

Responsible Forest Management Policy



Revision History

Version No.	Date	Summary of Changes	Author	Reason
1.0	23/04/2026	New Policy	Sustainability	Requested

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Purpose

The purpose of this Policy is to establish a framework for promoting responsible forest management and preventing deforestation and forest degradation across adm Indicia's global operations, value chain, and in line with internationally recognised standards and best practice.

Our sourcing decisions and business relationships can have a direct impact on the world's forests and the communities that depend on them. As a global marketing execution and procurement business, we recognise our responsibility to source forest-derived materials responsibly, protect natural ecosystems, and support sustainable forest management throughout our supply chain.

At adm Indicia, we believe that healthy forests are essential for climate resilience, biodiversity, water security, and sustainable livelihoods. Through our sustainability programme, 'From Purpose to Impact', we are committed to integrating responsible forest management into our procurement practices, promoting certified and responsibly sourced forest products, improving supply chain transparency, and contributing to the long-term protection of forest ecosystems.

We are committed to complying with applicable forest-related legislation, reducing the risk of deforestation within our supply chains, and working collaboratively with employees,

suppliers, clients, and other stakeholders to continuously improve our forest stewardship practices.

Scope

As set out in our Code of Conduct for Employees and Code of Conduct for Suppliers, the objective of adm Indicia's documented policies is to provide a clear framework of expectations for all employees and business partners regarding the responsible sourcing of forest-derived materials and the protection of forest ecosystems.

This Policy therefore applies to:

- All employees, including part-time and temporary workers, managers, agency workers, and joint ventures where adm Indicia has a controlling interest.
- All locations and companies under our operational control.
- All third-party contractors, agents, suppliers, strategic partners, consultants, and other business partners representing or acting on behalf of adm Indicia.

It encompasses our approach to responsible forest management, including sustainable sourcing, forest certification, traceability, due diligence, compliance with forest-related legislation, responsible procurement, supplier engagement, and continuous improvement.

In this Policy, "adm Indicia" means and includes adm (Group) Limited and all affiliates, subsidiaries, and any other entities under its control or within its corporate group. adm Indicia ("adm Indicia", "us", "we") is committed to conducting business in a manner that protects forests, promotes sustainable forest management, and supports responsible sourcing throughout our value chain.

Governance

At adm Indicia, we view responsible forest management as a collective responsibility shared across the entire organization. Oversight of forest stewardship is integrated into our broader corporate governance structure, extending from Board-level oversight through dedicated governance committees to operational implementation by Group-level functions and individual business units. This structure ensures that our commitments to responsible forest management are embedded into decision-making at every level of the company.

This Policy outlines our individual and shared responsibilities for responsible forest management. It is available to all adm Indicia employees.

The Policy and its associated programmes are owned and managed by the Global Sustainability Team, which is responsible for the development, implementation, maintenance, communication, and periodic review of the Policy. Oversight and formal approval are provided by the adm Indicia Policy Committee and the Group Steering

Committee, ensuring alignment with our sustainability strategy, procurement practices, and applicable regulatory requirements.

To ensure our commitments are embedded throughout our value chain, adm Indicia works collaboratively with suppliers and business partners to promote responsible forest management and sustainable sourcing practices. We encourage suppliers to maintain recognized forest certification where applicable, provide supply chain traceability, comply with applicable forest-related legislation, including the EU Deforestation Regulation (EUDR), and meet the requirements of our Supplier Code of Conduct. Through supplier engagement, due diligence, certification, and monitoring activities, we seek to continuously improve the integrity and sustainability of our forest-derived supply chains.

Our CEO, CSO, Executive Team, Procurement Leadership, and senior management are accountable for the implementation and enforcement of this Policy. Progress against our forest stewardship commitments is monitored through our sustainability governance framework and reported annually through our sustainability disclosures and other applicable external reporting frameworks.

1. Regulatory Compliance

Adm-Indicia is fully committed to strict compliance with all relevant local and international forest-related regulations, mandatory standards, and trade laws, including explicit compliance with the European Union Deforestation Regulation (EUDR).

2. Sustainable Sourcing and Certification

We enforce the responsible sourcing of all timber- and fiber-based materials. Since 2023, account teams began to quote FSC, PEFC, or SFI certified paper and corrugate for all print and corrugate display POS projects and elect to produce those projects using the certified paper if there are no adverse impacts to service level agreements as a result.

This requirement is communicated to all suppliers through our supplier Code of Conduct. If a supplier is unable to source the necessary certified materials, account teams should pursue quotes with suppliers capable of meeting this requirement.

These forest management standards (FSC, PEFC, and SFI) will ensure that our fibre products are sustainably sourced and purchased from well-managed forests with exceptional conservation value, protected biodiversity, and wildlife habitats. In determining this policy, we have taken into consideration clients' own policies and requirements with regards to certified materials for applicable products.

We commit to place 90% of our fibre-based procurement spend through FSC, SFI or PEFC certified material by 2030.

3. Zero Deforestation

Adm-Indicia maintains an explicit, strict commitment to zero deforestation and the no-conversion of natural ecosystems across our entire upstream value chain. We are committed to minimizing the risk that our business activities contribute to land degradation or the destruction of high-conservation-value forests through responsible sourcing, due diligence, and supplier engagement.

4. Supplier Due Diligence and Auditing

To promote accountability, we work with our suppliers to obtain appropriate traceability information to help verify the origin of wood and fibre-based materials and support compliance with applicable forest-related legislation.

Suppliers that have quoted and/or produced FSC, PEFC, or SFI certified paper POS projects might be subject to random audits by adm-Indicia concerning this commitment. Failure to comply with these due diligence and sustainability criteria will result in corrective action plans or the termination of the supplier relationship.

Review

We recognize the challenging journey ahead in achieving all of the above, but we are resolute in the progress we have articulated. The adm Indicia Sustainability Team, Policy Committee and the Steering Committee will review this Policy periodically. Additional review and amendments can be arranged if there is a request to settle urgent matters.