



The World's Paper Company

2025 Sustainability Performance Review

The Sylvamo Promise

We believe in the promise of paper to educate, communicate and entertain. Paper connects us to one another and is an enduring bond to renewable natural resources.

Our purpose is to produce the paper you need in the most responsible and sustainable ways. We aim high, innovate and create value for our customers and investors.

The future of paper deserves a company committed to the success of the entire ecosystem. From the forests we love, to the communities where we live, to those who rely on our paper, we know the well-being of each depends on the well-being of all.

We are Sylvamo, built to help the world realize the promise of paper.



A Word From Our CEO

“Our 2025 Sustainability Performance Review reflects our commitment to continuous improvement so that we protect and enhance forests, uplift communities and improve our planet’s future.”

John V. Sims Chief Executive Officer



Watch Video Now

990+

global safety projects completed with 50% related to hand injury prevention

85%

of mill energy generated from renewable, carbon-neutral biomass residuals rather than fossil fuels

\$5.2M

invested with strategic partners to support people and the planet

57%

of board members are women

2025 Sustainability Highlights

13,800+

books donated to children in North America



89th percentile

in both environmental performance and sustainable procurement among industry companies

73 miles

average fiber sourcing distance from our mills globally

CDP “A” scores

in Timber, Supplier Engagement and Forests



A Message from Our Chief Sustainability Officer

What Matters Most?

Understanding what matters most to our stakeholders is central to how Sylvamo approaches sustainability. Listening is how we identify the topics that deserve our focus, and acting on what we hear is how we build a more resilient, responsible business.

To ensure we stay focused on what truly matters, we are completing our first **Double Materiality Assessment (DMA)**. Simply put, this assessment helps us see which sustainability issues have the greatest impact on Sylvamo's business and long-term success, and which issues matter most to our stakeholders.

As part of this effort, we surveyed seven key stakeholder groups, both internal and external, across our three operating regions. This process helps us

Our Shared Priorities ▼

Resilient and Responsible Operations →

We run safe, resilient mills and focus on energy efficiency, wise water use, reducing waste and controlling emissions.

Circular Products and Responsible Sourcing →

We design renewable fiber-based products that are responsibly sourced and packaged to support increased recovery and reuse.

Healthy Forests, Strengthening Ecosystems →

Our forest stewardship practices protect biodiversity, restore landscapes and encourage healthy ecosystems through nature-positive projects and partnerships.



listen more closely, challenge our assumptions and make more informed decisions about where to focus our time, resources and efforts.

A summary of our initial results and key insights can be found on **pages 4–5 of this report.**

Below, we outline our six *Shared Priorities* built from the most material items identified through the survey. These Shared Priorities represent a common understanding between Sylvamo and our stakeholders about where focus and actions matter most.

Completing this assessment is an important step for Sylvamo because it strengthens how we align sustainability with our strategy, performance and accountability.

The results are not surprising. Since becoming an independent company in 2021, we focused on what we believe to be the most significant issues that face our business. Against a backdrop of evolving geopolitical and regulatory uncertainty, **Sylvamo continues to do the right things, in the right ways, for the right reasons, *always*.**

Our stakeholders expect sustainability to be embedded in how we run the business, including our:

1. Operational strategies
2. Short-and long-term capital planning
3. Value chain management processes

These insights will help guide our decisions moving forward, including a reassessment of our 2030 goals and refining of our strategy over the next 12–18 months to ensure we focus on what matters most and deliver the results our stakeholders expect.

I welcome your feedback or any sustainability-related questions at sustainability@sylvamo.com.

Sincerely,



James McDonald
Chief Sustainability Officer

Safety and Workforce Well-being →

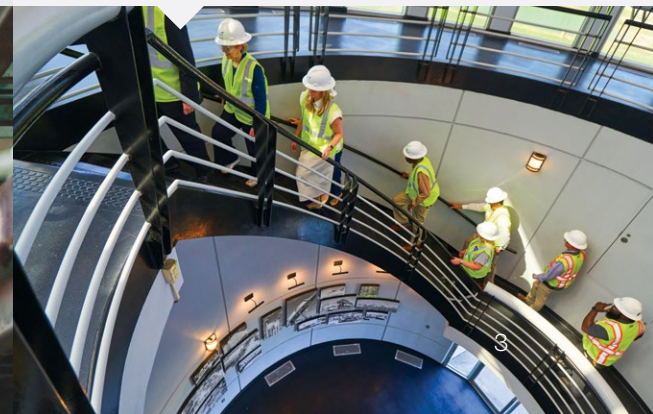
We enable an inclusive speak-up culture that puts people first and supports well-being to ensure all return home safe and well each day.

People Development and Strong Communities →

We develop our workforce through intentional capability-building programs, encouraging diverse perspectives and providing clear pathways for growth and development.

Business Ethics and Integrity →

We uphold ethical business conduct through robust governance, transparent reporting and accountability at every level.



Reporting on Materiality

Building a complete understanding of materiality is a complex undertaking for a company with global operations and a wide stakeholder base. In preparation for anticipated regulatory reporting requirements, Sylvamo is in the process of conducting a full Double Materiality Assessment (DMA). Once complete, this would tell Sylvamo how sustainability issues can impact the company's financial performance and long-term value creation.

A DMA is important to Sylvamo because it supports increasing stakeholder expectations for transparency and helps ensure readiness for evolving reporting requirements, particularly **Corporate Sustainability Reporting Directive (CSRD)** and **European Sustainability Reporting Standards (ESRS)**, where double materiality is a foundational requirement and auditability is expected.

To execute the DMA, Sylvamo used a survey-based process supported by its sustainability reporting platform.

A structured communications plan guided engagement across internal and external audiences, including employees, customers, suppliers,

investors, community partners, non-governmental organizations (NGOs) and government officials, with translations to support global participation.

Survey questions and topic framing were aligned to ESRS topic categories across environment, social and governance (ESG) areas. Results were consolidated to identify the topics stakeholders consistently rated as most important.

Based on aggregated results, the highest-rated areas included **Biodiversity and Ecosystems, Climate Change** and **Water and Marine Resources**, followed by **Our Workforce** and **Business Conduct**, with strong importance also expressed for value chain topics.

These initial findings are being used to shape Sylvamo's sustainability reporting structure. They also help focus management attention on the topics stakeholders view as most material to the company's impacts and long-term success.

Stakeholder Survey Engagement



137

internal and external stakeholders participated

~500

unique comments across stakeholder groups



64%

survey response rate

27

subject matter experts contributed

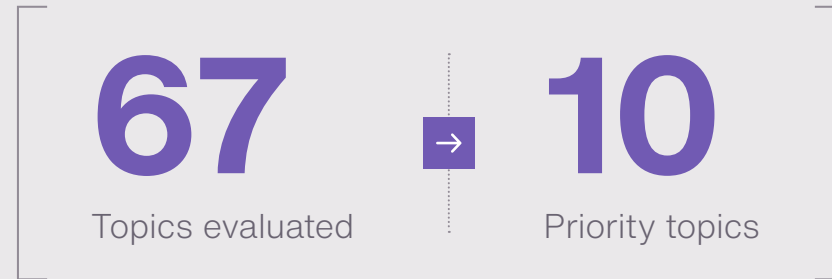


Global

participation from all Sylvamo regions

Our Material Topics

Our Double Materiality Assessment narrowed 67 topics down to the Six Shared Priorities that matter most to Sylvamo and our stakeholders. These priorities are comprised of the 10 material topics below, with some naturally connecting to more than one priority.



Top Priority Areas	
Shared Priorities	Material Topics
Resilient and Responsible Operations →	Climate Change, Water and Marine Resources, Environmental Requirements
Circular Products and Responsible Sourcing →	Consumers and Responsible Sourcing, Resource Use and Circular Economy
Healthy Forests, Strengthening Ecosystems →	Biodiversity and Ecosystems, Water and Marine Resources
Safety and Workforce Well-being →	Our Workforce, Workers in the Value Chain
People Development and Strong Communities →	Our Workforce, Communities
Business Ethics and Integrity →	Business Conduct

How we narrowed the list: Topics from across the sustainability landscape were aligned to ESRS categories, evaluated for impact and importance, then consolidated into the 10 most material to Sylvamo and its stakeholders.

Resilient and Responsible Operations

Our approach:

Our operations are designed to be resilient, efficient and responsible—reducing environmental impacts while ensuring reliable performance for our customers and key stakeholders.

Sylvamo's Nymolla, Sweden, mill

Across our global mill network, we focus on managing climate, energy, water and pollution risks through disciplined governance, strong operational controls and continuous improvement.

Climate change affects our business through physical impacts, such as extreme weather that can disrupt operations and supply chains, as well as transition-related impacts, including evolving regulations and market expectations to decarbonize. Risks are addressed through a combination of adaptation and mitigation actions, including site level risk assessments, energy efficiency investments and a long-standing reliance on renewable, carbon-neutral biomass energy. Today, a majority of our mills' energy is generated from carbon-neutral biomass residuals, significantly reducing our exposure to fossil fuels and supporting progress toward our 2030 greenhouse gas reduction goal.

Water is a critical shared resource in the communities where we operate. We manage water responsibly by optimizing intake, increasing reuse and investing in treatment systems for the water we return to the environment.

In 2025, Sylvamo evaluated its water intensity goal and realized that it did not fully consider the physical and regulatory risks each site faces. As a result, we shifted to a total water-use reduction goal, focusing our limited resources on facilities in higher-risk areas. This change also helps balance operational needs with ecosystem and community considerations.

Protecting air and water quality is fundamental to being a trusted neighbor. Our mills operate under robust environmental management systems and global standards for air emissions and the water we return. These systems help minimize emissions, prevent upsets and drive consistent performance across regions.

Together, these practices reflect our commitment to resilient operations that safeguard natural resources, strengthen community trust and advance our long-term sustainability goals.

85%

of mill energy generated from renewable, carbon-neutral biomass residuals

60%

of purchased electricity at our Mogi Guacu mill comes from renewable sources

21

springs restored in partnership with World Wildlife Fund (WWF) in Brazil

Emissions (Scope 1, 2 and 3)

Total gross Scope 1, 2 and 3 emissions by region (metric tons CO₂e)

Region	Scope 1	Scope 2 ¹	Scope 3 ²
Europe	109,528	3,699	344,246
Latin America	126,447	15,793	510,597
North America	474,177	35,059	664,329



Renewable Power, Responsible Growth

Sylvamo has invested in wind power with ENGIE to purchase up to 60% of electricity needed at one of its Brazilian mills renewably, cutting greenhouse gas emissions and supporting climate mitigation while strengthening long-term energy resilience.



Image courtesy of Copafiba/WWF-Brazil

Nature-Based Solutions for Water Security

In partnership with WWF, Sylvamo is helping restore native forests and strengthen water resilience in Brazil's Atlantic Forest, improving water quality and availability while reducing drought risk from loss of forest cover.



2030 Goals³

Greenhouse Gas Reduction



2030 Goal:

Reduce our Scope 1, 2 and 3 greenhouse gas (GHG) emissions by 35% and define a pathway to net zero emissions



Progress:

Reduced Scope 1, 2 and 3 greenhouse gas emissions by 8%

Water Reduction



2030 Goal:

Reduce overall water usage and implement context-based water stewardship plans at all mills



Progress:

5% increase over baseline

¹Location and market based

²Emissions associated with purchased goods and services, fuel-and energy-related activities, upstream transportation and distribution, business travel and employee commuting

³2019 baseline

Circular Products and Responsible Sourcing



Our approach:

Our products are designed to deliver the performance that customers depend on while supporting a more circular, resource-efficient economy.

We focus on responsible fiber sourcing, product and packaging design and end-of-life solutions that reduce waste and keep materials in use—reflecting the impacts and opportunities identified through our double materiality assessment.

Fiber is the foundation of our business, and responsible sourcing is central to our approach. We are committed to sourcing fiber from sustainably managed forests while safeguarding biodiversity, watersheds and human rights. Our [Global Fiber Procurement Policy](#) defines strict requirements for legality, traceability and acceptability, including prohibitions on deforestation, conversion and high-risk sources. In practice, about half of the fiber we source globally is certified to Forest Stewardship Council® (FSC®) and/or Programme for the Endorsement of Forest Certification (PEFC) standards and the remainder complies with the FSC Controlled Wood standard, mitigating risk of sourcing fiber from unacceptable

sources. These actions directly support our 2030 sustainable sourcing goal.

Circularity is also shaped by how products and packaging are designed and delivered. We work with customers to reduce material use, improve recyclability and eliminate unnecessary components. For example, customer-led packaging redesigns—such as transitioning to lidless, bandless cartons—have reduced material inputs while improving handling efficiency and customer experience. Paper is one of the most recycled materials in the world due to its widespread recovery, with fibers reused up to seven times.

At the end of our production process, we focus on preventing waste, recycling and reusing remaining materials in ways that create value. Mill-level waste management plans, recycling programs and approved ways to reuse materials help keep waste from landfills and recover value, aligned with Sylvamo's waste management standards.

Together, Sylvamo's practices advance product circularity, responsible sourcing and measurable progress toward our 2030 goals—while delivering practical value for customers and communities.

89th

percentile in sustainable procurement among industry companies assessed by EcoVadis

49%

of fiber sourced globally is FSC and/or PEFC certified

3

Sylvamo mills have achieved zero manufacturing waste to landfill

How and Where We Source Our Fiber:



1. Brazil A B

- 41% of overall volume
- Primarily from Sylvamo-owned forests
- 100% eucalyptus



2. France A B

- 13% of overall volume
- Primarily from privately-owned forests
- 73% hardwood, 27% softwood



3. Sweden A B

- 12% of overall volume
- Primarily from privately-owned forests
- 25% hardwood, 75% softwood



4. United States A B C

- 33% of overall volume
- Primarily from privately-owned forests
- 60% hardwood, 40% softwood



Less Waste, More Value

Sylvamo is advancing packaging circularity by shifting to more recyclable materials, partnering across the value chain and working with customers to design smarter packaging that reduces waste without compromising performance.



Responsible Sourcing in Action

From forest to mill, Sylvamo's wood-sourcing subsidiary in France connects local landowners to global standards, delivering over a million tons of responsibly sourced fiber to our Saillat mill annually.



A FSC certified
(BR) FSC C101994, (EU) FSC C084255, (US) FSC C168336

B PEFC certified
(BR) PEFC/28-32-08,
(EU) PEFC/10-31-179, (US)
PEFC/29-31-399

C Sustainable Forestry Initiative® (SFI) certified
(US) SFI-01995

2030 Goal

Sustainable Sourcing



2030 Goal:

Source 100% of our fiber from sustainably managed forests while safeguarding forests, biodiversity and watersheds



Progress:

100% of fiber sourced globally complied with FSC certification standards, mitigating the risk of using fiber from unacceptable sources ([fsc.org/en/cw](https://www.fsc.org/en/cw))

Healthy Forests, Strengthening Ecosystems

Our approach:

The future of paper deserves a company committed to the success of the entire ecosystem and the forests we love are equally essential to the communities, watersheds and wildlife that depend on them.

Our approach to forest stewardship starts with protecting biodiversity, strengthening ecosystem resilience and restoring priority landscapes, guided by science-based forest management and strategic partnerships.

We manage forests using internationally recognized standards and regionally adapted practices that balance fiber production with conservation outcomes. All Sylvamo mills also hold chain of custody fiber certifications according to FSC and PEFC standards and employ a traceability system to document and verify the origin of wood used.

Our forest management plans and certification management systems emphasize protecting high conservation value areas, maintenance of native vegetation, soil and water protection and continuous improvement through monitoring and management practices. In Europe, this means working closely with forest owners

through Sylvamo Forest Services to expand FSC certification, use biodiversity-focused forest management practices and protect important environmental and community values in the forests they manage.

Monitoring and data are critical to effective stewardship. In Brazil, our long running biodiversity monitoring program, known locally as Bem Te Vi, engages employees and partners to document wildlife presence across managed and native forest areas. The data collected supports forest certification, informs management decisions and contributes to broader scientific understanding of ecosystem health.

We complement responsible management with landscape-scale restoration and conservation partnerships. Through our collaboration with World Wildlife Fund, including participation in its Forests Forward program, we support forest restoration, conservation planning and sustainable sourcing initiatives in the regions Sylvamo operates.

Together, these actions advance nature positive outcomes while supporting our 2030 sustainable forests goals and impacts identified through our double materiality assessment.

99%

of our owned forestland in Brazil is certified to the FSC (C101761) Forest Management standard

92

wildlife species recorded through our biodiversity monitoring program in Brazil, with five noted as priority species for conservation

30%

of all FSC-certified forest areas in France are managed by Sylvamo



Where We Are Restoring Forests:

Acres conserved, enhanced or restored since 2019 baseline

1 **42,289** (Europe)

2 **21,362** (Latin America)

3 **3,896** (North America)

67,547 (Global)

● Partnership Projects ● Sylvamo-managed Projects



Image courtesy Cameron Davidson



Verde Mel project course on-site at Copaiba

Working Together for Healthy Forests



Through trusted partnerships, Sylvamo is investing around its mill footprint to steward forests, support responsible sourcing and protect forest futures.

Small Bees, Big Forest Impact



Sylvamo supports multiple bee initiatives in Brazil, helping pollinate forests, boost biodiversity and strengthen ecosystem services. The efforts support healthier forests and conservation across the company's sourcing basins.

2030 Goal

Conservation and Restoration



2030 Goal:

Conserve, enhance or restore 250,000 acres of ecologically significant forestland globally



Progress:

Over 67,000 acres of forestland conserved, enhanced or restored in all Sylvamo regions



Safety and Workforce Well-being

Our approach:

At Sylvamo, the safety and well-being of our people are our greatest responsibility.

Our mills run 24/7 in complex industrial environments, where physical hazards, fatigue and work-life pressures can affect employees and contractors alike. Our approach focuses on putting People Before Paper, empowering every individual to stop work if unsafe conditions exist and supporting physical and mental well-being across our global workforce.

We manage health and safety through structured management systems aligned with ISO 45001, supported by defined processes, training and continuous improvement. Hazard identification, pre-job safety assessments and layers of protection are embedded into daily operations, alongside personal protective equipment requirements that are reinforced through local risk assessments and training. Engineering controls, safe work observations and regular audits help ensure equipment and processes are designed to fail safe and protect people in both routine and non-routine work.

Empowering voices is central to our safety culture. By empowering people with the authority to stop work, every employee and contractor are expected to speak up, ask questions and stop work whenever conditions are unclear or concerns arise. Safety leadership training, global standdowns and regular engagement through platforms for employees to share and discuss personal safety stories and experiences reinforce that production never outweighs safety.

We also recognize that well-being extends beyond physical safety. Shift work, planned maintenance outages and personal stressors can affect focus, fatigue and overall health. To address this, we promote holistic well-being through initiatives and programs that support mental health, sleep, stress management and work-life balance, including access to Employee Assistance Programs and intentional well-being resources.

Together, these actions support Sylvamo's goals to eliminate all serious injuries and achieve an injury-free workplace by 2030, while fostering a culture where safe work, care and speaking up are shared responsibilities across our operations.

990+

global safety projects completed with 50% focused on hand injury prevention

87%

of employees say their teams demonstrate safety as a personal value—through words and actions

100%

of employees and their families have access to our Employee Assistance Program

2030 Goal

Workplace Safety



2030 Goal:

Achieve injury-free workplaces



Progress:

- Advanced targeted actions to address root causes by enhancing pre-planning, training and layers of protections across operations
- Increased focus on eliminating serious injuries



A Global Reset on Safety

In 2024, Sylvamo paused operations globally to strengthen its safety culture and listen to employees, turning feedback into action with people at the center.



Improving Hand Safety

Data shows hand injuries are our most common injury. Deliberate improvement teams were established across all locations to determine root causes and strengthen safety practices, reinforcing a culture of prevention, accountability and continuous improvement.



2025 Serious Injuries or Life-changing Incidents:

Employees	4
Contractors	1
Total:	5

People Development and Strong Communities

Our approach:

Sylvamo's long-term success depends on a skilled, engaged and inclusive workforce.

Our approach to inclusive growth and workforce development focuses on building capability, expanding opportunity and embedding inclusion into how people are developed, led and heard across our global organization.

We invest in workforce development to ensure employees have the knowledge, skills and experiences needed to perform safely and effectively with confidence. Training, upskilling and leadership development programs strengthen technical and leadership capabilities across all locations, while structured learning pathways and internal mobility enable employees to broaden experience and pursue long-term careers with Sylvamo. Continuous learning is reinforced through on-the-job experience and development opportunities aligned with one's career map.

Inclusion is embedded as a core enabler of growth and performance. Through

defined leadership behaviors, inclusive learning programs and a strong speak up culture, we work to ensure that diverse perspectives are welcomed, respected and integrated into decision making. Psychological safety and "Speak Your Mind" practices help create environments where employees feel empowered to raise ideas, ask questions and contribute fully—supporting collaboration, innovation and development. These actions directly support Sylvamo's 2030 inclusion and diversity goals.

Strong leaders play a critical role in empowering potential and delivering inclusive growth. Leaders are expected

to model inclusive behaviors, hold regular development conversations and build trust through transparency and engagement. Structured feedback, engagement surveys and performance processes provide insight into employee experience and help identify opportunities to retain and grow employees.

Community engagement complements our workforce efforts. By partnering with local organizations to support childhood education, critical community needs and skills development near our operations, we help strengthen talent pipelines and reinforce Sylvamo's role as an employer of choice and strong neighbor.

81%

of frontline leaders completed formal leadership development program

100%

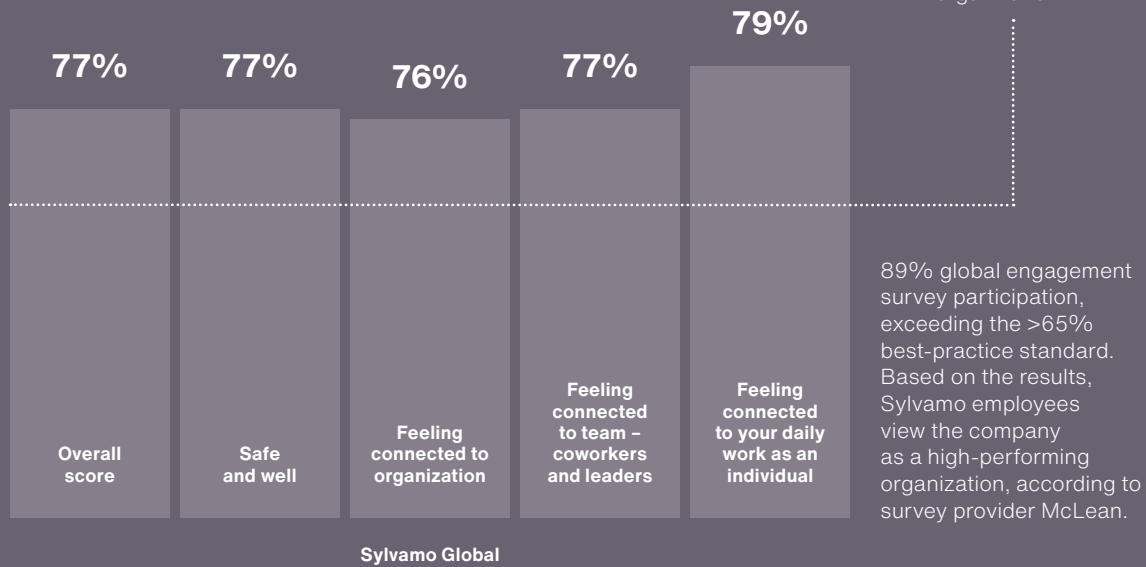
of employees are covered by engagement plan

93%

of leaders completed Inclusion and Diversity-related training, focused on managing unconscious bias, as of 2025

Sylvamo Employees View the Company as High-Performing

(Favorability %)



2030 Goals

Workforce Inclusion and Diversity Statistics*



2030 Goal:

Foster inclusive and diverse workplaces by achieving:

- 30% overall women representation
- 35% women in leadership positions



Progress:

- 22% overall women
- 27% women in leadership

Community Impact



2030 Goal:

Support childhood education and critical needs where we operate



Progress:

\$19.6 million invested with strategic partners to support people, the planet and critical community needs since 2021



Building Skills, Strengthening Sylvamo



From mechanic training to college scholarships in Brazil, Sylvamo invests in learning opportunities that build skills, support career growth and create a stronger, more capable workforce.

People and Planet Partnerships



*Defined by survey provider, McLean.

Business Ethics and Integrity

Our approach:

Sylvamo's approach to ethical business conduct and accountability is rooted in clear standards, strong governance and a culture of trust, openness and accountability to hold ourselves and each other accountable.

Our Code of Conduct and supporting policies set expectations for how we operate, make decisions and engage with internal and external stakeholders. These standards apply to Sylvamo's workforce and third parties acting on the company's behalf and are reinforced through training, leadership expectations and ongoing oversight.

A strong speak up culture is central to our approach. We encourage employees and external stakeholders to raise concerns when something does not align with our values or policies. Multiple reporting channels are available globally and can be used anonymously where permitted by law. We view reporting as a positive indicator of trust and engagement, and we prohibit retaliation against concerns raised in good faith. This commitment helps ensure concerns are surfaced early and addressed fairly and consistently.

Accountability is reinforced through clear roles, escalation pathways and investigation processes. All reports are reviewed and assessed, with appropriate actions taken based on the facts and circumstances of each case. Outcomes may include coaching, corrective actions, policy updates or disciplinary measures, up to and including termination. Trends and insights from reports are used to strengthen training, clarify expectations and reduce future risk.

Our ethical framework also encompasses respect for human rights, avoidance of conflicts of interest, fair competition

and responsible political and charitable activities. Employees are expected to identify and disclose potential conflicts, comply with antitrust and competition laws, and follow established approval processes for political engagement and charitable contributions.

Oversight of ethical conduct and compliance is supported by management, the Global Ethics and Compliance function and the Board of Directors. Together, these elements help ensure ethical business conduct is not only required, but actively practiced.

3

Helpline reports per 100 employees, up from 1.7 in 2024

100%

of substantiated Helpline cases resulted in corrective action

>95%

of employees completed Code of Conduct training since 2024

Our Values

We *always* do the right things, in the right ways, for the right reasons.



People

We care about people's health, safety and development. We look out for each other to ensure everyone returns home safely each day. We foster an inclusive and diverse culture in which all individuals feel welcome, included and valued.



Customers

We leverage a deep understanding of end-use segments and customers' businesses to help them succeed.



Investors

We deliver consistently on our compelling investment thesis.



Ethics

We hold ourselves and each other to act in accordance with our values. We foster a culture of trust, openness and accountability.



Stewardship

We are committed to the long-term health of our entire ecosystem, including the forests we love, the communities where we live and those who rely on our paper.



Continuous Improvement

Every day, we strive to be better than the day before. Safer. Smarter. More efficient.



Accountability in Action

Available 24/7, Sylvamo's Helpline helps employees and external stakeholders speak up, raise concerns and uphold our Code of Conduct.





Sylvamo

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Follow our paper trail @SylvamoCo.



The rest of our story

Learn more about our company's sustainability journey, our culture and our complete annual sustainability performance under the [Why We Care](#) section on [Sylvamo.com](https://www.sylvamo.com).



Access GRI, TCFD, CDP and EcoVadis other reporting data.

This Sustainability Performance Review contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934, including our plans and future goals. Any or all forward-looking statements may turn out to be incorrect, and our actual actions and results could differ materially from what they express or imply, because they involve known and unknown risks, uncertainties and other factors, many beyond our control, including those disclosed under "Risk Factors" in our 2025 annual report on Form 10-K and other filings with the Securities and Exchange Commission, available on [Sylvamo.com](https://www.sylvamo.com). Forward-looking statements reflect current expectations, and we undertake no obligation to update any of them.



Sylvamo's Luiz Antonio, Brazil, mill



Printed on Accent® Opaque Cover 120lb and Text Smooth 100lb

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