resources tailored to Hispanic and Latinx professionals.

MILITARY AND UNIFORMED SERVICES TEAM



Thomas Reid
2026 Global Leader



David Simon
2025 Global Leader

MUST empowers colleagues with military or first responder connections to share our diverse network and unique skills & experiences for positive impact to our firm, our clients, and the communities in which we reside. MUST demonstrates our lifetime commitment to service by advocating for military and first responder interests, building internal and external partnerships, and driving personal and business development.





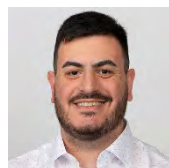
Jerry Moore
2026 Global Leader



Sarah Warren
2025 Global Leader



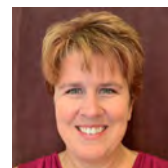
NextGen supports AlixPartners in promoting inter-generational exchange while developing the firm leaders of tomorrow. Through programs that explore topics like career growth, office culture, relationship building, well-being, and work-life balance. NextGen strives to build a supportive professional environment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



Santiago Boari
2026 Global Leaders



Andreas Kyriakos

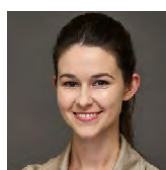


Kelly Thompson
2025 Global Leader

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.



Nishat Jabin
2026 Global Leader



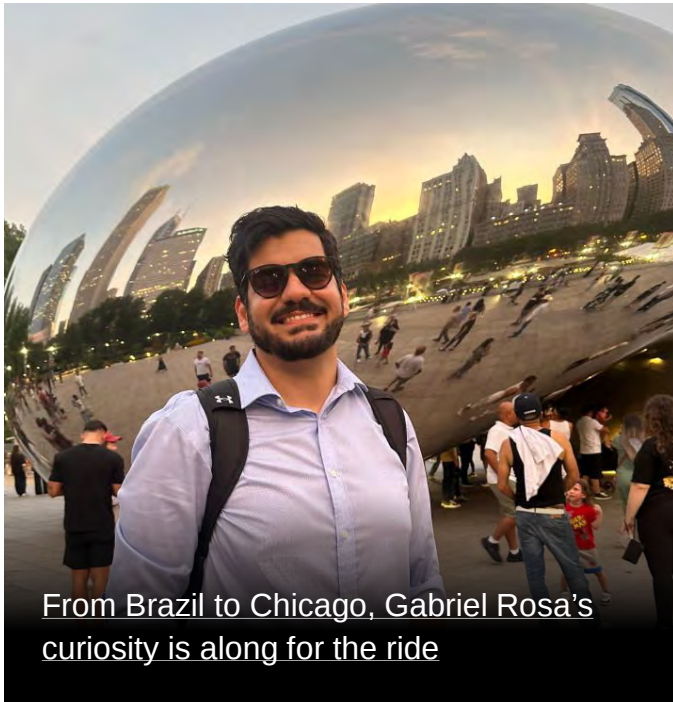
Margarita Kucherenko
2025 Global Leader



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.

ERGs shape firm culture and develop business opportunities

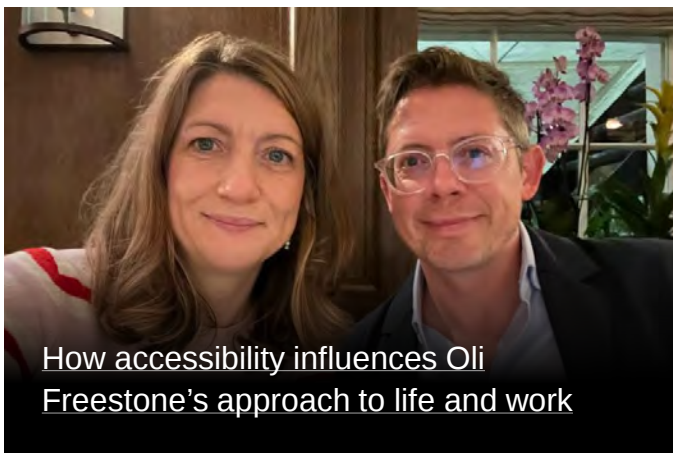




From Brazil to Chicago, Gabriel Rosa's curiosity is along for the ride



Sarah Warren's a modern-day Renaissance Woman, connecting generations at AlixPartners



How accessibility influences Oli Freestone's approach to life and work



Reggie Van Lee joins Out Leadership's inaugural cross-firm Pride Panel and Social



AlixPartners recognized as Gold-level Veteran-Friendly Employer



“Developing and sustaining the culture of AlixPartners is one of our highest priorities, and our efforts so far reinforce what we know to be true: our people are the very core of our business. We spend so much time together tackling complex, fast-moving challenges and we balance that by ensuring our colleagues feel included, genuinely cared for, and supported with the training and opportunities they need to grow. When our people are empowered, connected, and continuously learning, they don’t just succeed individually—we thrive together as a firm.”



Andrew Csicsila



Meaghan Schmidt

Partner & Managing Directors
Co-heads of Americas

The power of sponsorship

AlixPartners' Global Sponsorship Program (GSP) launched in 2021 to accelerate the advancement of high-performing emerging talent by pairing them with senior leaders who commit to leveraging their influence to increase visibility, access, and opportunity.

Over the past five years, GSP has evolved from a pilot program into a scaled, global platform that builds both individual opportunity and a broader culture of active sponsorship. The program includes a structured participant selection and pairing process, targeted learning for both sponsors and sponsees, and sustained support throughout the year with a focus on enabling our people to stretch beyond familiar structures and ways of working.

GSP is one of many ways colleagues build career-advancing relationships, helping to foster an inclusive leadership pipeline.

16%

average higher promotion rate for sponsees

7%

average higher retention rate for sponsees

411

total pairings and counting

198

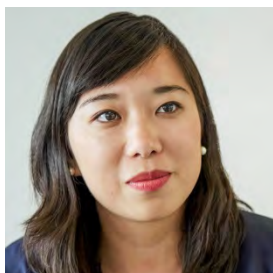
Partners and Partner & Managing Directors engaged as sponsors

The GSP model

- Foster a culture of active sponsorship
- Accelerate the development and progression of top talent
- Emphasize employee engagement and retention
- Develop inclusive leaders
- Aid in the creation of strong employee relationships



"I believe my sponsee has high potential and belongs at this firm for the long term, so it's up to me to ensure that AlixPartners is a place where she wants to build her career. I advocate for her with practice leaders, support her development goals, and ensure her work and potential are visible in mid-year and year-end reviews. Through this program, I've been empowered to use my voice and I'm pushing that agenda forward for others."



Anita Wu

Partner, Retail
GSP Sponsor and former GSP Sponsee



"Fostering inclusion is embedded in AlixPartners' culture and is essential to our firm's continued success. GSP is a simple yet effective way to amplify the voices of those who may be less able or less inclined to publicize their achievements. Beyond its measurable impact, such as increased promotion rates and lower attrition, the program is an extension of our core values, helping make the firm a better place to work for everyone."



Julian Short

Partner & Managing Director,
Global Co-Leader Growth Practice,
GSP Global Executive Sponsor

GSP enables an engaged and inclusive leadership pipeline

90% positive
program rating

Overall, 90% of sponsees rate the program as either beneficial or extremely beneficial for their development after participating.

19 sponsees
turned sponsors

19 sponsees later returned to the program as sponsors, perpetuating our culture of sponsorship.



"GSP gives people the confidence, connections, and insights to reach their full potential. All career journeys are unique and evolve over time – what GSP unlocks is the support, guidance, and perspective of others, making a tremendous difference. First as a sponsee and now as a sponsor, GSP helps me feel more empowered in navigating my career, it's broadened my outlook and created opportunities to learn from colleagues with different experiences. I believe it is an invaluable program for developing future leaders."



Rebecca Rossiter

Partner, Risk Advisory
GSP Sponsor and former GSP Sponsee

Learning paths for our people

Learning and Talent Development (L&TD)

AlixPartners invests in our people as a core commitment to building an inclusive, equitable, and future-ready workforce. Our L&TD approach, *Dynamic Development*, pairs apprenticing in the flow of work with targeted programs, experiences, and relationships, tailored to each career stage and business need. In a moment of accelerating AI disruption, we are equipping our workforce to lead through change: building AI fluency, anticipating shifting client demands, and ensuring every employee has the skills, opportunities, confidence, and access to thrive. By expanding participation and measuring outcomes, we turn development into tangible impact for our people and our clients.

In five years' time, learning looked like:

- Approximately 260,000 hours spent by employees on L&TD opportunities and programming

In just 2025 itself, learning looked like:

- 57,000+ hours of learning across the firm spanning topics such as leadership, consulting capabilities, AI enablement, and well-being
- AI Enablement: 1,800 hours invested in building a talent-centric AI workforce, adopting the latest tools that increase efficiency and transform raw information into actionable insights, so our people stay ahead of AI-driven change
- The Learning Space, our internal learning platform, reached 100% of employees and contractors, making on-demand, AI-era development universally accessible



- Investments in early-career upskilling
 - AlixPartners' Ascend™ program, a three-week immersive onboarding initiative:
 - 93% of participants reported they felt more prepared to contribute to client work
 - Participants delivered a 12% productivity lift versus MBA hires who did not complete the program
 - Consulting Skills Bootcamp:
 - 94% of participants reported they felt better prepared for client delivery
 - 76% reported they applied frameworks learned from the Bootcamp on a live engagement within their first week
 - Early career simulations:
 - Vice Presidents onboarded to project leadership roles approximately four weeks faster than non-participants
 - 88% of participants reported an increase in their confidence to navigate ambiguity
 - Director Leadership Program:
 - 42% of eligible Directors completed the one-week in-person program by year-end 2025

These outcomes reflect a deliberate, measurable investment in our people, positioning AlixPartners, our clients, and our workforce to lead confidently through an era of accelerating disruption.

Coaches and mentors support our people through every step

Through coaching and mentoring, AlixPartners enables our people to grow as leaders, navigate pivotal moments with confidence, and realize their full potential. This deepens our impact by fostering a strong coaching culture and developing key leaders into AlixCoaches who can effectively guide, challenge, and support others across the business.

This creates a multiplier effect that strengthens our teams and enhances how we show up for our clients, bringing sharper insight, stronger leadership, and more consistent delivery in moments that matter most.

Since 2021, the impact of our coaching and mentoring programs includes:

- 1,200 team members received coaching support across all levels of the firm
- 1,100 team members reached by traditional and group mentoring programs
- The establishment and continuation of a pool of more than 80 certified internal AlixCoaches who offer a broad range of support for all our people

The coaching and mentoring practice is a vital part of our Dynamic Development ecosystem to build capability, strengthen leadership, and to support our clients in their important moments.

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. Open to all MBA students who meet the requirements, the scholarship supports individuals with a keen interest in pursuing a career in consulting and provides them with mentorship, financial support, and direct experience working in the industry.



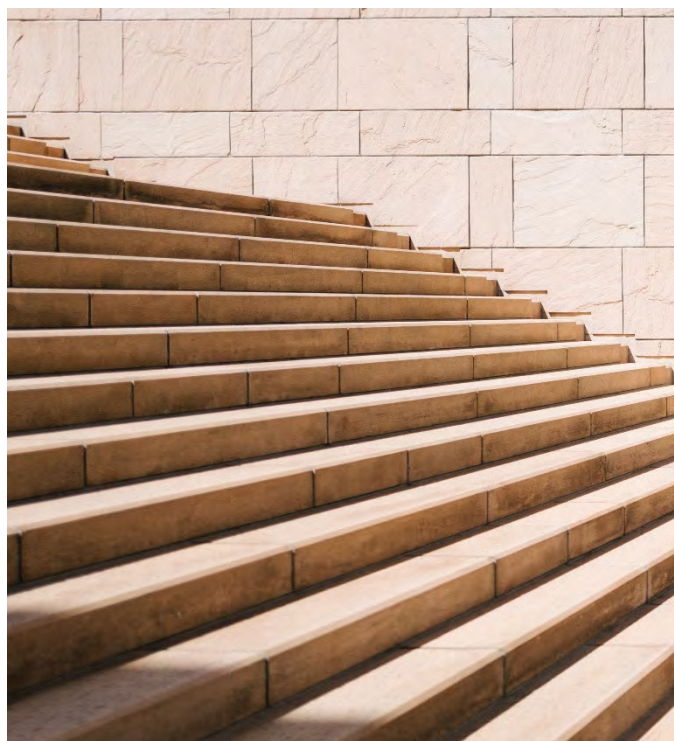
ERG upskilling with HIVE Learning

Our ERGs partnered with HIVE to launch the “Future Leaders Network,” a global learning experience designed to redefine what leadership looks like in today’s rapidly evolving workplace. The initiative equipped employees at every level with the mindset and skills needed to lead with purpose, inclusion, and empathy.

More than 250 employees joined The Future Leaders Network, representing a wide range of roles, regions, and identities across the firm.

The curriculum included learning content and exercises for applied practice with topics such as elements of modern leadership and behaviors that drive belonging.

HIVE’s “Buzz” AI chatbot provided participants with realistic leadership scenarios in a safe, low-stakes environment. This allowed learners to immediately apply new concepts, practice decision making, and build confidence through experiential learning.



edX

This global online learning platform delivers real professional advancement across nearly every career discipline, from AI 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.



Culture of care

Well@Work

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 is our commitment to:

- Raise awareness and acceptance of the challenges we each face
- Come together to connect and celebrate throughout our well-being journeys
- Design and deliver offerings, programs and tools that support us all
- Enable everyone to engage in achieving their own well-being goals.

Well@Work started with a small presence in a handful of our offices. Since 2021, the program has grown exponentially, with local champions in 16 offices running various events ranging from gardening workshops to financial wellness discussions to external group activities like the JP Morgan Corporate Challenge and Cycle for Survival.



In partnership with the firm's ERGs and Benefits team, Well@Work runs more than 50 global and local programs annually.



Benefits that support our people and their families

AlixPartners offers top-quartile benefits¹ that meet the diverse needs of our people and is customized for each region we operate in. Since 2021, we've expanded our baseline benefits to include:

 Health and wellbeing	 Family and caregiving	 Financial security
• Personalized nurse advocate and virtual care • Mental health resources • Fitness and wellness memberships • Enhanced bereavement and counseling support • Dental options including adult orthodontia • Menopause resources • Alternative and holistic care	• Extended paid parental and child-bonding leave • Fertility funds and care options through virtual provider platforms • Caregiving supporting including backup care • Legal services for parents and grandparents • Miscarriage and parental bereavement policies	• Improved investment options for retirement funds • Increased employer HSA contributions • Pet insurance • Legal services • Supplemental life insurance



1. The availability of the employee benefits listed above varies by market and is subject to change

Staying connected with the AlixAlumni network

An active Alumni network

At AlixPartners, we owe our success to our people—both past and present—and we want to help our network of current and former colleagues stay connected with each other and the firm via our AlixAlumni program.

With more than 3,200 AlixAlumni around the world, our network continues to grow and evolve. We strive to keep former colleagues and friends engaged through our events, alumni buddy program, quarterly newsletters, and [AlixAlumni online portal](#). From local events to job opportunities and the latest news on what's happening at AlixPartners, the portal helps our community stay connected. Over the last five years, we have hosted nearly 100 alumni events, welcomed over 1,200 colleagues into the AlixAlumni online community, celebrated the return of 60 “boomerangs,” and continued to enhance our program’s services.



Meet our Alumni



Celebrating our people

Our Achievement in Excellence (AIE) awards recognize the contributions of individuals and teams who make a significant impact across the business. To receive an award, colleagues nominate any individual or team that excelled in at least one of the following: Innovation, Winning in the market, Culture & Community, Speed to results.

Awardees are given the option to donate to one of the firm's AlixGives charity partners.

Many initiatives related to diversity, inclusion, and responsible business have been recognized with Achievement in Excellence Awards, including:

2021

ALIGN ERG—Asia Insight Series

ALIGN constructed a series of educational sessions designed around introducing our offices in Asia, the work they do, and the culture of each country. To accomplish this, ALIGN worked with our colleagues in Tokyo, Seoul, Hong Kong, and Shanghai to create authentic and meaningful content. Partnering with our offices in Asia increased the visibility of our work in the region and cross-pollinated ideas with our other offices

PrideMatters—HRC CEI & UHLALA Pride Index

For the last five years, AlixPartners has earned “Best Places to Work for LGBTQ Equality” from the HRC CEI, and in 2021 we won an award from UHLALA Pride 500 in Germany. These awards, prominently displayed on our website and frequently referenced in RFPs, are powerful signals to potential clients and recruits that AlixPartners embrace LGBTQ individuals and allies.

Women's Sponsorship Program in EMEA

This team took the concept of establishing a Women's Sponsorship Program and created a bespoke and innovative program for AlixPartners in Germany, Switzerland, and the UK.



2022

AlixAlumni

The AlixAlumni program is global and one-firm but has a strong local flavor and interaction. At the core of the program is a global Steering Committee that collaborates with and supports Alumni Champions in every market and office. In addition, there are complementary programs, including an alumni buddy program that reaches out to alumni in a more informal manner.

Sharing Stories

Timed to coincide with World Mental Health Day 2021, Sharing Stories had 14 brave colleagues step forward to share video stories of emotional and physical challenges, as well as their approach to meeting those challenges. Their stories showed us what it's like to be human at AlixPartners, what it means to keep growing and adapting and highlighted our People-Centric Guiding Principle.

Stronger Together

The Asian Leadership Insights & Growth Network (ALIGN), Black Professional Network (BPN) and Women's Empowerment Matters (WE Matters) connected across employee resource groups (ERGs) and across regions on a single topic to raise awareness about microinvalidations experienced in the workplace and provide the skills and tools to address bias. The series of three seminars was co-marketed and co-designed holistically, with content built upon each other.

2023

AlixCoaches

The AlixCoaches program is a cornerstone in cultivating a coaching mindset within the firm. By providing coaching services across all leadership levels, the program helps drive employee engagement, retention, collaboration and innovation. The firm gains a strategic edge and a competitive advantage in attracting, retaining and developing leaders.

UN Global Compact commitment

This project serves as the foundation for deepening of AlixPartners' visibility as a responsible business leader and leader in ESG, prompted by reporting requirements of the Global Reporting Initiative and the firm's position as a Signatory to the United Nations Global Compact. This was further leveraged by the team to become a tangible tool for messaging and benchmarking the firm's holistic approach to responsible business including our diversity and inclusion, social impact, and sustainability commitments. This project represents the initial components of AlixPartners' first-ever ESG communications and marketing strategy, which will be implemented across the next 5 years in alignment with our growth strategy as a firm.

WE Matters Global Program

The WE Matters Global Program: Breakthrough – Developing Skills for Success series is a 6-month global program crafted to bolster two key strategic pillars of WE Matters: advancement and retention. The program stands out for its comprehensive approach, combining monthly online sessions with practical tools and in-person peer mentoring groups.

2024

AlixIncludes

A D&I-focused culture change program developed at AlixPartners, AlixIncludes in the UK catalyzed cultural transformations, setting a new standard for inclusive leadership and engagement

Honoring UK Black History

Expanding upon the annual UK Black History Month programming, the collaborative efforts of our D&I, UK-based ERGs and external partners helped advance inclusivity both inside AlixPartners and out.



2025

ALIGN Business and Community Development

ALIGN expanded from an internal Employee Resource Group (ERG) into a market-facing platform with a mission to build community and advance business opportunities through impactful events and strategic relationship building.

Global Sponsorship Program (GSP)

Pairing high-performing emerging talent with senior leaders as intentional sponsors, GSP has fostered an inclusive leadership pipeline across the firm.

Paris Core Team–Leveraging D&I for Client Value Creation via ESG

A sustained commitment to inclusive leadership in Paris led to a differentiated ESG capability that now supports cross-sector delivery, business development, and regional methodology design.

The Cycling Six

Colleagues completed a 1,200km charity bike ride from our London office to the EMEA Team Meeting in Berlin, crossing five countries in six days, to raise funds for Great Ormond Street Hospital and The Make Way Foundation.



Clients

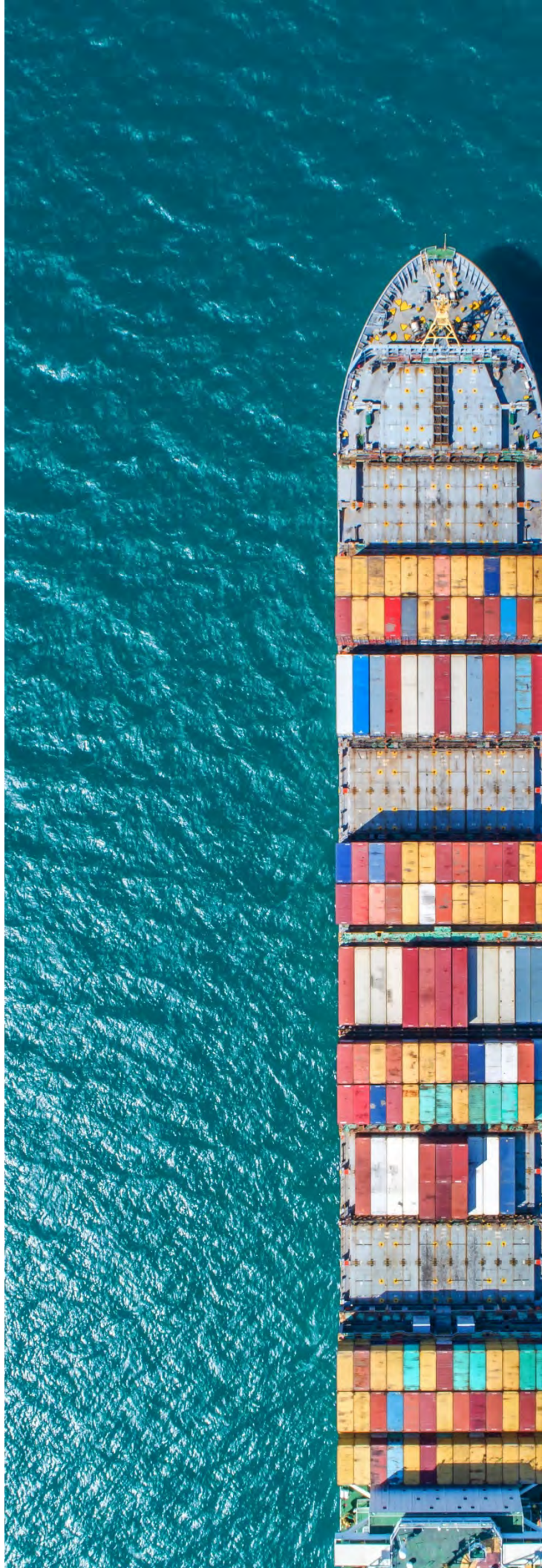
"Real impact happens when environmental, social, and governance is embedded into core business decisions, not treated as a side initiative.

Our teams, across regions and industries, support clients in designing and implementing concrete, operational solutions that range from decarbonizing supply chains to transforming business models. To us, ESG is a value-creation lever that identifies and mitigates risks, improves cost and efficiency, and most importantly, navigates disruption."



Nicolas Beaugrand

Partner & Managing Director



Responsible business in action



ESG offerings

- [Should-Carbon™](#)
- Sustainable Supplier Program & Scope 3 Carbon Reduction Model
- Carbon Cost Rationalization
- ESG Due Diligence
- ESG [QuickStrike®](#)
- ESG Spend X-Ray

Paris circularity offering / Paris ESG Team

In four years, the Paris ESG team has grown from three individuals to more than 20 active practitioners. We have invested in internal capability building by training our teams through hands-on initiatives such as La Fresque du Climat and 2 Tonnes workshops that embed sustainability practices into our daily work. This growth has created clear career pathways and established internal ESG leadership that the global team now relies on for client work.

The team established a university-based ESG program that engaged students from a top university in real-world pro bono projects. The program delivered a triple win by helping us refine our offering in the field, engage high-potential future talent, and convert unpaid advisory relationships into paid mandates. For example, a pro bono reshoring analysis for a French furniture retailer, which evaluated labor emissions and cost impacts of shifting manufacturing from Asia to Europe, converted into a commercial engagement the following year.

Other engagements led by the team include ESG due diligence engagements for major private equity clients, one of which described us as “among the most accurate ESG advisors in the market.”

Read the report: [From waste to worth: Capturing economic and sustainable value in circular value chains, AlixPartners](#)



Consumer Goods Forum Food Waste Coalition

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 food loss waste (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 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*.

"It's exciting to see our teams carry AlixPartners’ commitment to responsible business into every client engagement. Doing the right thing isn’t situational for us; it’s part of who we are, and it’s embedded in the solutions we deliver across industries. Now, as our teams continue to adopt best-in-class AI capabilities, we’re raising the bar even further—bringing forward smarter and more innovative solutions without ever sacrificing human logic or connection. Our foundational values ensure that technology augments our judgment, not replaces it, and that’s what makes our impact both credible and lasting."



Catherine Sherwin



Mark Veldon

Partner & Managing Directors
Co-Heads of EMEA

Developing a future-ready workforce through responsible AI upskilling

AlixPartners is investing in artificial intelligence as a core capability to support sustainable growth, professional development, and responsible innovation.

In 2025, the firm appointed Hoyoung Pak as its Chief AI Officer. He is charged with delivering the firm's AI strategy, which rests on a straightforward premise: AI amplifies what AlixPartners people do best; it does not replace the judgment, expertise, and accountability that define the quality of our work. A central pillar of this approach is broad access to AI productivity tools that are available across the firm and embedded directly into everyday work tools. Rather than asking colleagues to step outside their normal routines to engage with AI, our AI productivity tools are embedded into, and meet people, where they already work, lowering the barrier to adoption and building consistent capability across roles and geographies.

Access to technology is paired with ongoing training and enablement

Within the past year, the firm launched a structured program of hands-on AI training sessions, in both in-person and virtual formats, focused on real-world use cases relevant to consulting and project delivery. More advanced training explores specialized AI agents and workflows, helping colleagues move from cautious experimentation toward confident, value-driven applications. Supporting resources, including recorded demos, internal guides, and platform-specific materials, reinforce continuous learning. Guidance explicitly addresses hallucination risk, output validation, and responsible prompt design to ensure that increased literacy is underpinned by rigor and discipline.

Implementing AI internally sits neatly alongside the firm's client work, where AI is already demonstrably moving the needle. Underpinned by the firm's commitment to pragmatism and a clear focus on delivering measurable results, AlixPartners has completed over one hundred machine-learning-enabled client engagements and has a growing body of generative AI deployments across a range of sectors.



Tangible proof points

+47%

Revenue
uplift

+25%

vs incumbent
methodology

95%

Forecast
accuracy

A major big-box retailer with over 300 stores saw revenue improve by 47% among customers reached through an AI-powered campaign, after AlixPartners developed proprietary models for customer lifetime value, response propensity, and micro-segmentation, paired with a generative AI test-and-learn loop that produced personalized marketing collateral at a scale no manual process could match. The approach delivered 25% higher revenue outcomes than the retailer's incumbent methodology.

Other notable client successes include:

- AI-enabled demand forecasting improved accuracy from 79% to 95% for an agriculture client, enhancing production planning and reducing waste.
- A consumer product packaging distributor achieved \$24 million in working capital savings through AI-driven inventory optimization, and a 35%+ consolidation of its physical warehouse footprint.
- A female personal care brand reduced unit costs for targeted SKUs by 19% through AI-assisted procurement and supply chain work.

Each of these exemplifies how AlixPartners is applying AI to augment, amplify, and accelerate its existing experience and expertise to deliver measurable results for clients at pace.

In parallel, AlixPartners has invested in proprietary AI technology. These platforms accelerate the firm's clients in key areas such as Chapter 11 filings, due diligence, and organizational transformation. They reflect the firm's broader philosophy: build tools that compound in value with use and that build on and enhance core capabilities.

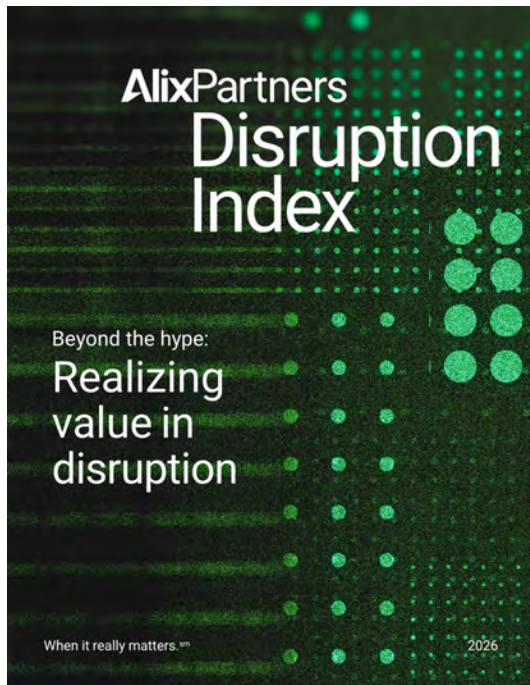
Across all of this, the firm maintains a consistent principle: AI is a tool that extends human capability, while decisions, recommendations, and outcomes remain the responsibility of its professionals. The goal is not an AI-dependent workforce but an AI-literate one, equipped to deploy emerging technologies with the discipline, judgment, and accountability the firm's clients expect.



Our research

Our experts research responsible business themes and evaluate their impact on market trends across industries, helping us deliver best-in-class solutions for our clients.

The AlixPartners Disruption Index



Read our report:

[Beyond the hype: Realizing value in disruption](#)

The AlixPartners Disruption Index launched in 2020 as an annual survey designed to measure the magnitude and complexity of disruption facing global business leaders. What began as a study of approximately 2,500 executives across a handful of countries has grown substantially in both scale and geographic reach.

The 2026 edition surveyed 3,200 executives across 11 countries and 10 industries. The thematic scope has also deepened considerably: early editions focused primarily on four macro forces—demographic decline, technological acceleration, deglobalization, and climate transition. Recent waves have expanded to cover AI adoption, geopolitical risk, tariff policy, energy bottlenecks, and leadership resilience, giving business leaders a richer, more actionable set of insights year over year.

In our 7th annual AlixPartners Disruption Index, we found:

Nearly three out of four 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 78% say the impact on their financial performance has been positive.

Diversity and inclusion are a competitive advantage, according to 75% of executives overall—and

85%

of executives whose companies lead their industries in both growth and profitability. Similarly

80%

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.

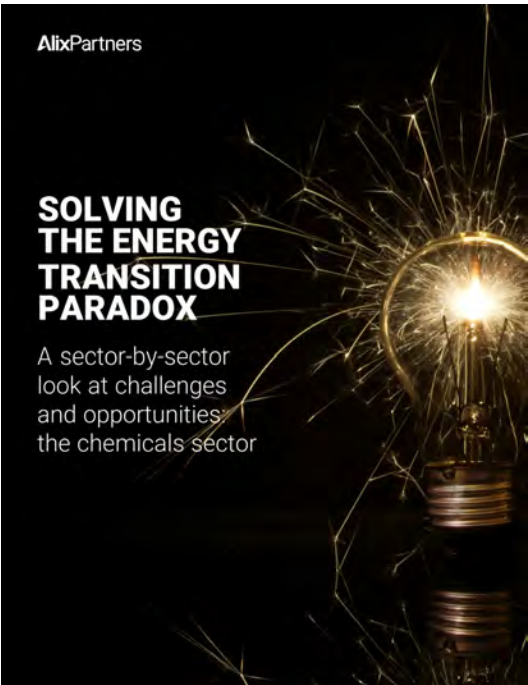
Financial Times Women in Business Summit



Since 2024, we've examined the global findings of AlixPartners' annual Disruption Index through the lens of gender in partnership with the Financial Times and the FT Women in Business Summit.

Read our report: [Are women leaders driving our digital future?](#)

Energy Industries Transition



Read our report: [Solving the Energy Transition Paradox](#)

Read our report: [Solving the Energy Transition Paradox: Chemicals Sector](#)

The firm's **inaugural Energy Industries Transition Report**, Solving the Energy Transition Paradox, was released in March 2025. Based on a global survey of nearly 400 executives across the energy value chain, the report examines the gap between high executive confidence in reaching net zero by 2050 and the lack of concrete execution plans.

Our expert insights

Click on the links to read the article

Renewables Face Potential Policy Headwinds: Midsize Operators Need to Plan for a New Environment

David Hindman, Abhinav Agrawal, Kristina Isakovich, Katherine Arnold, Victor Ngo

Evaluating the opportunity for exploration and production companies around onsite power generation for data centers and electrification

Bill Ebanks, Vlad Bayer, Ray Li, Tim Tian

Do female leaders view disruption differently?

AlixPartners

Mining Viewpoint: Four ways to win as the energy transition reshapes demand for critical metals

Vance Scott, Steven Lepine, Erik Cunha, Mayank Murarka

When tough times strike, sustain your company's culture of inclusion by doubling down on DEI

Ted Bililies, Elton Ndoma-Ogar

The Changing Landscape of Clean Energy After the Recent Election

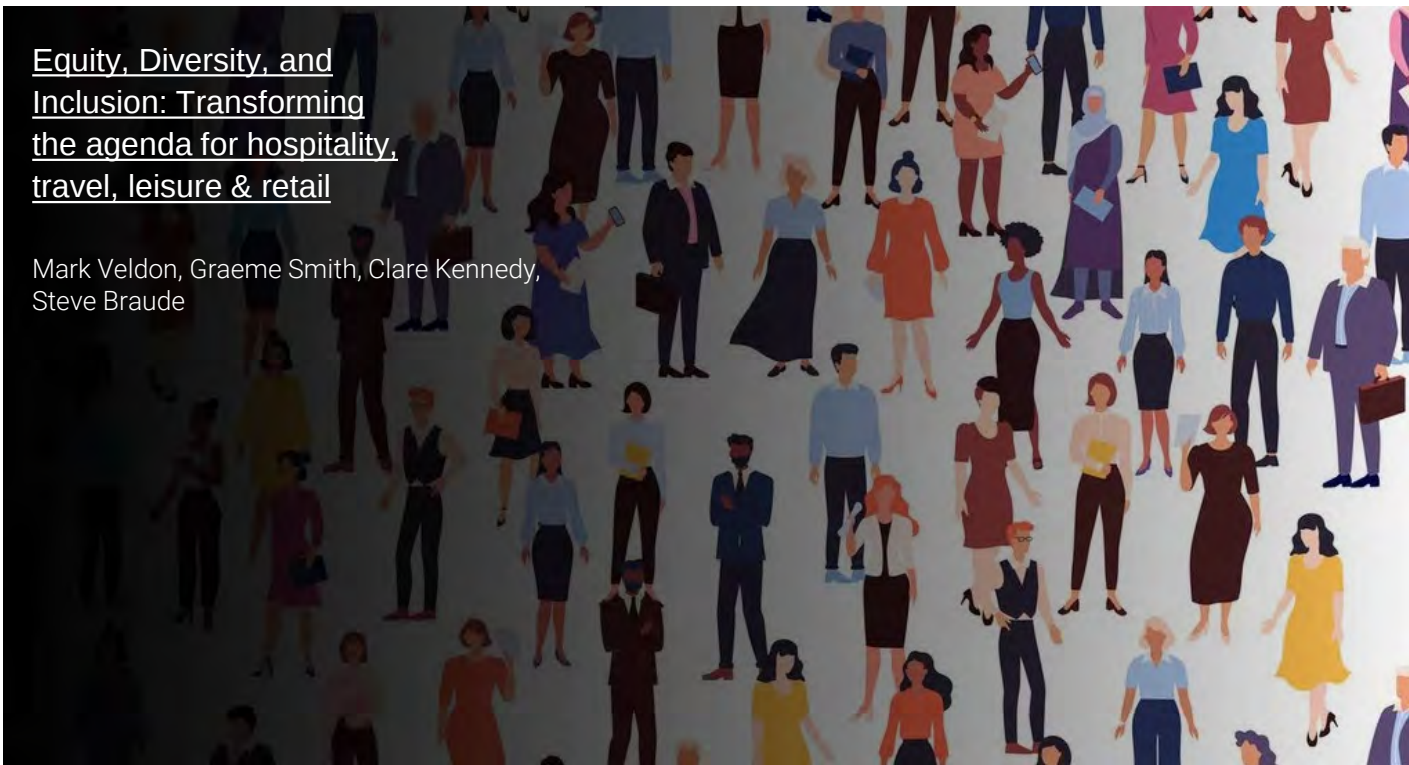
David Hindman, Patryk Szafranski, Sujith Murali, Flo Angelica

Not a waiting game: Energy and infrastructure services firms need an immediate plan to manage long-term energy transition risks

Michael Fields, Matt McCauley, Simon Bernick

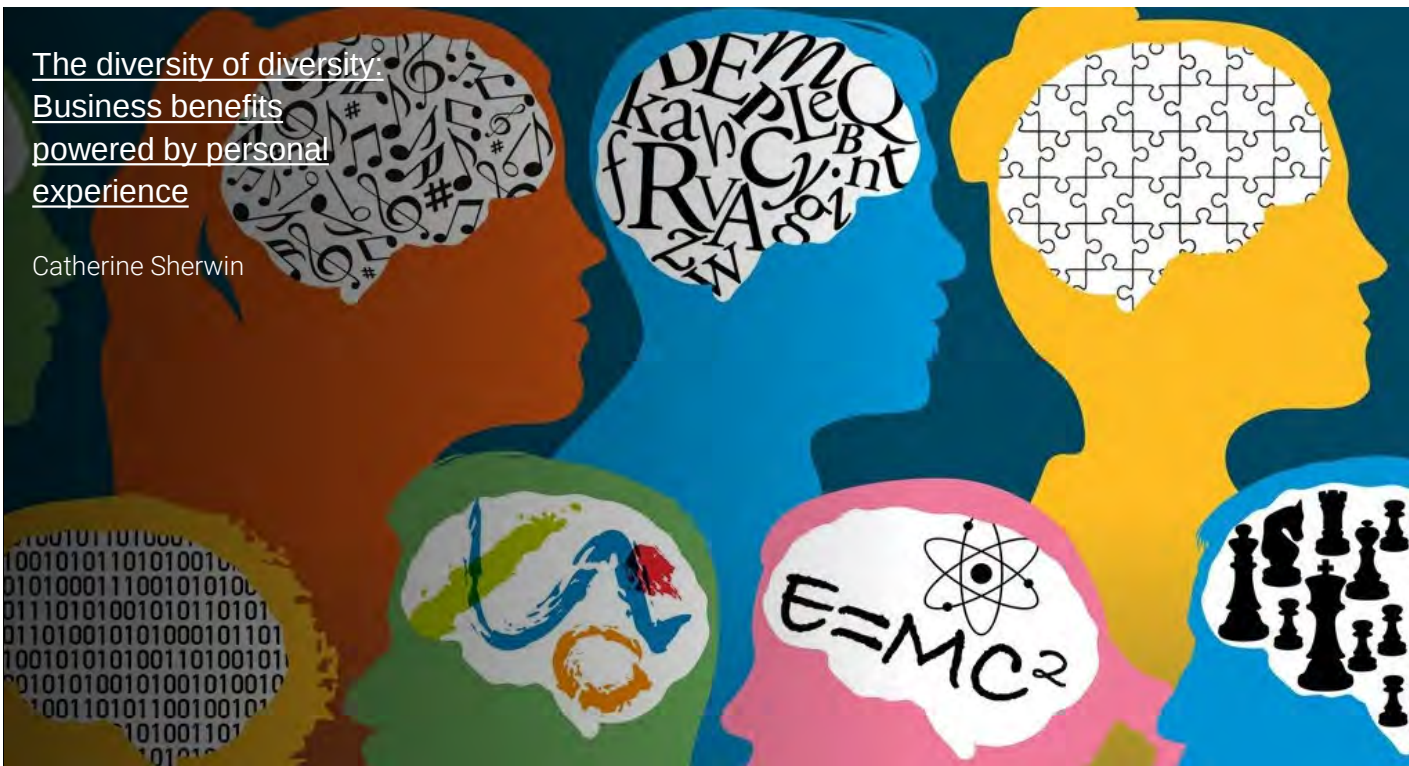
Our expert insights

Click on the links to read the article



[Equity, Diversity, and Inclusion: Transforming the agenda for hospitality, travel, leisure & retail](#)

Mark Veldon, Graeme Smith, Clare Kennedy, Steve Braude



[The diversity of diversity: Business benefits powered by personal experience](#)

Catherine Sherwin



Governance



Maritza Okata

Chief Legal Officer

"AlixPartners' governance practices are designed to safeguard what matters most, when it really matters. Guided by our firm's values, our people bring to bear extensive industry knowledge to deliver consistent, high-quality insights and differentiated outcomes for our clients. Our key stakeholders – our employees, leadership, and board – consistently strive fairly and transparently to uphold top standards for governance across all areas of our business, and that effort is foundational to who we are as a responsible business."



Our policies

Our firm has a zero-tolerance policy for unethical or corrupt practices. 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:

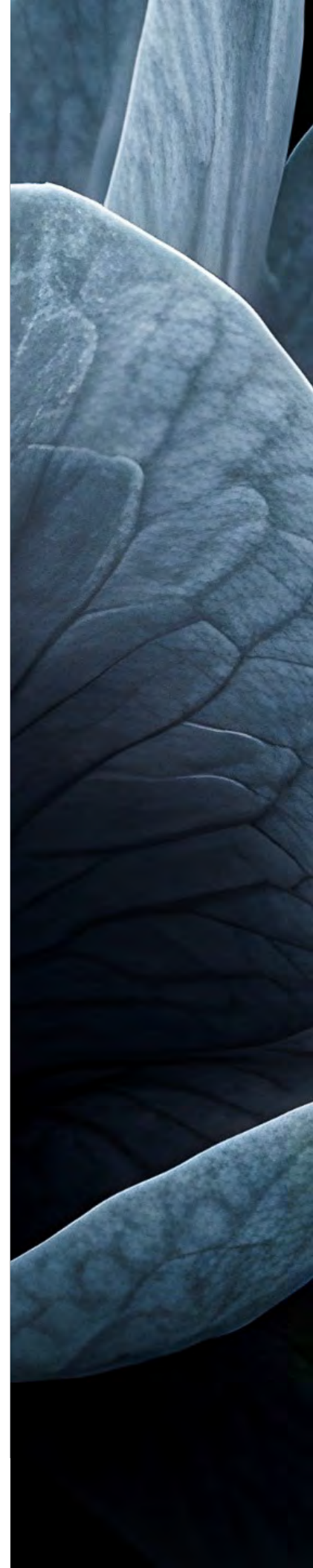
- Anti-Bribery
 - Anti-Discrimination and Anti-Harassment
 - Anti-Fraud
 - Anti-Money Laundering
 - Anti-Tax Evasion
 - Business Continuity
 - Client Confidentiality
 - Code of Conduct
 - Conflict of Interest
 - Export Control and Economic Sanction
 - Gifts and Entertainment
 - Modern Slavery
 - Personal Data Fair Processing
 - Privacy Policy
 - Record Retention
 - Securities Trading
 - Social Media
 - Speak up and Non-retaliation
 - Time Reporting
 - Travel, Entertainment, and Expense Reporting
 - Workplace Health and Safety
-

An engaged board of directors

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

All board members participate in approving AlixPartners' annual budget, financial statements, CEO review, and firmwide compensation pools. Per their charter, our board of directors regularly engages with internal and external experts on areas related to responsible business including diversity, inclusion, and the environment.

In recent years, AlixPartners' Responsible Business team has engaged regularly with the board's Audit Committee to align on the firm's ongoing sustainability strategy.



Compliance

Code of Conduct

The AlixPartners Code of Conduct (the “Code”) is reviewed and updated regularly.

AlixPartners conducts 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.

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 to seek advice or report concerns. The Code reinforces the commitments we make to our clients and each other, not only out of legal obligation but first and foremost because it’s the right thing to do.

All employees certify annually to having read and agreed to comply with our Code.

CORE training

To ensure compliance 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.

Our CORE Training is annually reviewed by our Legal, Compliance, and Risk teams alongside firm subject matter experts to ensure refreshed and role-appropriate training is presented each year. CORE Training is overseen by executives including the Chief Legal Officer, Chief People Officer, and Head of Partnership Matters.

CORE training covers:

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

Since the inception of CORE Training, the firm has achieved 100% employee completion each year, which the board of directors holds the firm accountable for.

Upon 100% completion of CORE Training, AlixPartners celebrates by making charitable donations to each office’s local charity partner through AlixGives.



Supplier accountability

Our approach to supplier engagement is grounded in our Supplier Code of Conduct and our Procurement Policy, which establish clear expectations for ethical behavior, responsible operations, and alignment with our values across the supply chain.

Policy framework

All suppliers are required to comply with our Supplier Code of Conduct, which sets minimum standards for ethical conduct, legal compliance, labor practices, and human rights. Our Procurement Policy requires purchasing to be fair, open, and competitive, while recognizing sustainability practices and supplier commitment to the Code of Conduct as positive differentiators in supplier selection.

Integration into RFPs and supplier selection

Supplier evaluations are merit-based and consider cost, capabilities, service quality, and risk. As part of RFPs and sourcing decisions, we seek to understand:

- Environmental sustainability policies and actions, including efforts to reduce or offset environmental impact
- Alignment with ethical, inclusion, and responsible business standards reflected in our Supplier Code of Conduct.
- Procurement maintains an internal evaluation rubric and supports supplier business owners in applying these criteria consistently.



Supplier engagement and onboarding

As part of our supplier engagement and onboarding process:

- Suppliers must formally agree to the Supplier Code of Conduct as a condition of onboarding.
- Procurement coordinates onboarding and risk-appropriate reviews in partnership with Legal, Security, Privacy, and other control functions.
- For higher-risk or higher-value suppliers, additional diligence is required to ensure compliance with legal, regulatory, and ethical standards.
- Top suppliers must complete an annual survey about their sustainability efforts

Data security

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 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.

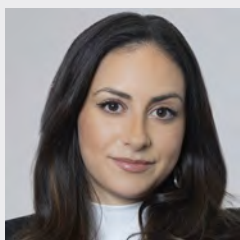
Client selection

Our compliance team operates a robust screening framework to ensure that all business activities and associated revenues are conducted in alignment with the firm's regulatory obligations, core values, and high ethical standards. All clients are subject to screening, and proposed engagements are assessed based on their risk profile. Where heightened risk is identified, additional reviews are undertaken, including in relation to sanctions exposure, specific individuals, industries, and/or types of business activities. In addition, firm leadership is trained to identify and escalate potential risks during the assessment process, promoting early and ongoing collaboration between engagement leads and the legal team to ensure comprehensive and effective vetting.



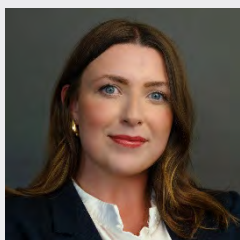


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Responsible Business



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Responsible Business

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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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AlixPartners