

futur/io

New York, 2025

Honoring the Leadership of
North American Chief Sustainability Officers

CSO Awards /25

North America

DIGITAL BOOKLET

Welcome to the fourth edition of the Chief Sustainability Officer Awards, taking place in the vibrant heart of New York City. This event honors the visionary leadership and innovation driving more desirable futures for our planet.



We believe in a future where ideas, innovation and business drive a regenerative economy that benefits people and planet. It is our mission to provide Sustainability Leaders and Innovators with the knowledge, tools and network to co-create desirable futures within planetary boundaries.

We emphasize the plural nature of "futures" because our vision encompasses a systemic approach that delves into the future of every field and sector. From education and work to technology, mobility, medicine, agriculture, and beyond, we believe in addressing the diverse futures that lie ahead by fostering radical collaboration and cross-pollination.



Harald Neidhardt

CEO & Curator,
Futur/io Institute

In New York, we gathered to celebrate the remarkable work and achievements of prominent North American Chief Sustainability Officers, fostering connections with like-minded change makers.



The Futur/io CSO Awards, an esteemed recognition in the realm of corporate sustainability, celebrates the outstanding contributions of Chief Sustainability Officers (CSOs) who have demonstrated exemplary commitment and leadership in advancing sustainability practices within their organizations.

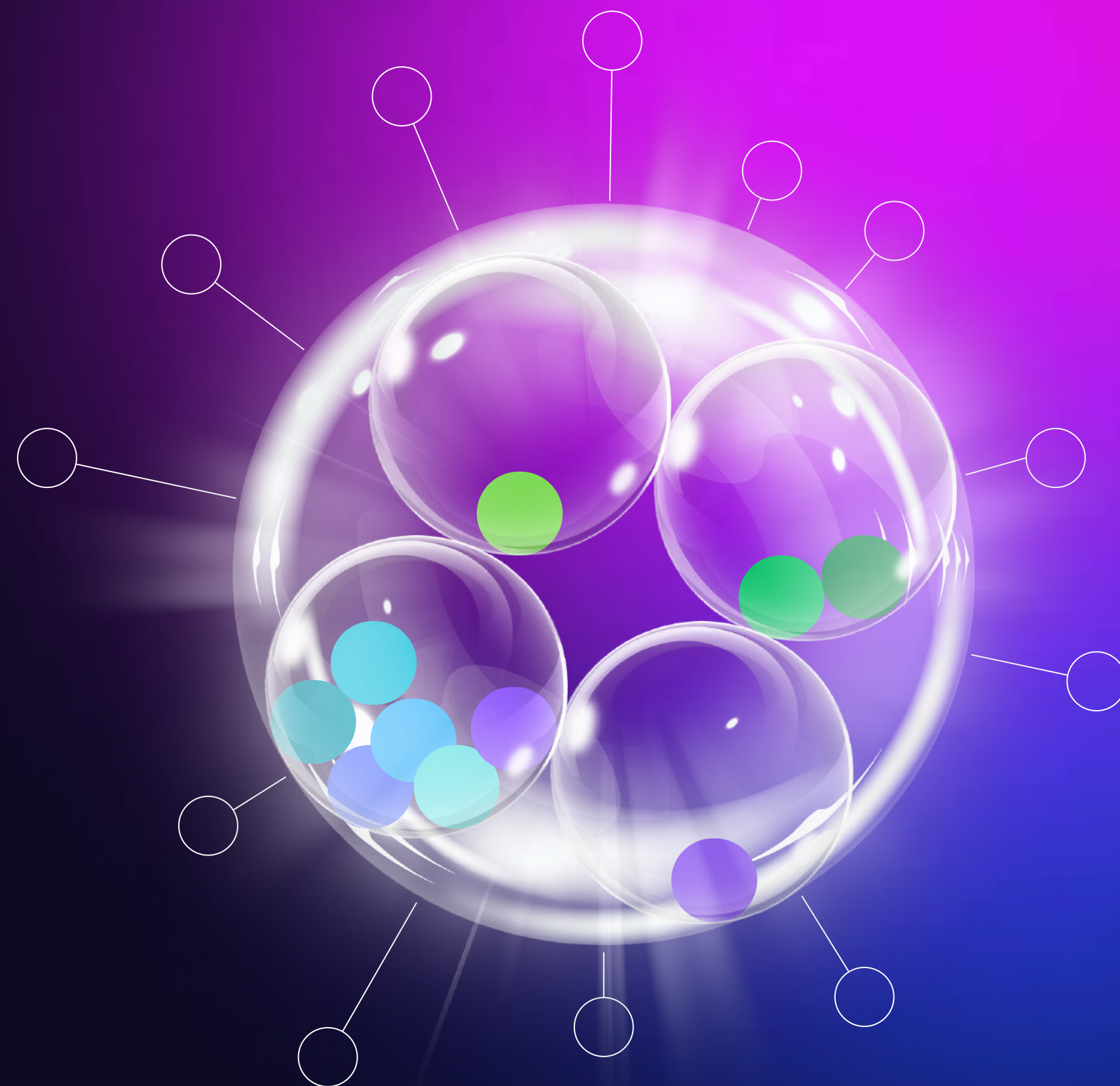
Criteria & Selection Process

In order to include the human factor for these CSO Awards, this criteria was developed in collaboration with multiple actors within academia, research and analytical tools - plus collaboration with advisors and members of the Grand Jury from previous editions.

The 20 Nominees selection process uses:

12 indicators across
4 dimensions and
10 data scores

– to assess influence
and impact.



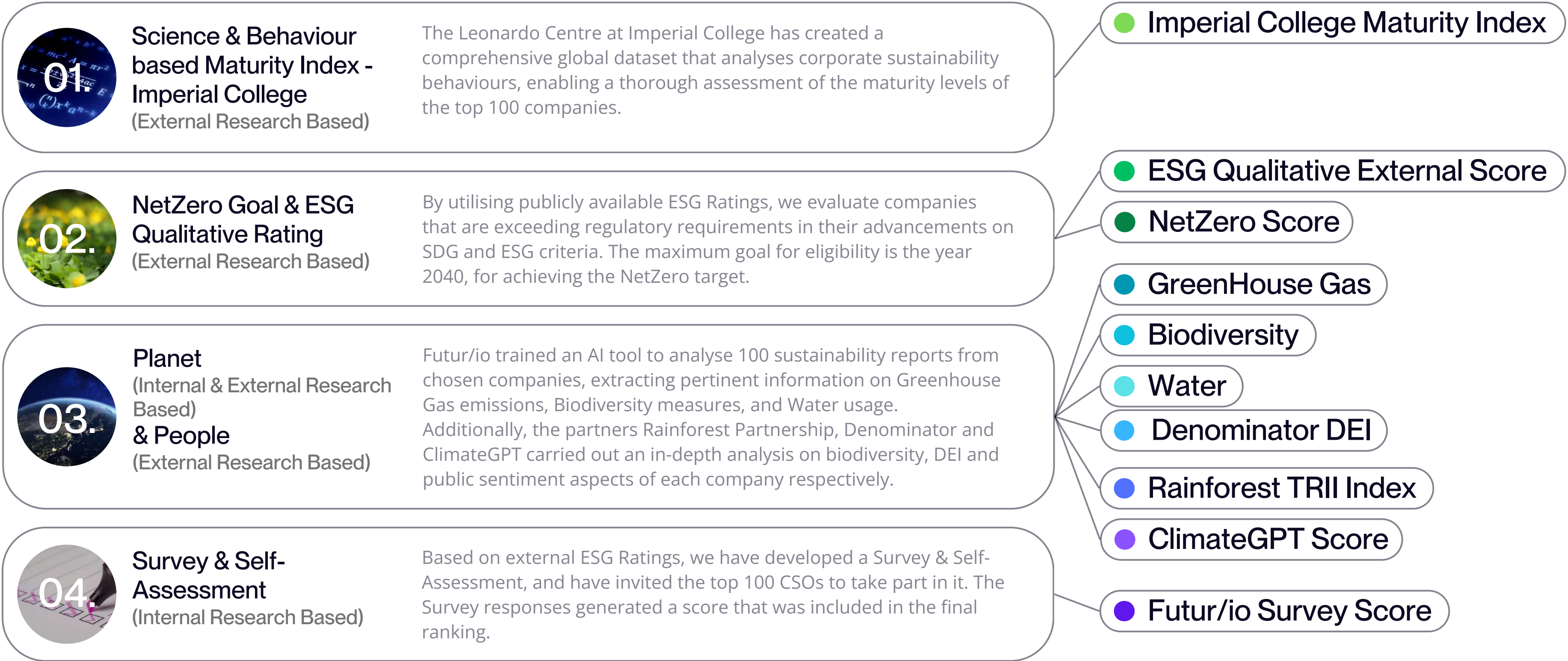
The indicators are quantitative (i.e. number of followers on LinkedIn) and qualitative (i.e. Highest Sustainability representative of the company or group with executive roles.) Indicators, dimensions, and data scores are not weighted equally. The specific balance of weights given to each data score was balanced with our scientific and knowledge partners and remains confidential to preserve the integrity of future CSO Awards.

Company Level

- 01. **Over \$1 Billion annual revenues.**
- 02. Published **NetZero goal of 2040** or earlier
- 03. Company **headquarters** must be based within the **USA or Canada.**
- 04. **Company Headcount +5k employees**
- 05. The awards **do not include oil & gas, defence, and consulting companies,** or related industries.
- 06. Companies that have **published the latest sustainability report by August 8, 2025** (data source must include at least the first quarter of 2024) are eligible to be considered among the 20 nominees for the awards.

CSO Level

- 07. We consider the **job titles** of Chief Sustainability Officer or equivalent, operating a C-level or direction position, such as:
 - Head of Sustainability
 - VP Sustainability
 - Vice President Sustainability
 - Director of Sustainability
 - Head of ESG
 - ESG Director
 - Senior Vice President Sustainability
 - Global Sustainability
 - Senior VP Sustainability
 - Directeur du développement durable
 - Vice-président développement durable
 - Vice President sostenibilidad
 - Director de Sostenibilidad
 - Leiter Nachhaltigkeit
 - VP Nachhaltigkeit
- 08. **Highest Sustainability representative of the company or group with executive roles.**
- 09. Only **1 CSO/equivalent role per group** or affiliated companies.
- 10. **CSO at least 1 year in the current position** to be eligible for further nomination stage (one year before September 22, 2025).
- 11. Thought leadership ranked by the **numbers of followers on LinkedIn and public appearances.**
- 12. All special mentions and winners from previous editions are eligible to join the Top100 CSOs list.



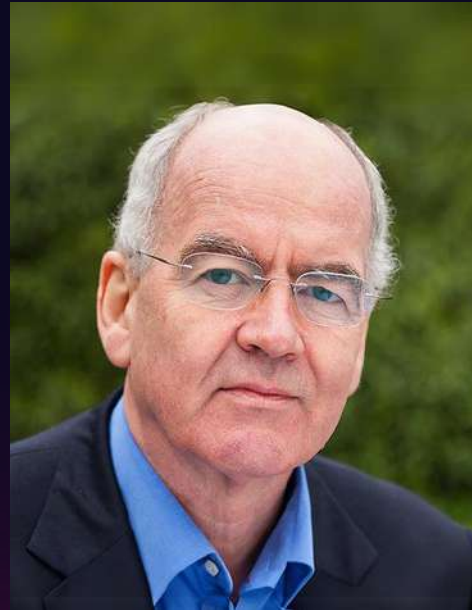
Winners Selection

Grand Jury



**Sandrine
Dixon-Declève**

Honorary President, The Club of Rome
& Executive Chair, Earth4All



**John
Elkington**

Founder & Chief Pollinator, Volans



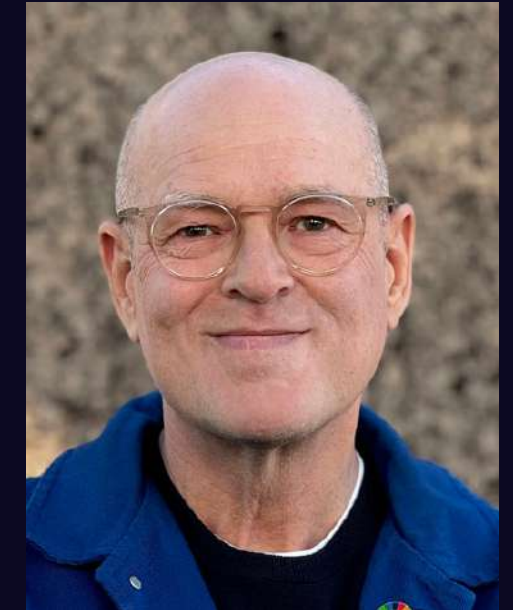
**Michael
Kobori**

Former Chief Sustainability Officer,
Starbucks; Winner of the Gold CSO
Award /24, North America



**Vandinika
Shukla**

Deputy Director of Global Programs
(USA Lead), Obama Foundation



**Harald
Neidhardt**

CEO & Curator, Futur/io Institute

Our Grand Jury is a group of experts dedicated to shaping the future of sustainability.

With decades of combined experience across various sectors, these individuals choose the Awards' winners from the 20 Nominees.

A Grand Jury vote determines the winners, emphasising the importance of the human factor.



**Livio
Scalvini**

Founder and Executive Director,
Leonardo Centre on Business for
Society at Imperial College



**Nina
Eisenman**

VP, Head of Corporate Sustainability
Strategy & Reporting, NASDAQ



**Daniel
Erasmus**

Chief Executive Officer, Erasmus.AI and
Creator of ClimateGPT; Full Member,
Club of Rome



**Niyanta
Spelman**

Chief Executive Officer & Founder,
Rainforest Partnership

The Winners

Gold
Award Winner



Erik
Hansen

Workday



Silver
Award Winner



**Jackie
Jung**

Western Digital



Bronze
Award Winner



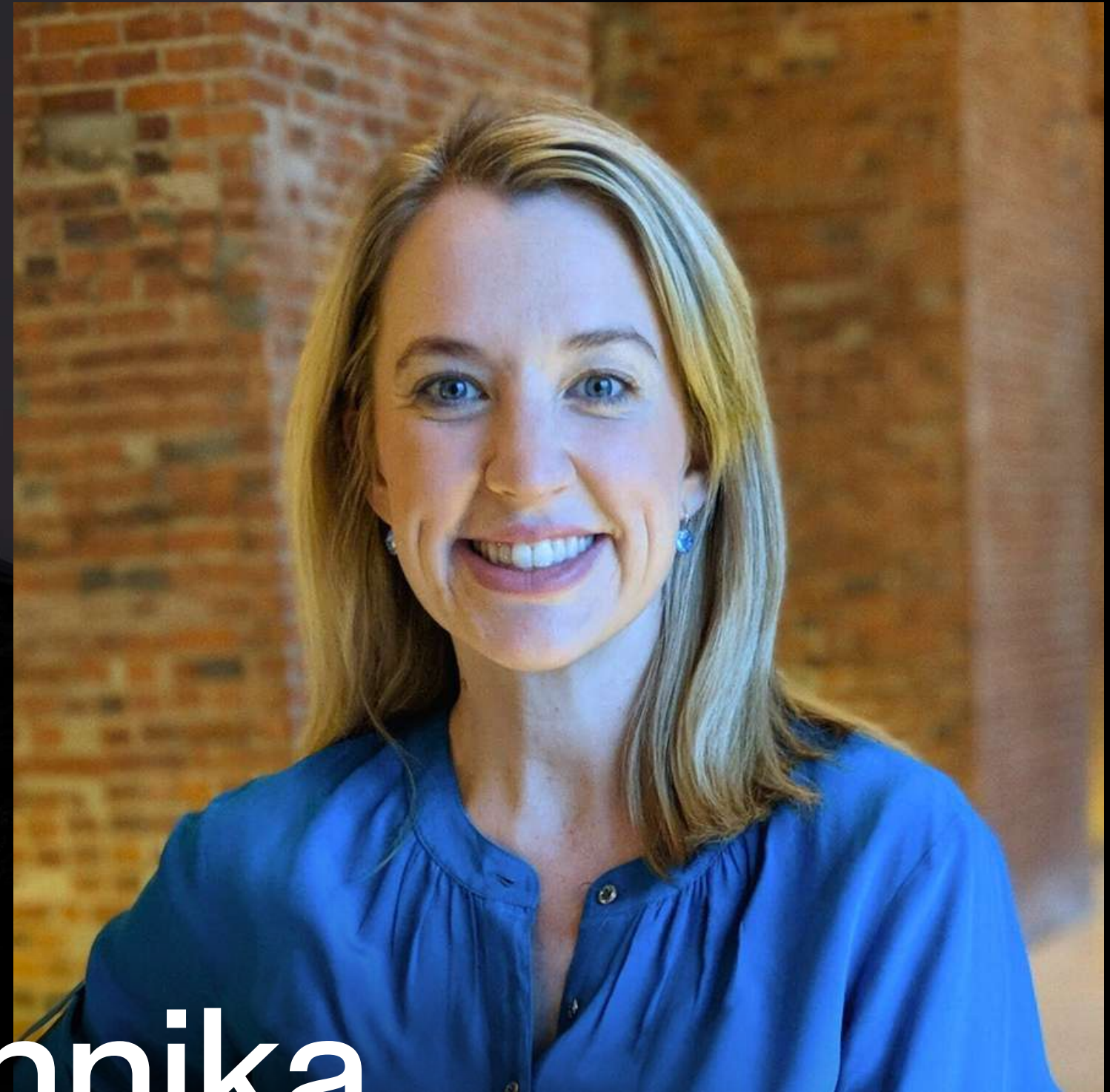
**Susan
Uthayakumar**

Prologis



PROLOGIS

Special Honor



Annika Dubrall

Tiffany & Co.

TIFFANY & CO.

Special Honor



Ann Tracy

Colgate-Palmolive



Sustainable Supply Chain



Ara
Erickson

Weyerhaeuser



Peer
Award Winner



Jennifer
Motles

Philip Morris International



PHILIP MORRIS
INTERNATIONAL

20 Nominees

These leaders represent a broad spectrum of sectors, each finding innovative ways to tackle sustainability issues. Their efforts aren't just shaping their companies, but also setting new standards for what it means to drive change in today's world.

A – Z





4y 3m
in the company

Aditi Mohapatra

Vice President, Global Social Impact
and Sustainability



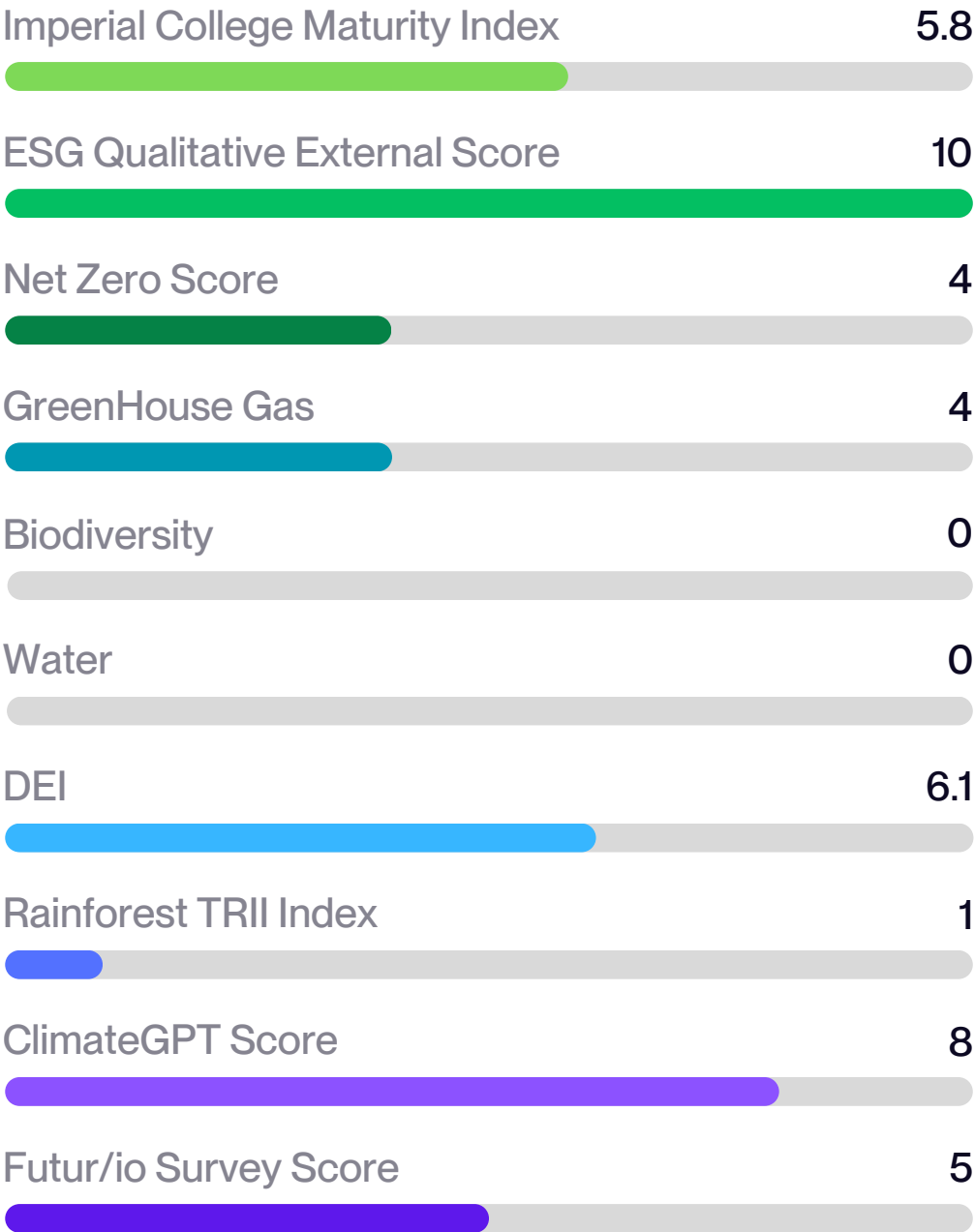
Expedia Group



Net Zero by:
2040

[Sustainability report ↗](#)

20 Nominees



With more than 15 years of experience in corporate responsibility and sustainability, Aditi Mohapatra brings a unique perspective shaped by her work across ESG investing, corporate strategy, and cross-sector partnerships. She is passionate about harnessing business as a driver for positive social and environmental impact, with a career that bridges finance, consulting, and corporate leadership. At Expedia Group, she champions the company's belief that "travel is a force for good" by leveraging its platform, data, and partnerships to shape a more inclusive and sustainable travel industry.

Before joining Expedia Group, Aditi served as Managing Director at BSR, where she led the organization's global work on women's empowerment and advanced diversity and inclusion initiatives across industries. Earlier in her career, she was part of Calvert Investment Management, a pioneer in sustainable investing, where she focused on ESG research and corporate engagement, particularly on gender equality and governance.

Aditi holds an MBA in Finance from George Washington University and a B.S. in International Economics from the University of Florida.



12y 2m
in the company

Ann Tracy

Chief Sustainability Officer



Colgate-Palmolive

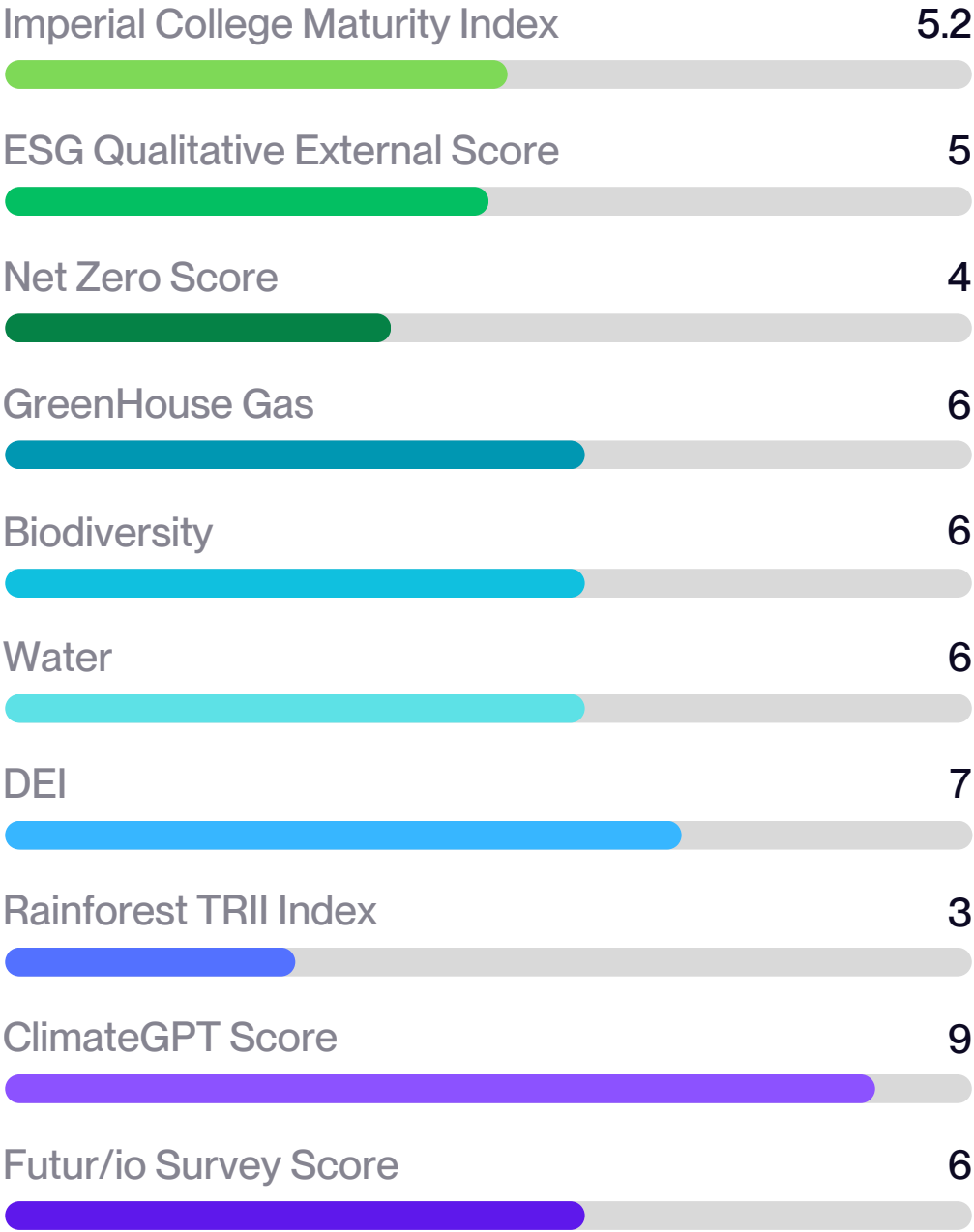


Net Zero by:
2040

[Sustainability report ↗](#)



20 Nominees



As Colgate-Palmolive's Chief Sustainability Officer Ann is a member of Colgate's Sr. Leadership team and leads Colgate's Global Sustainability strategy and key initiatives, integrating a strong technical foundation across our enterprise Sustainability & Social Impact Strategy Core Ambition pillars - Driving Social Impact, Helping Millions of Homes and Preserving our Environment.

Ann holds a BA degree in Applied Science, a BS degree in Mechanical Engineering, and a Master's of Engineering degree in Manufacturing Systems. Most recently Ann has completed a Certificate in Business Sustainability Management from the University of Cambridge Institute for Sustainability Leadership.

She currently serves as the Chair of the Board of the UNGC Network USA and is newly appointed to the GHG-Protocol Steering committee.



3y 3m
in the company

Annika Dubrall

Director and Head of Sustainability



Tiffany & Co.

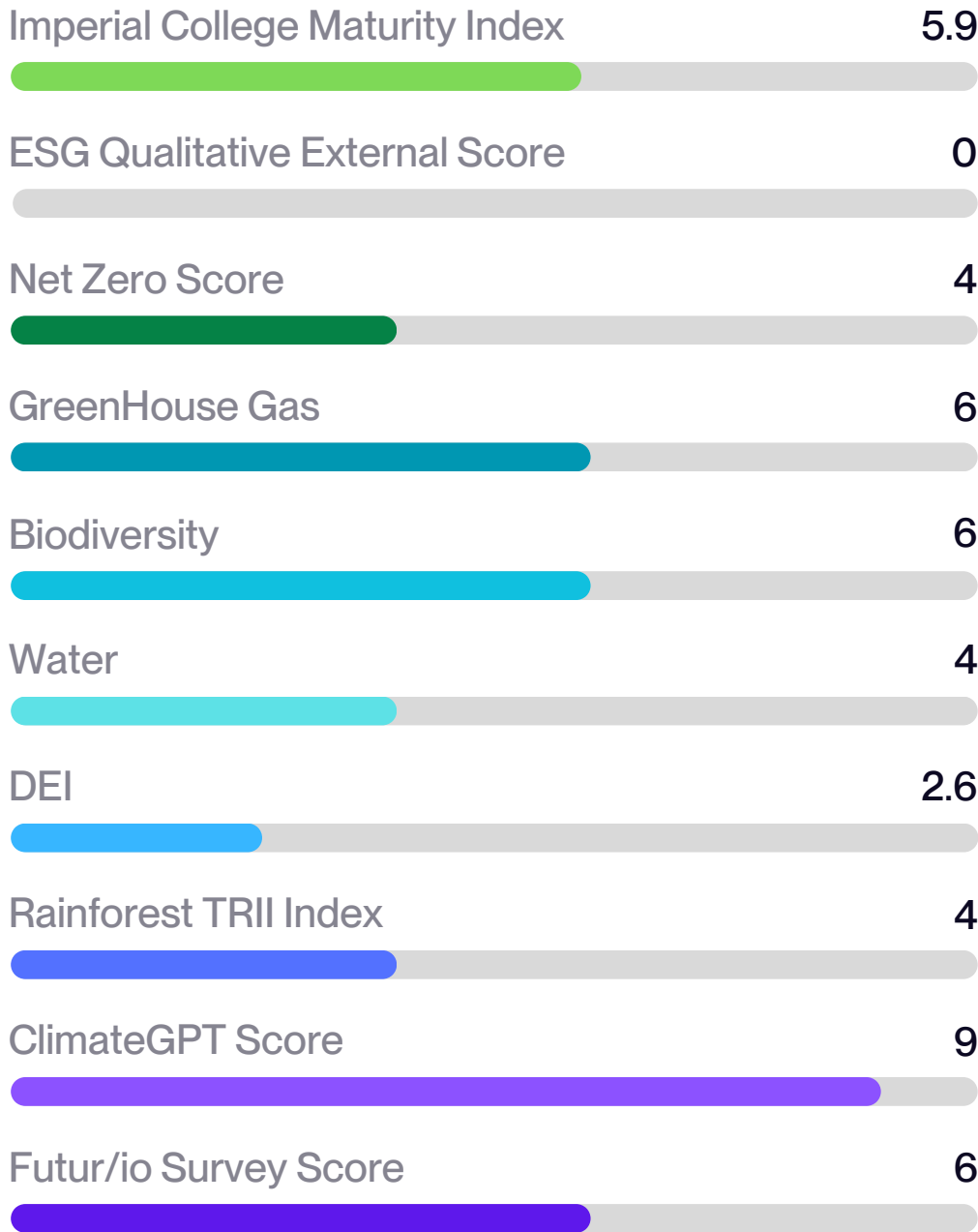
Net Zero by:
2040

TIFFANY & CO.

[Sustainability report ↗](#)



20 Nominees



Annika Dubrall is proud to lead the Sustainability & Philanthropy team at Tiffany & Co., focused on Climate, Product Traceability & Ocean Conservation.

At Tiffany & Co. sustainability lies at the heart of everything we do. We are dedicated to protecting the natural world by taking bold action on climate change and conservation. We strive to set the standard for sustainable luxury, from sharing the origins of our primary raw materials to investing in the artisans who craft our jewelry. Since 2000, The Tiffany & Co. Foundation has awarded over USD \$100 million to support organizations around the world in the areas of coral conservation, responsible mining, urban parks and the decorative arts. As The Tiffany & Co. Foundation enters its third decade we are committed to protecting oceans. The Foundation supports organizations that work to drive large scale marine protection, coral conservation and blue carbon exploration.

As a Sustainability & Philanthropy leader, I love solving tough challenges and collaborating across functions and cultures to build strategic plans that stick. I partner with diverse stakeholders to create robust multi-year roadmaps intended to drive shared commercial, environmental and social benefit. At Tiffany & Co., I am thrilled to draft sustainability strategies that draw on the strength and legacy of craftsmanship, proving that luxury and sustainability can co-exist and thrive.



13y 7m
in the company



20 Nominees

Ara Erickson

Vice President
Corporate Sustainability



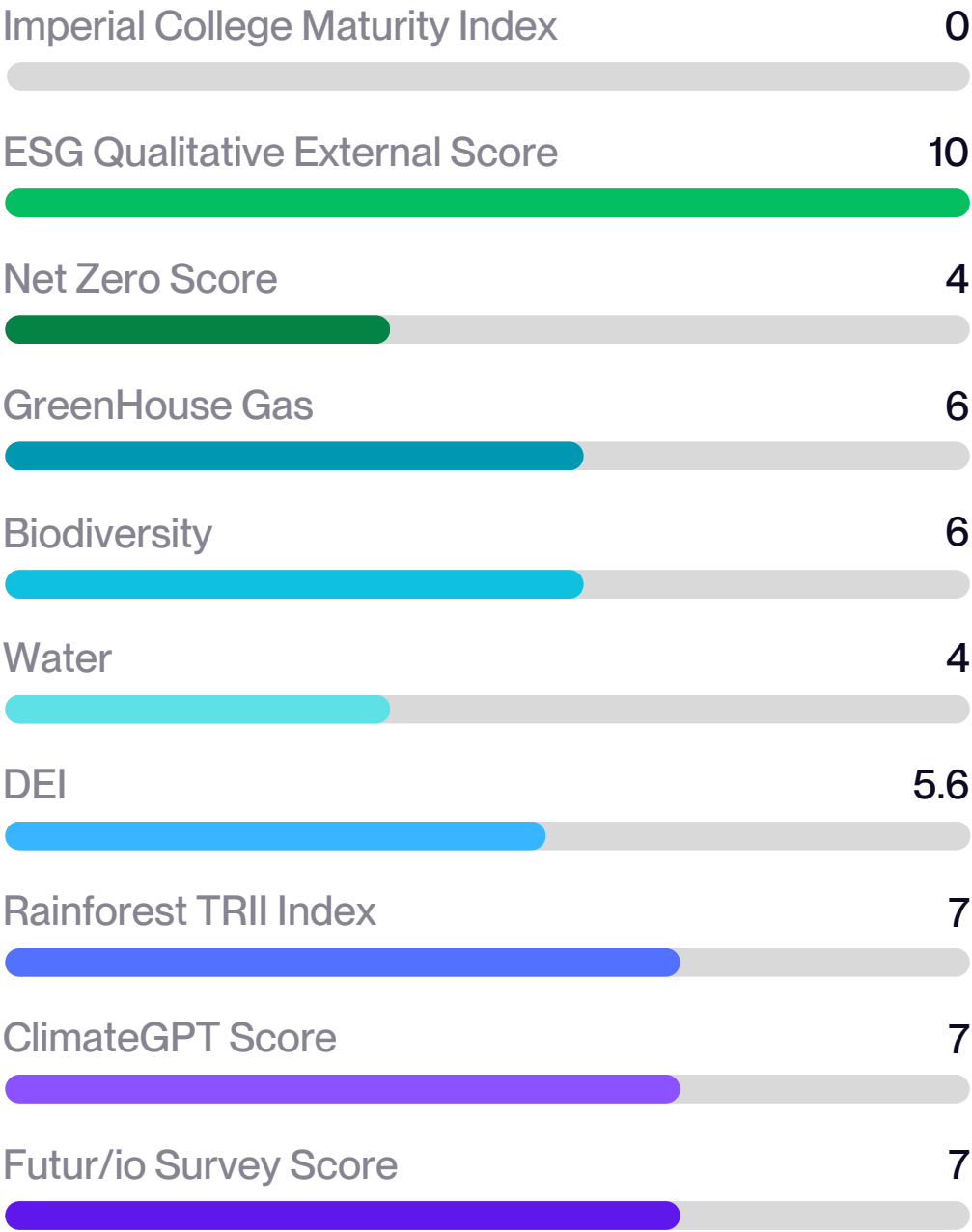
Weyerhaeuser



Weyerhaeuser

Net Zero by:
2040

[Sustainability report ↗](#)



Ara Erickson is the Vice President of Corporate Sustainability at Weyerhaeuser, the largest private timberland owner in the U.S. and one of the largest sustainable forest product companies in the world.

In this role, Ara leads the comprehensive, company-wide sustainability strategy for Weyerhaeuser as well as the corporate sustainability team.

Ara believes that Weyerhaeuser has a unique responsibility and unmatched ability to provide nature-based solutions that mitigate the impact of climate change and benefit the environment and the communities closest to forests. She leads the company's efforts to create and implement broad support for nature-based climate solutions, including the role of sustainable products in ensuring housing for all and ensuring rural communities are thriving places to work and live.

Ara is the board chair for American Forests, the oldest national conservation nonprofit in the United States, a steering committee member of the World Business Council for Sustainable Development's Forest Solution Group, and a founding member of Women's Forest Congress. Ara received her M.S. in Forest Resources from the University of Washington and her B.S. in Resource Management from the University of California, Berkeley.



2y 9m
in the company



20 Nominees

Anu Piduru

Senior Director - Sustainability

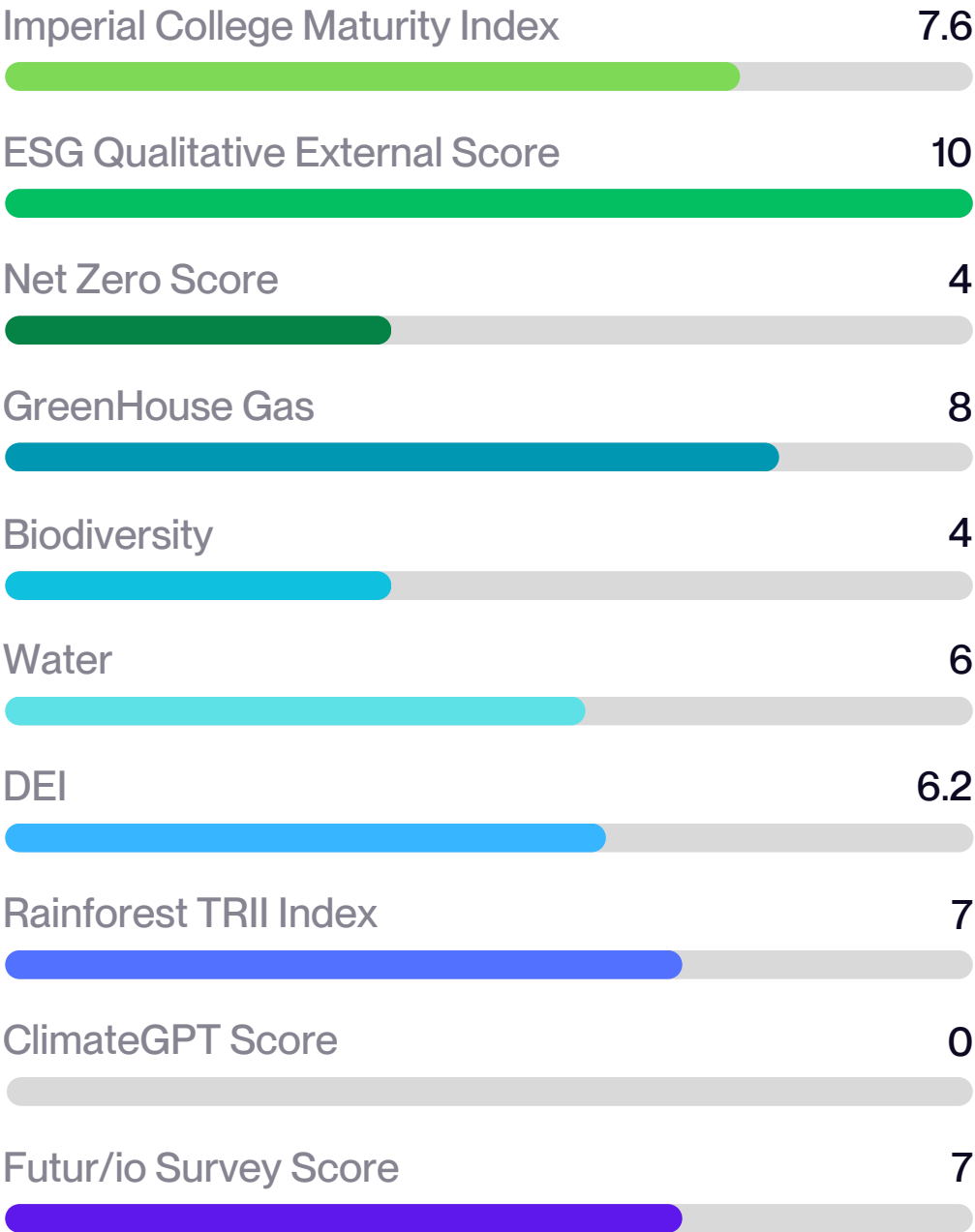


Carter's



Net Zero by:
2040

[Sustainability report ↗](#)



Anu Piduru is the Senior Director of Sustainability at Carter's, the largest branded marketer in North America of baby and children's apparel. She leads Carter's environmental sustainability strategy and heads the company's ESG reporting efforts, including voluntary and regulatory reporting.

Over the course of Anu's nearly 20-year career, she has amassed sustainability and environmental compliance experience in the aviation and retail industries, including waste reduction and management and decarbonization. Prior to her role at Carter's, she worked in sustainability and environmental compliance for Delta Air Lines for nearly 15 years.

She has served her local community as a board member for organizations focused on water resource preservation and landfill diversion. She is currently on the board for Atlanta, Georgia's LiveThrive organization, which owns and operates the Centers for Hard to Recycle Materials, and she serves on the Executive Committee for the Leukemia and Lymphoma Society's annual Light the Night walk in Atlanta.

Anu earned her BS in Civil and Environmental Engineering and so has been dedicated to the environment from a young age.

She enjoys spreading awareness and education around sustainability, especially to her three children.



4y 3m
in the company

Caitlin Leibert

Vice President of Sustainability



Whole Foods Market

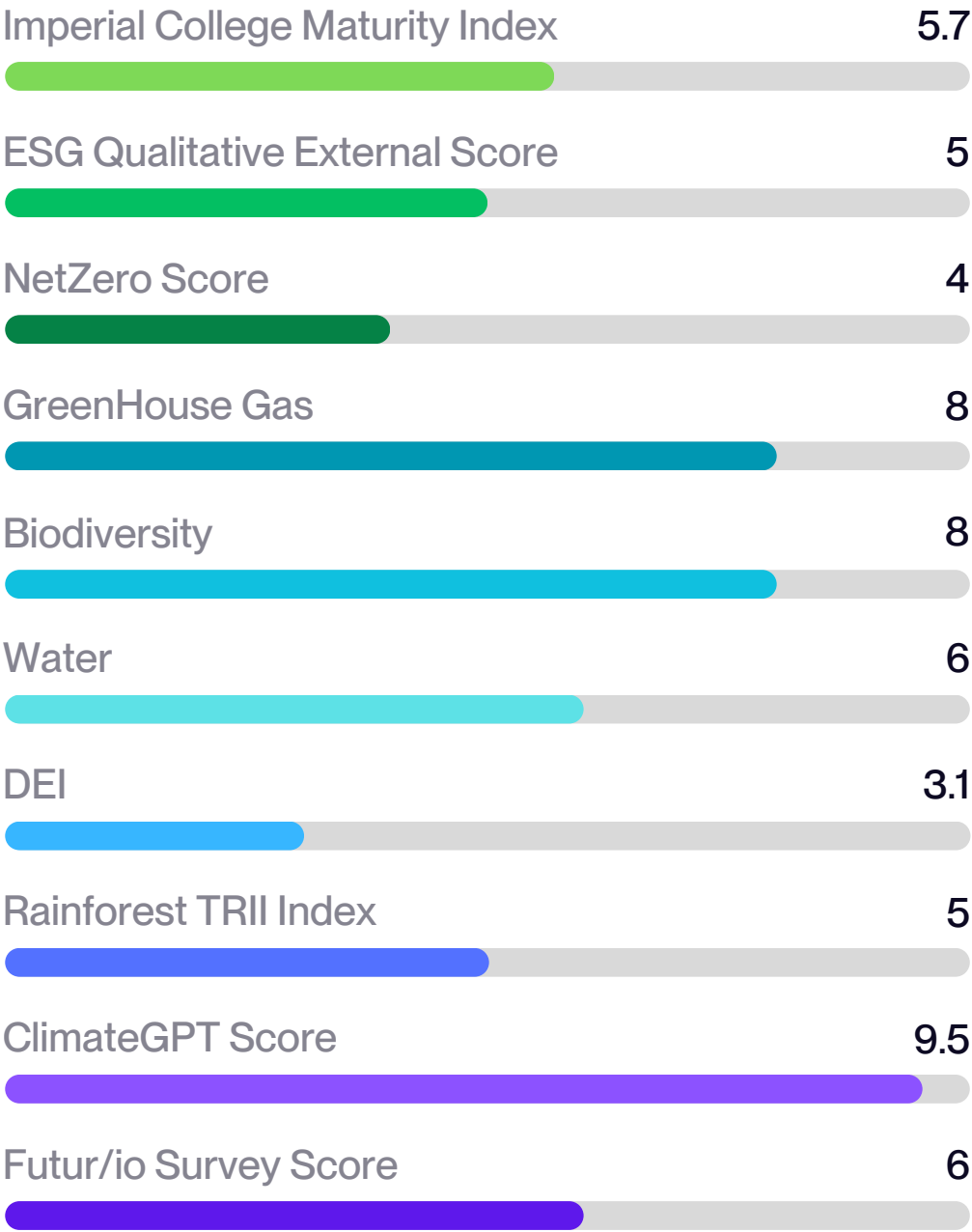


Net Zero by:
2040

[Sustainability report ↗](#)



20 Nominees



Caitlin is a passionate believer in the potential that food has to change the world. As Vice President of Sustainability for Whole Foods Market, Caitlin is responsible for creating and implementing the company’s sustainability vision and strategy in more than 540 stores worldwide.

From climate strategy, to waste reduction, to water and land stewardship, Caitlin works to improve Whole Foods Market’s impact as a company and plays a key role in helping the company achieve its purpose of nourishing people and the planet. Caitlin joined Whole Foods Market in July of 2021, after over a decade of leading Sustainability for Chipotle Mexican Grill.

Caitlin received her BA in journalism from the University of New Hampshire and earned her Masters in Sustainability Leadership from the University of Cambridge. She is in the process of getting her PhD in Sustainability Education with a focus on Environmental and Social Justice from Prescott College in Arizona.



8y 11m
in the company

20 Nominees

Carrie Sabin

SVP Corporate Sustainability

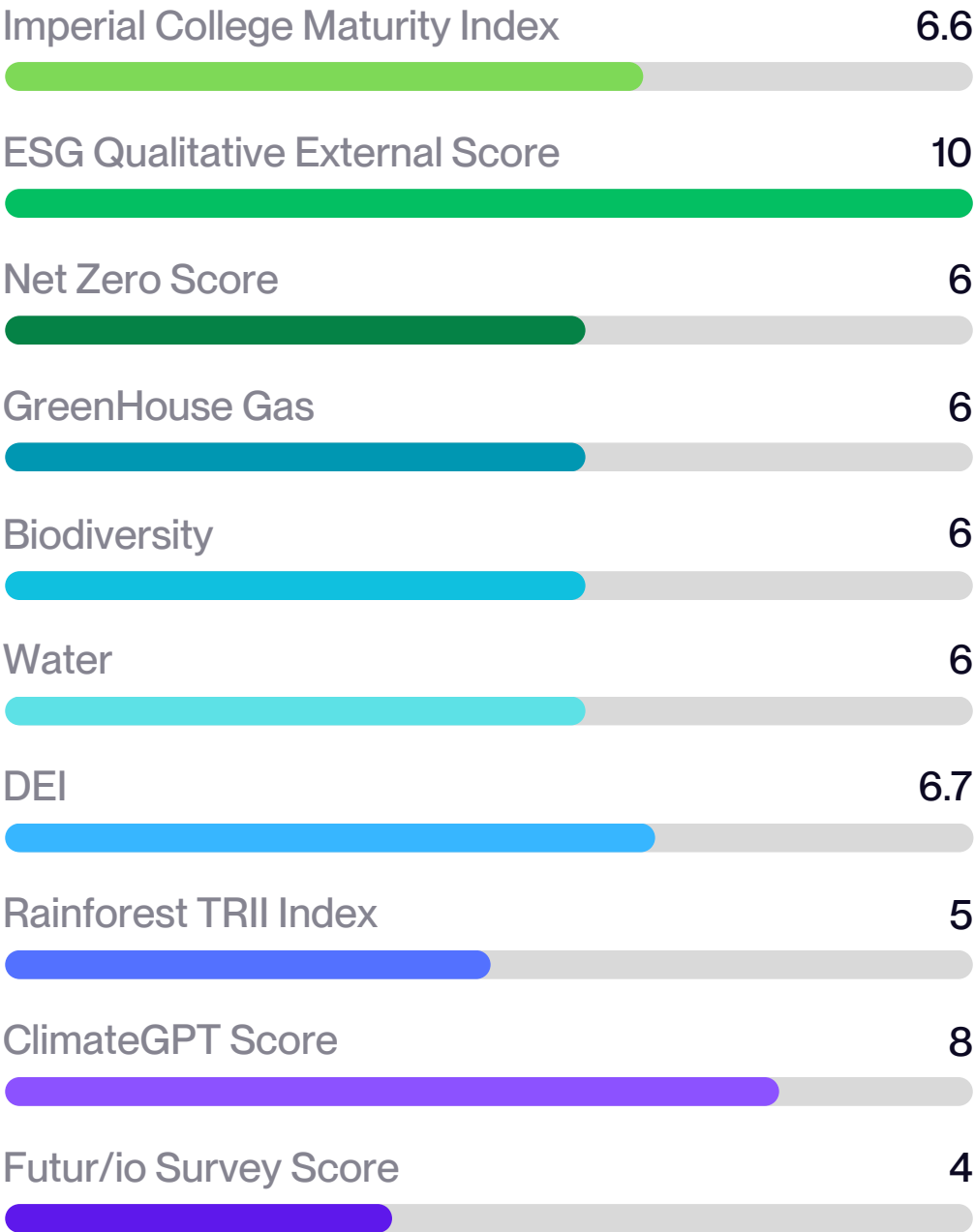


Stantec



Net Zero by:
2030

[Sustainability report ↗](#)



With more than three decades of experience in sustainability, operations, and community engagement, Carrie Sabin is committed to advancing climate action and social equity and focuses on effective change management and respect of cultural norms.

Carrie has lived and worked in Latin America and led global project teams, bringing an international perspective to her work in change management and sustainable business practices. Her credentials include an MBA in International Business, a Master’s Certificate in Sustainability, and recognition as an Envision Sustainability Professional.

Throughout her career, Carrie has been dedicated to building practical solutions that balance business value with long-term social and environmental impact.



3y 6m
in the company

20 Nominees

Deanna Bratter

Chief Sustainability Officer

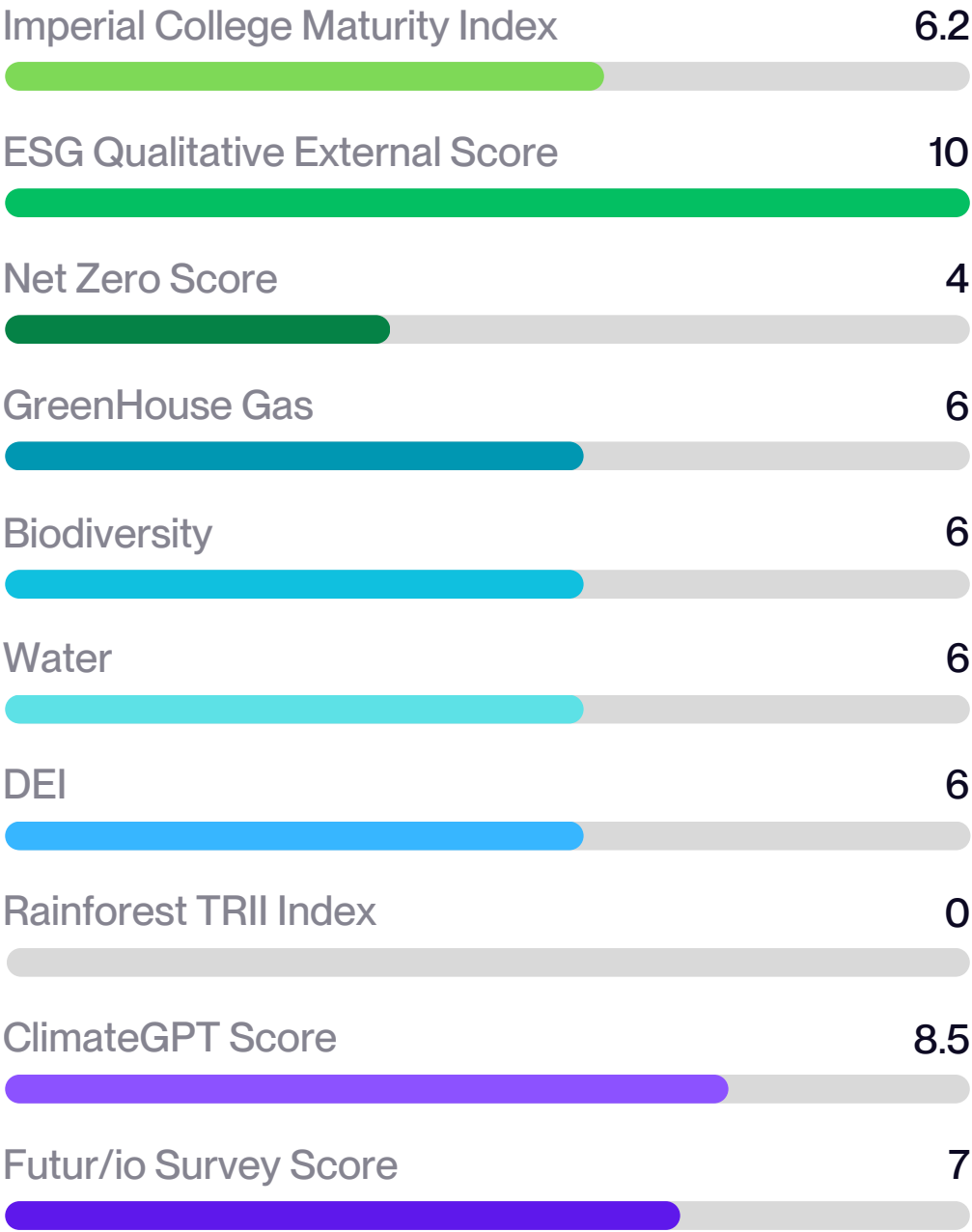


Crocs



Net Zero by:
2040

[Sustainability report ↗](#)



Since joining in 2022, Deanna has championed a holistic approach to sustainability, advancing circularity, environmental and social responsibility, and corporate governance initiatives that reflect Crocs’ commitment and vision to Create a More Comfortable World for All.

Before Crocs, Inc., Deanna held the role of Vice President of Sustainable Development (One Planet. One Health / Mission & Purpose) at Danone North America, where she led the organization’s strategy to address climate change, advance responsible sourcing, restore natural ecosystems, improve sustainable packaging, and support people and communities.

Her extensive background, along with dual degrees from the University of South Florida and certifications from Harvard Business School and the University of Denver, equips her to align bold business strategies with long-term impact. Deanna’s leadership is rooted in the belief that sustainability is not just a business imperative, but that business is a critical force in driving change toward a more inclusive, sustainable, and regenerative economy for all.



15y 4m
in the company

20 Nominees

Erik Hansen

Chief Sustainability Officer

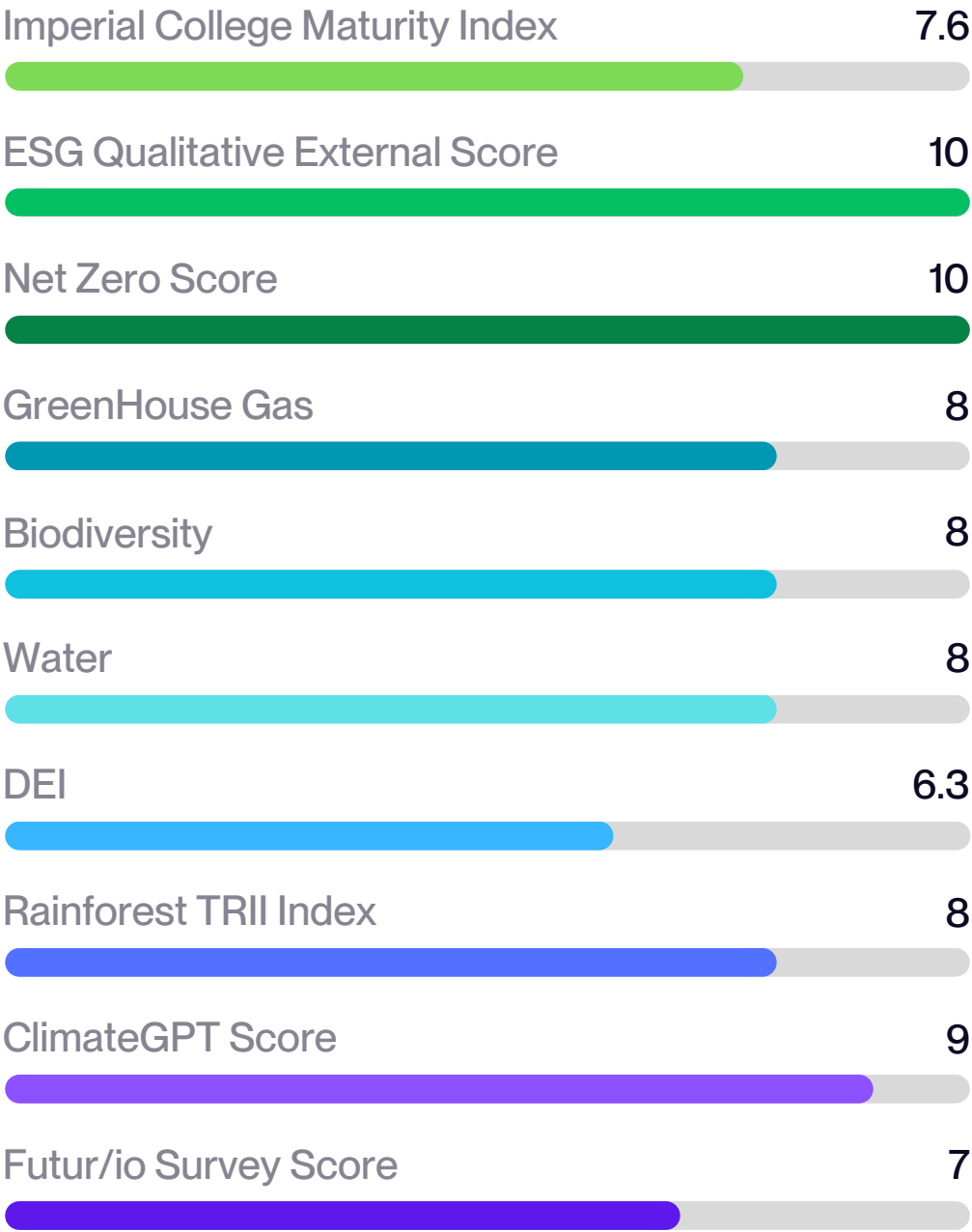


Workday



Net Zero by:
2021

[Sustainability report ↗](#)



Erik leads the company's global sustainability efforts. He is responsible for the development and implementation of sustainability strategies across Workday's operations and workplace. His responsibilities range from renewable energy procurement to development and implementation of the company's 1.5°C science-based targets to external environmental, social, and governance (ESG) reporting. Under his leadership, Workday announced a goal of net-zero carbon emissions by 2021 and a commitment to use 100 percent renewable electricity across global operations, which the company achieved one year early in 2020.

Prior to joining Workday in 2010, Erik worked at EY for seven years advising clients in IT risk management.

Erik holds an MBA in Sustainable Management from Presidio Graduate School and received his bachelor's degree in Business Administration from California Polytechnic University, San Luis Obispo.



5y
in the company

Emma Stewart

Sustainability Officer

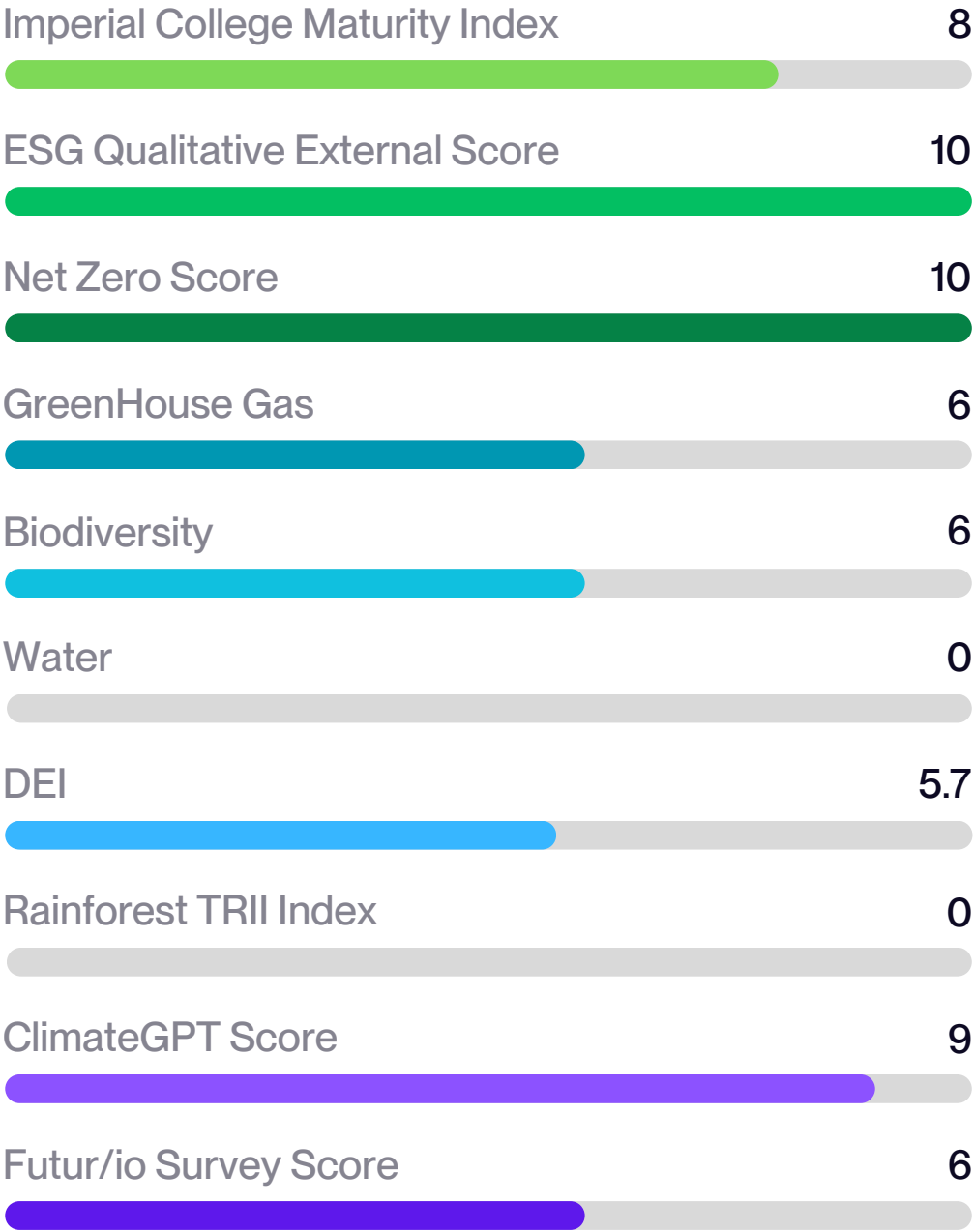


Netflix



Net Zero by:
2022

[Sustainability report ↗](#)



20 Nominees

Emma Stewart, Ph.D., is Netflix’s first Sustainability Officer, where she works to achieve net zero carbon emissions, raise environmental awareness through awareness through film and television series, and drive climate action among Netflix’s global audience. She previously led urban energy and climate initiatives at the World Resources Institute, served on the U.S. Green Building Council Board, and taught at UC Berkeley and Stanford business schools. She holds a Ph.D. from Stanford and a B.A. with Honors from Oxford University.

Throughout her career, she helped many Fortune500 companies in developing sustainability strategies, advised start-ups, led research at top NGOs and think tanks, and served on Boards of Directors. She also pioneered the “Intrapreneurship for Sustainability” courses at Stanford and UC Berkeley and developed the first global methodology for “science-based targets,” a concept now adopted by over 10,000 companies.

Selected as an Aspen Institute Fellow, her work appeared in top publications like The Economist, The Wall Street Journal, and The New York Times. She has been named a “Badass Woman in Sustainability” by GreenBiz, a “top 3 speaker” by The Economist Summits, one of FORTUNE’s “most powerful women under 45,” and one of the “Top 10 Women in Sustainability” by American Builders.



Helene V. Gagnon

Chief People and
Sustainability Officer



CAE Inc.



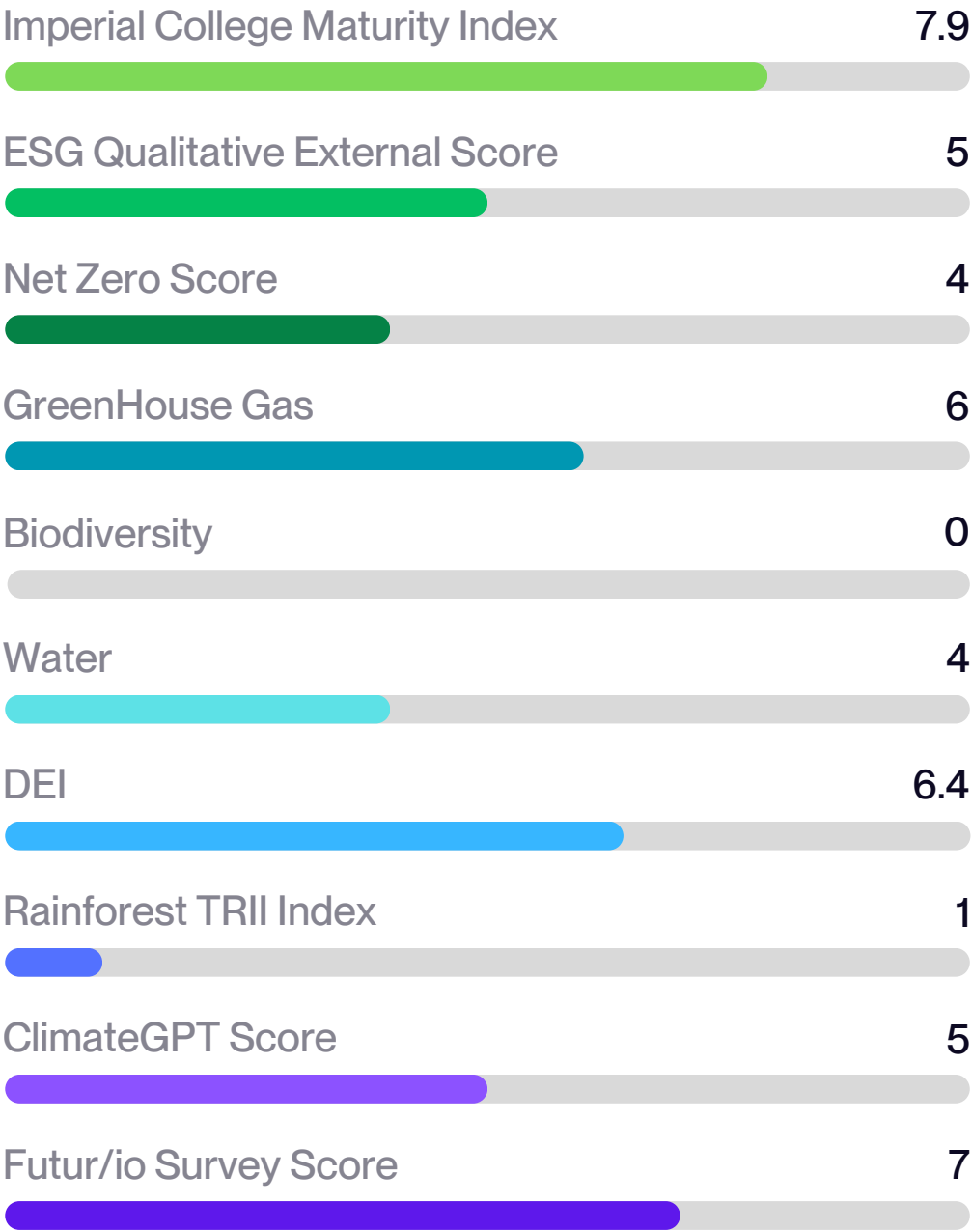
Net Zero by:
2040

[Sustainability report ↗](#)

10y 8m
in the company



20 Nominees



Hélène V. Gagnon is Chief People and Sustainability Officer at CAE and is a member of the Executive Management Committee. In her role, Hélène leads all aspects of the company’s Human Resources organization globally, while harnessing the power of our people and creating an exceptional workplace. She acts as a role model and driver of CAE’s innovative, inclusive and collaborative culture, and is a strong advocate of CAE’s people as one of the company’s most competitive advantages.

Hélène also leads CAE’s sustainability, environment, health and safety and social impact strategy across CAE’s worldwide operations, and as a true business partner, helps CAE fulfill its strategic objectives and mission of making the world safer and more sustainable. She is accountable for CAE’s global communications with employees, media and other stakeholders as well as collaboration, government programs (R&D) and academic partnerships.

Before joining CAE in 2015, Ms. Gagnon worked for 11 years at Bombardier, the last eight as Vice President, Public Affairs, Communications, Corporate Social Responsibility and Achieving Excellence System for Bombardier Aerospace, at the time, the third largest civil aircraft manufacturer. From 2003 to 2007 she was Senior Director of Public Affairs at Bombardier Transportation.



17y 2m
in the company

Jackie Jung

VP, Global Operations
Strategy & Planning, Corporate Sustainability

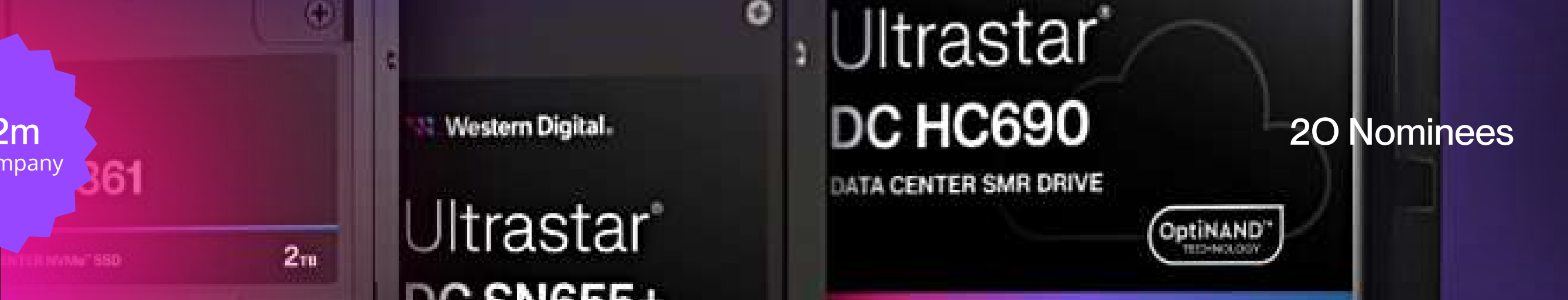


Western Digital

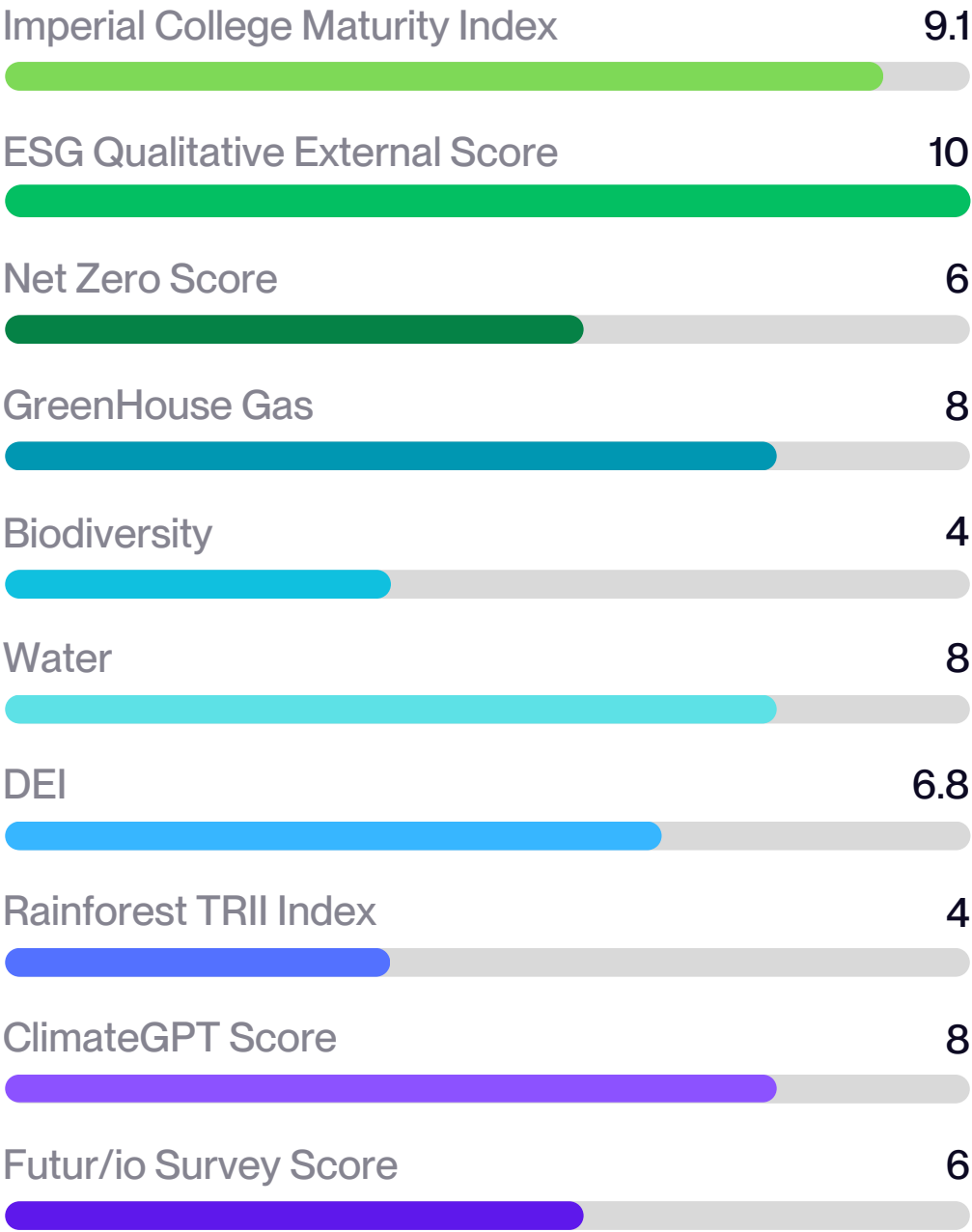


Net Zero by:
2032

[Sustainability report ↗](#)



20 Nominees



Jackie leads the company's enterprise-wide sustainability agenda and operational transformation. Under her leadership, Western Digital collaborated with industry partners, pioneered the first large-scale recovery of rare earth metals from data center electronic waste in the U.S., setting a new benchmark for sustainable impact.

Jackie is responsible for driving initiatives that decarbonize operations and the entire value chain, advancing circularity innovation, and reporting progress across emissions, waste, and water reduction. Western Digital has achieved measurable progress toward all publicly committed sustainability goals. Jackie is a passionate leader with a proven track record of achieving world-class impact through technology adoption, business process excellence, and cultural change. She immersed herself in Western Digital's factories, a hands-on approach that helped earn seven World Economic Forum "Lighthouse" recognitions for deploying Fourth Industrial Revolution technologies, advancing sustainable manufacturing practices, upskilling the workforce, and achieving operational excellence. Widely recognized as an industry expert, Jackie serves on the World Economic Forum's Global Future Council for Advanced Manufacturing and Value Chains and the executive committee of the U.S. Center for Advanced Manufacturing. Jackie holds a Master of Science in Chemical Engineering from Stanford, a Bachelor of Science in Chemical Engineering from UCLA, and completed executive education at Stanford's Graduate School of Business.



Jennifer Motles
Chief Sustainability Officer

Philip Morris International

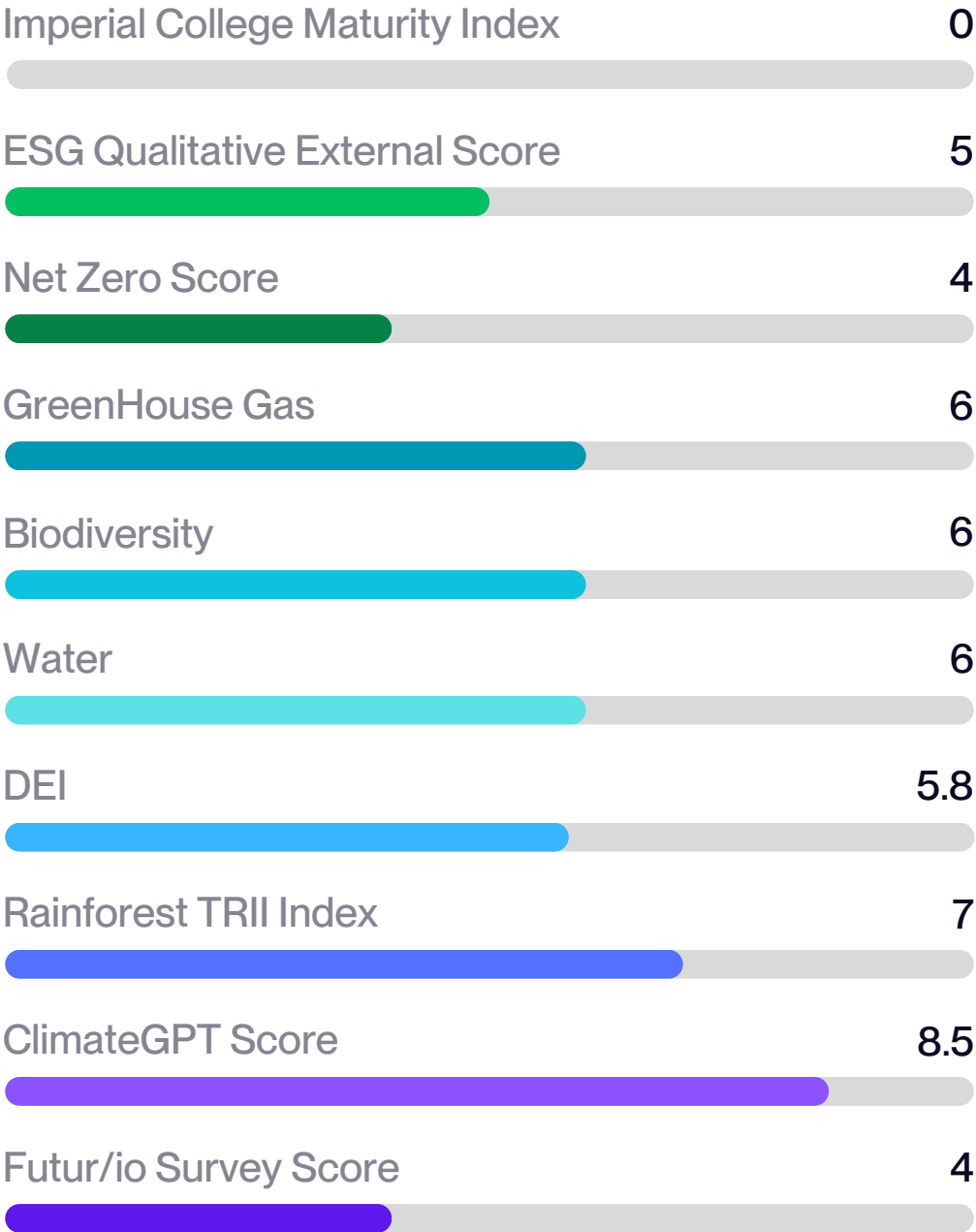

PHILIP MORRIS
INTERNATIONAL

Net Zero by:
2040

[Sustainability report ↗](#)

10y 5m
in the company

20 Nominees



Jennifer Motles joined Philip Morris International (PMI) in 2015 and has served as the company's Chief Sustainability Officer (CSO) since October 2020. In this role, she orchestrates the company's ambitious sustainability agenda as it seeks to have a net positive impact on society.

In her tenure with PMI, Jennifer has helped craft the company's statement of purpose and expanded its sustainability strategy. As CSO, Jennifer is standardizing how PMI measures and reports on sustainability performance while accelerating the pace of the company's sustainability initiatives, including bringing forward its carbon neutrality targets to decarbonize its direct operations by 2025 and its entire value chain by 2040. Jennifer also spearheads the company's annual Integrated Report, which communicates the progress PMI is making toward its sustainability aspirations, including its transformation to accelerate the end of smoking. She led the development of PMI's KPI Protocol, made publicly available in 2022, which aims to provide further transparency on the key metrics used to measure how the company is progressing towards achieving its purpose and creating value for shareholders and other stakeholders.

Jennifer holds a Juris Doctor degree from Universidad de Chile—Escuela de Derecho and a Master of Laws degree from University of California, Berkeley School of Law.



2y 9m
in the company

20 Nominees

Kate Heiny

Vice President of Sustainability

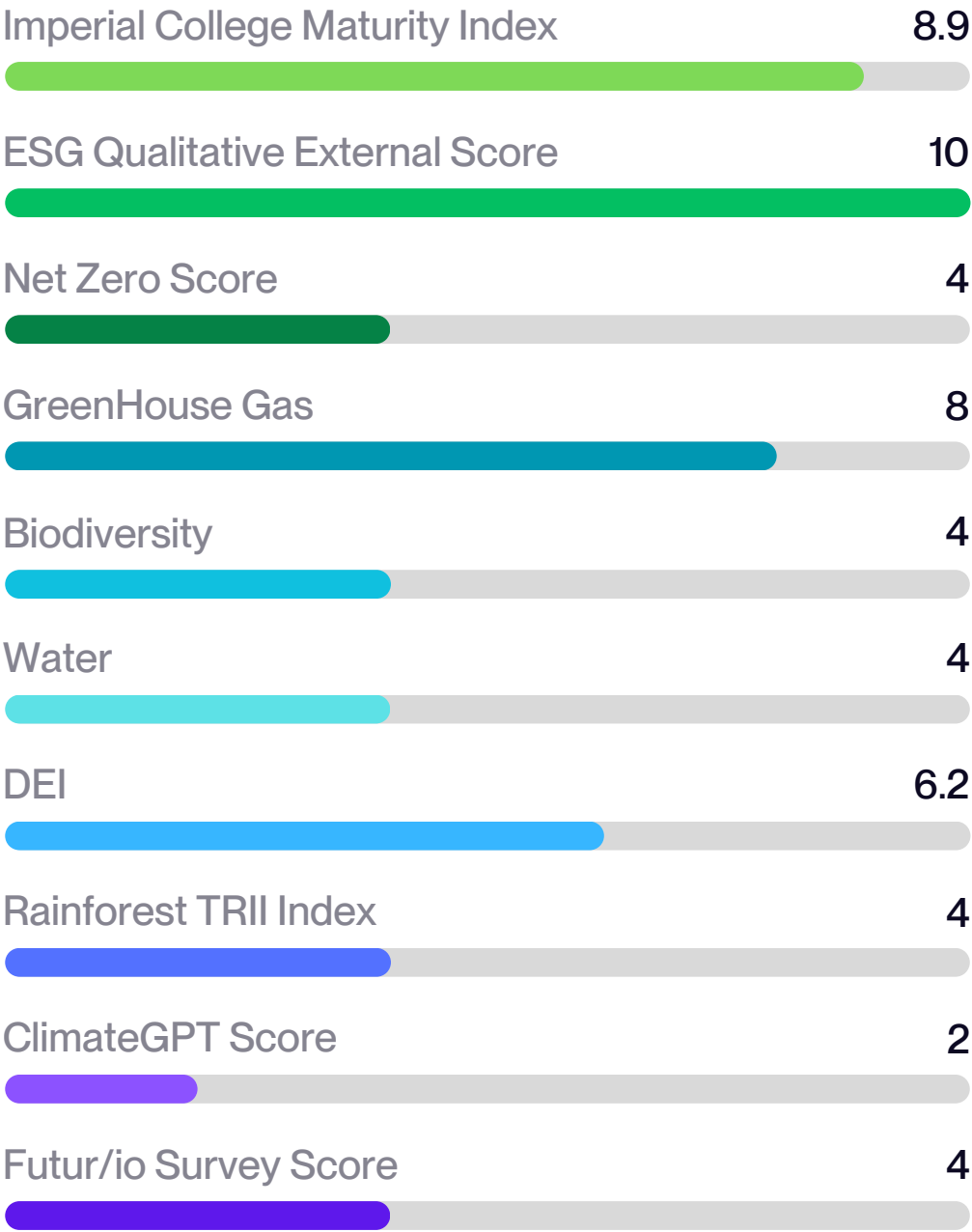


Booking Holdings



Net Zero by:
2040

[Sustainability report ↗](#)



As Vice President of Sustainability, Kate Heiny leads sustainability across Booking Holdings’ operations, products and communities. She is responsible for leading the company’s strategy to help build a more sustainable travel industry as a global leader in the industry, in addition to deepening strategic alignment and impact across the company’s brands. Her team’s remit includes programs focused on product innovation and partner support, as well as collaboration with stakeholders across the industry.

Kate joined Booking Holdings from Europe’s largest online fashion platform Zalando, where she served as the Director of Sustainability and Corporate Citizenship for over three years. During her tenure, she launched the company’s sustainability strategy, including publishing its first Corporate Digital Responsibility Report in cooperation with the German government, and moving to almost exclusively recycled and recyclable packaging materials. Prior to Zalando, Kate spent the early part of her career at Target Corporation before moving to Europe to serve as the Head of Global Sustainability at C&A, a retail apparel and fashion company.

In 2023, Kate was elected to the Global Sustainable Tourism Council’s Board of Directors, the organization responsible for establishing and managing global standards for sustainable travel and tourism. Throughout her career, Kate has been active on the Board of Directors at Higg Co, an integrated digital platform that enables brands, retailers, and manufacturers to accelerate their sustainability progress; the Sustainable Apparel Coalition, where she served as Chairwoman; and Organic Cotton Accelerator.



21y 9m
in the company

20 Nominees

Kellie Ballew

Chief Sustainability & Innovation
Officer

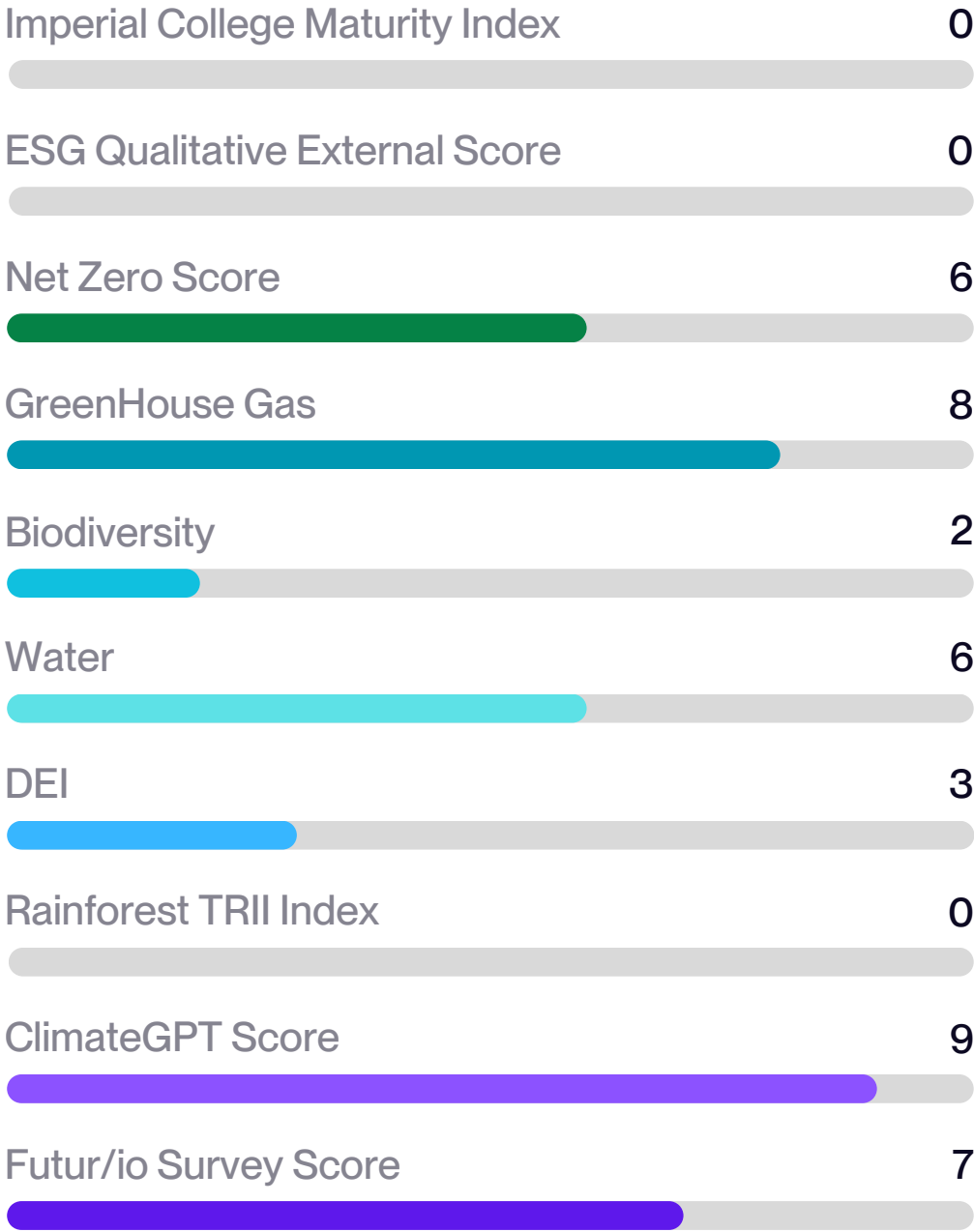


Shaw Industries



Net Zero by:
2030

[Sustainability report ↗](#)



As Chief Sustainability & Innovation Officer at Shaw Industries Group, Inc., Kellie Ballew leverages market insights and technical expertise to help drive sustainability and innovation throughout the company – fulfilling the company’s sustain[HUMAN]ability® strategy, which puts people at the heart of sustainability.

Over the course of her 25+ year career, Kellie has played critical roles in Shaw’s engineering, financial systems, and commercial technical development teams. Her early involvement with EcoWorx carpet tile and Shaw’s 20-year commitment to Cradle to Cradle® design philosophies have provided her with deep knowledge and illustrate her ongoing dedication to innovation. In addition, her detailed product chemistry and process knowledge is a unique attribute to Shaw’s sustainability and product stewardship team.

Kellie earned her Bachelor of Science in Industrial Engineering from Georgia Institute of Technology. She has been recognized locally and nationally for her contributions, including being named an Interior Design magazine 2024 HiP Award winner (Manufacturer for Greater Good). Kellie is a graduate of IGEL (Institute for Georgia Environmental Leadership) and currently a member of the organization’s board of directors. She is also a co-chair of the International WELL Building Institute’s WELL for Homes Advisory.



4y 6m
in the company

20 Nominees

Malisa Maynard

Chief Sustainability Officer

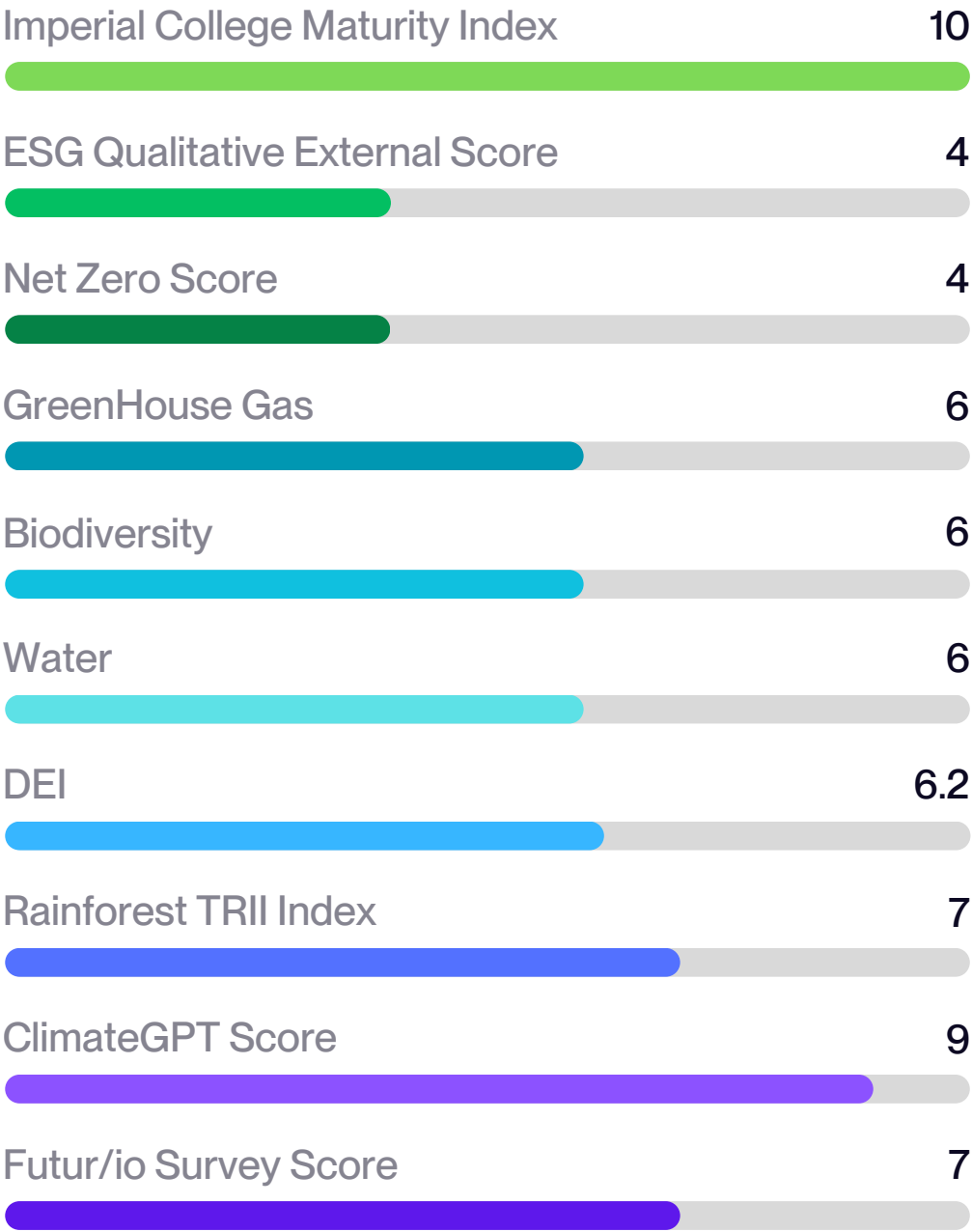


Mohawk Industries



Net Zero by:
2040

[Sustainability report ↗](#)



Malisa Maynard is the Chief Sustainability Officer at Mohawk Industries, the world’s largest flooring company.

Malisa leads Mohawk’s stewardship strategy to enhance the company’s overall performance. With three decades of experience in sustainability, her work focuses on driving product innovation and fostering operational improvement in a Fortune 500 environment.

Throughout her career, Malisa has served in sustainability leadership roles for numerous national trade organizations and believes collaboration is vital to learn from others and improve sustainability positioning.

Most recently, she contributed to the International Living Future Institute's Regenerative Materials Movement, where she shared insights into how her ethos of environmental stewardship and inclusivity was cultivated through her upbringing in the rugged landscapes of the Rocky Mountains in Montana.

Malisa harbors a profound appreciation for the impact of our present actions on our future trajectory, firmly believing that a regenerative, equitable and inclusive, climate-positive economy hinges on individuals driving transformative change.



Nicola Acutt
Chief Sustainability Officer

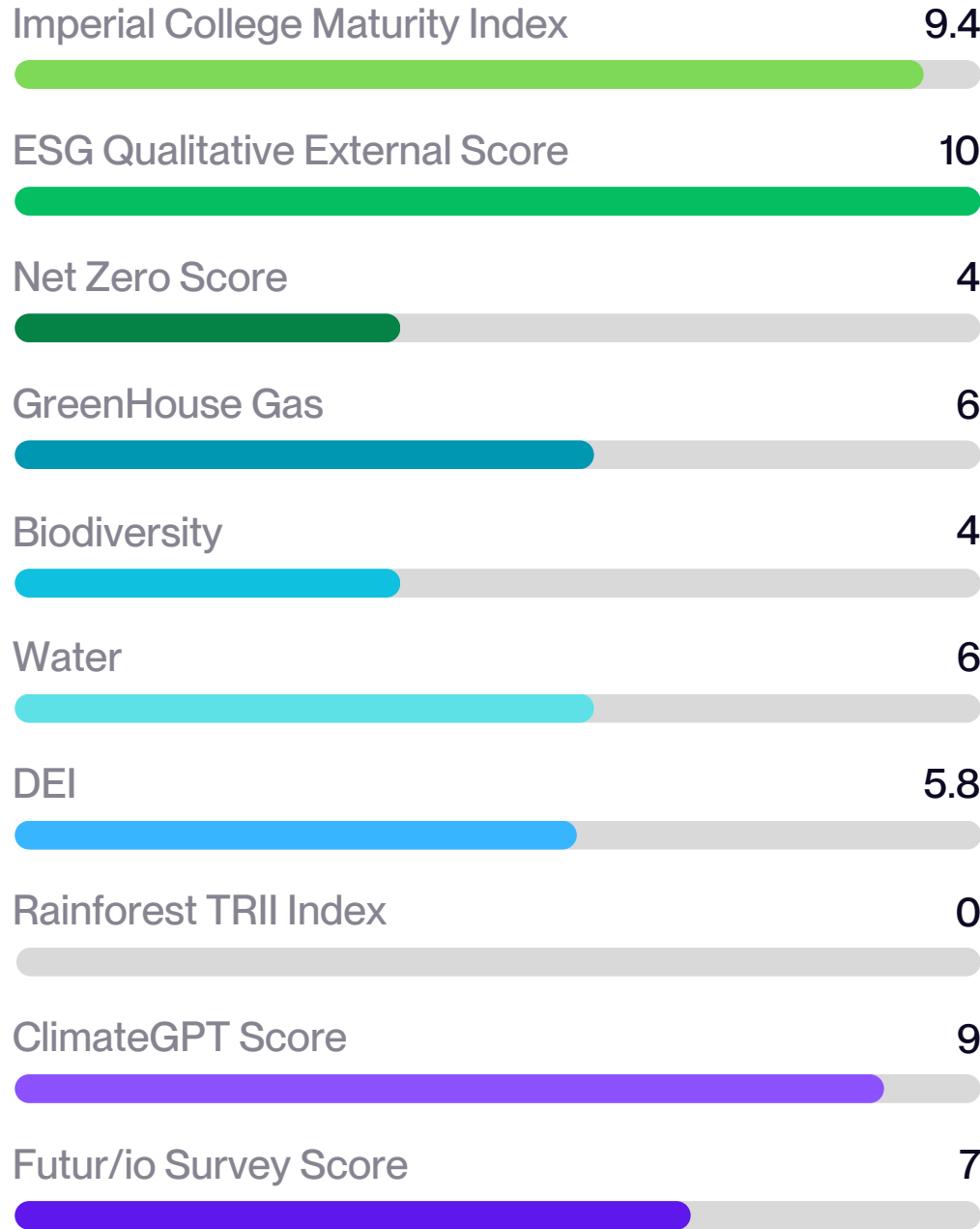
NetApp

Net Zero by:
2030



[Sustainability report ↗](#)

1y 4m
in the company



Nicola is an experienced sustainability professional with 20+ years of leadership at the intersection of business, technology, and sustainability. Nicola joined NetApp as its first Chief Sustainability Officer in June 2024. In this role, she focuses on integrating sustainability into strategy and operations, driving decarbonization across the value chain, and building a sustainable approach to intelligent data infrastructure.

Nicola joined NetApp after 14 years at VMware where was Chief Sustainability Officer. She has served as an advisor to climate technology start-ups and is actively engaged in leading professional networks including World 50 and the Aspen Institute. Nicola completed BS at the University of California, Berkeley and was awarded a Commonwealth Scholarship to complete a Ph.D. at the University of East Anglia in the UK.

20 Nominees



19y 3m
in the company

20 Nominees

Patrick Barron

Vice President, Corporate Citizenship
& Sustainability

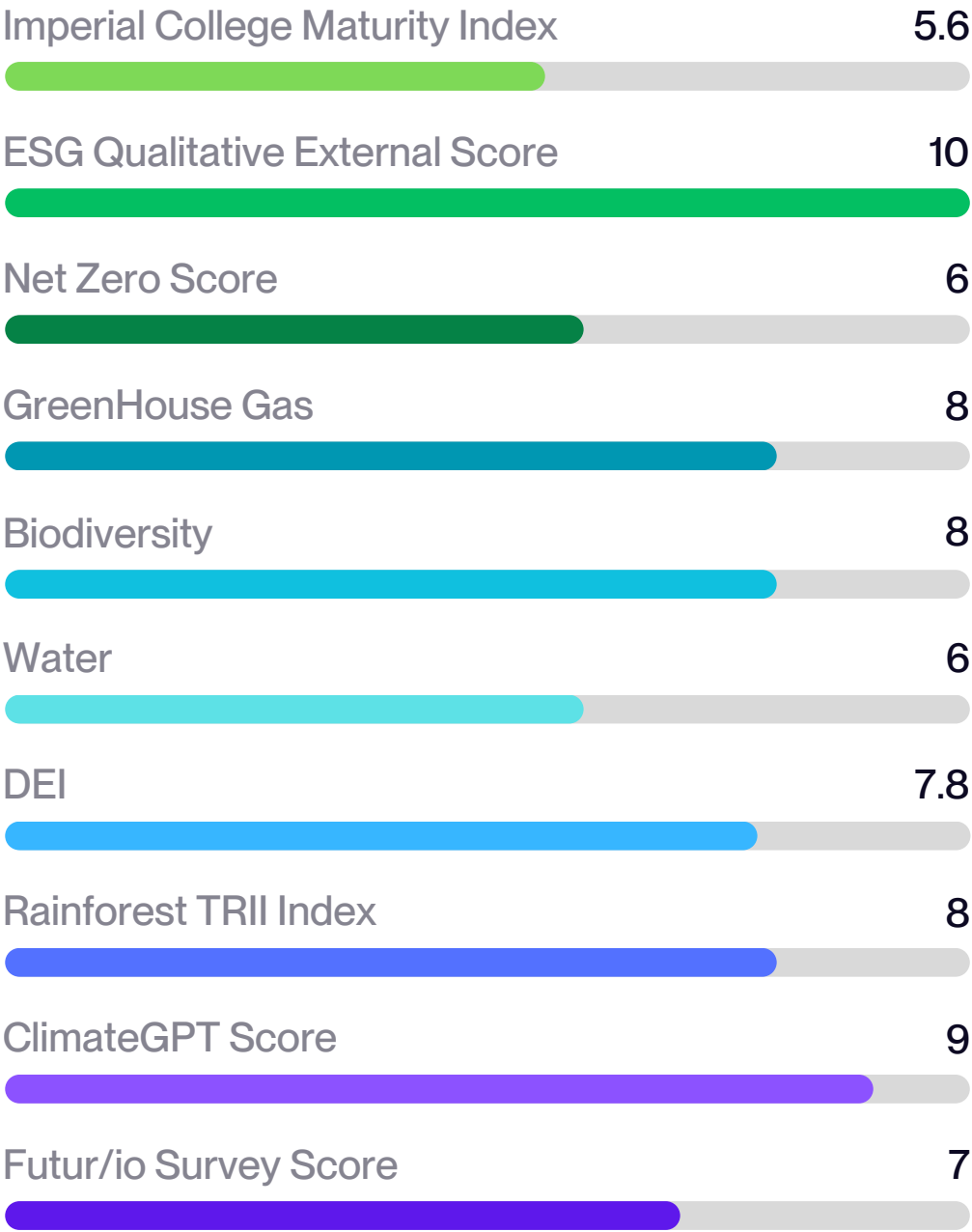


TELUS



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As Vice President of Corporate Citizenship, Sustainability, and ESG at TELUS, Patrick Barron leads the company's global strategy to drive sustainability and lasting social impact. He oversees the company's globally recognized programs, including TELUS Days of Giving, TELUS Community Boards, and Connecting for Good, which has helped more than 1.3 million people in underserved communities gain access to digital, social, and healthcare resources.

With nearly 25 years in the telecommunications industry, Patrick has built a career around aligning business growth with societal benefit. He has held leadership roles across People & Culture and Corporate Communications, guiding initiatives that have strengthened communities and advanced TELUS' position as a global leader in sustainability.

Under his leadership, TELUS continues to contribute more than 5% of pre-tax profits annually to social impact initiatives—an investment that has surpassed \$1 billion since 2000, alongside 1.8 million volunteer days from team members worldwide. Patrick's collaborative approach ensures that sustainability and social impact remain central to TELUS' mission of "giving where we live."



3y 9m
in the company

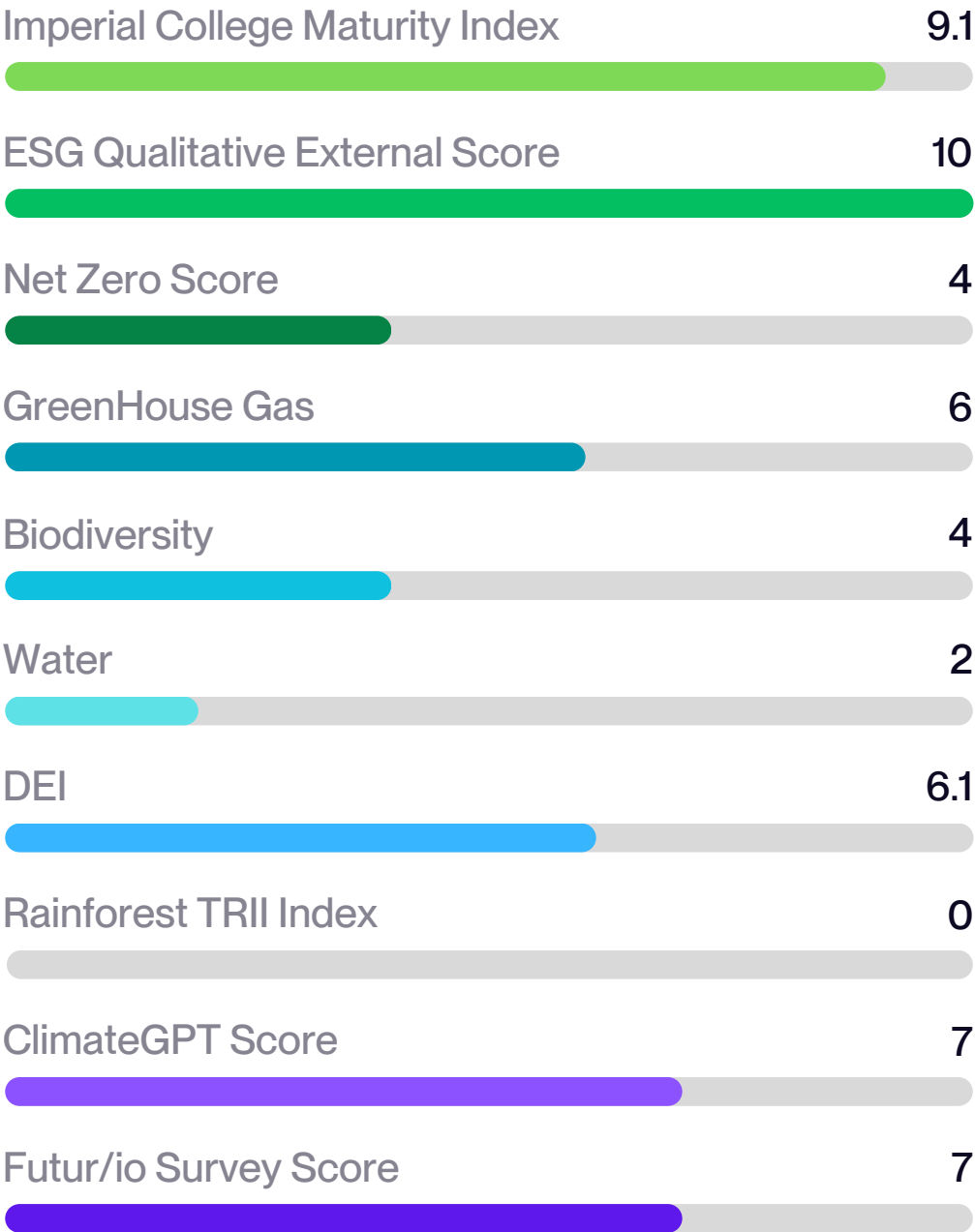
20 Nominees

Susan Uthayakumar
Chief Energy and Sustainability Officer



Net Zero by:
2040

[Sustainability report ↗](#)



Susan leads Prologis' customer-focused Energy, Mobility and Sustainability (EMS) business, ensuring alignment with enterprise strategic business objectives. Susan also leads Prologis' Global Impact and Sustainability team, overseeing the company's net zero strategy and social impact initiatives.

Focusing on driving Prologis' decarbonization strategy and solutions, Susan plays a critical role in future proofing the company's portfolio, helping to maintain its leading position in sustainability within the logistics real estate sector. Her work has brought impactful solutions to Prologis and the industry, earning her a place on Futur/io Institute's 2024 list of the Top 100 North American Chief Sustainability Officers as a leader in sustainable business innovation.

Prior to joining Prologis, Susan held various leadership positions at Schneider Electric, including most recently serving as president of the Global Sustainability Business Division and as CEO of Schneider Electric Canada. Throughout her 16-year tenure with the company, she was instrumental in transforming Schneider Electric to a digital power and automation technology company by driving sustainability, efficiency and resiliency. Susan has also led mergers and acquisitions at McCain Foods Limited, a global leader in the frozen food industry, and has held various leadership positions at Deloitte, a global advisory firm.



4y 11m
in the company

Wendy Rentschler
Global Head of Corporate Citizenship
& Impact

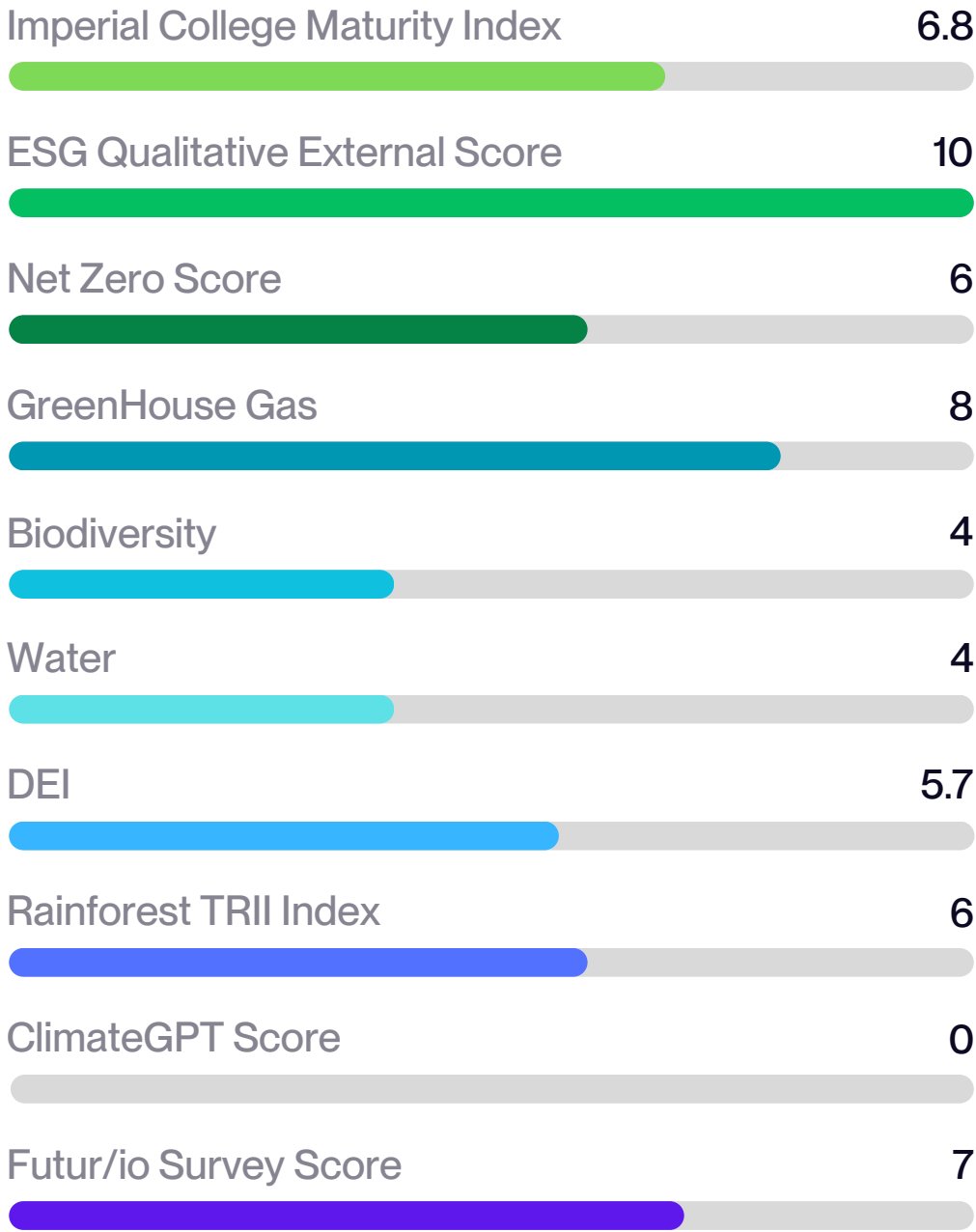


BMC Software 

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20 Nominees



Wendy Rentschler leads global sustainability, inclusion, and corporate citizenship at BMC Software, where she drives the company's ESG strategy, net-zero goals, and responsible innovation agenda. With over two decades of experience across the healthcare and technology sectors, she aligns digital transformation with environmental and social impact—embedding climate-conscious infrastructure, ethical AI, and equitable access into BMC's global operations and partner ecosystem.

Wendy is a passionate advocate for responsible technology and sustainable innovation. She leads initiatives to ensure emerging technologies—especially artificial intelligence—are developed and deployed in ways that promote environmental responsibility, social justice, and digital equity. Her latest work reframes generative AI as a catalyst for a clean energy future, championing strategies that shift AI workloads to low-carbon cloud regions, align compute with renewable grid peaks, and invest in energy-efficient hardware to drive green innovation at scale.

A cross-sector collaborator, Wendy works closely with peers across financial services, telecom, healthcare, and government to shape sustainability frameworks that influence industry-wide change. She is actively involved in global initiatives through the UN Global Compact, UN Women HeForShe, TiE Global, and Hacking HR's Executive Experts Council.

TOP 100

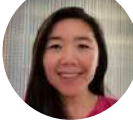
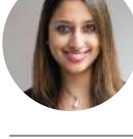
North American CSOs

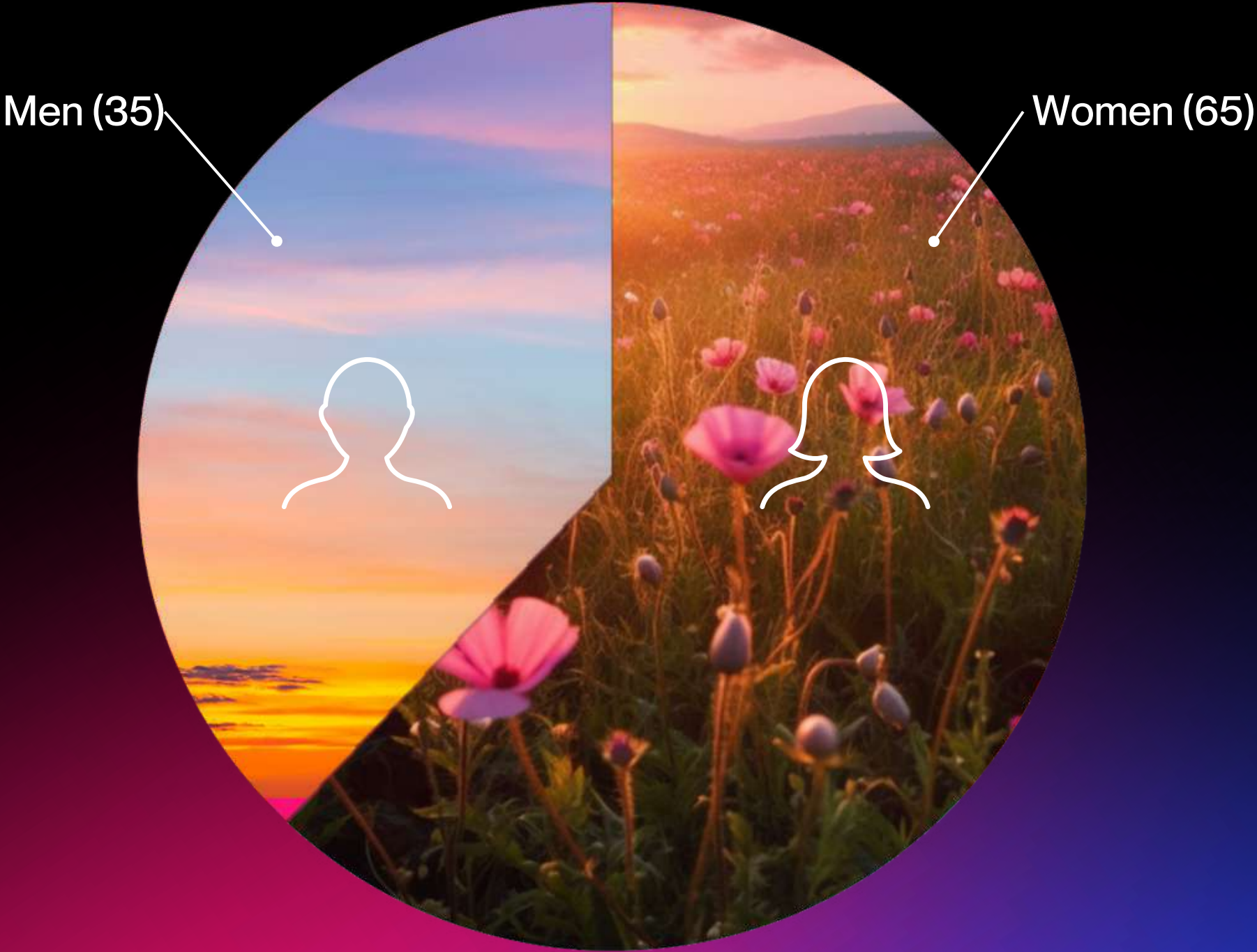
Meet the North American Chief Sustainability Officers, who are steering sustainability efforts and fostering responsible business practices through impactful initiatives and visionary leadership at scale.

A – Z

 Aditi Mohapatra Expedia Group 	 Beat Stocker Whirlpool 
 Agata Ramallo Garcia Target 	 Blair Swedeen Meta Platforms 
 Ahmed Elganzouri Magna International 	 Brenna Zimmer TJX Companies 
 Amy Bonitatibus PayPal Holdings 	 Brigitta Witt T-Mobile 
 Angela Baker Qualcomm 	 Caitlin Leibert Whole Foods Market 
 Anisa Kamadoli Costa Rivian 	 Caroline Roan Pfizer 
 Ann Tracy Colgate-Palmolive 	 Carrie Sabin Stantec 
 Annika Dubrall Tiffany & Co. 	 Charlene Lake AT&T 
 Anu Piduru Carter's 	 Chris Librie Applied Materials 
 Ara Erickson Weyerhaeuser 	 Christina Shim IBM 

 Christopher Wellise Equinix 	 Emmanuel Guilhamon Rockwell Automation 	 Jake Schatz Electronic Arts 	 Jim Greffet Eli Lilly & Co. 
 Dave A. Smith Stanley Black & Decker 	 Eric Fiala KeyCorp 	 James Gowen Verizon 	 John Edelman Edelman 
 Deanna Bratter Crocs 	 Erik Hansen Workday 	 Jan Walstrom Jacobs Engineering 	 John M. Rost Crown Holdings 
 Debbie Friedel Delaware North 	 Erin Meezan Jones Lang LaSalle 	 Jason Brezski Trc Companies 	 John Marler Ingram Micro 
 Deborah Lizt Intuit 	 Gavin Towler Honeywell International 	 Jeannette Ferran Astorga Zoetis 	 Joydeep Ganguly Gilead Sciences 
 Diana Birkett Rakow Alaska Air 	 Geneva Brown Cigna 	 Jemma Gould Interpublic 	 Julia Gisewite Turner Construction 
 Eileen Buckley Stryker 	 Gildas Poissonnier Desjardins 	 Jennifer Motles Philip Morris International 	 Kara H Hurst Amazon 
 Ellen Jackowski MasterCard Incorporated 	 Helene V. Gagnon CAE 	 Jessamine Chin Palo Alto Networks 	 Karen Blanks Ellis FedEx 
 Elliot Stultz Allstate 	 Ina Strand Couche Tard 	 Jessica Hyman Atlassian 	 Kate Brandt Google 
 Emma Stewart Netflix 	 Jackie Jung Western Digital 	 Jim Andrew PepsiCo 	 Kate Heiny Booking Holdings 

 Kathleen McLaughlin Walmart 	 Max Driscoll AECOM 	 Nicola Acutt NetApp 	 Saskia Van Gendt Blue Yonder 
 Kathleen Price Ally Financial 	 Meaghan Muldoon Bank of New York Mellon 	 Nicole Johnson Cadence Design 	 Stacey Hoppe Warner Bros. Discovery 
 Katie Foley Ioanilli Ralph Lauren 	 Megan Rast Charter Communications 	 Nira Johri KFC 	 Stuart Poore Cognizant Technology 
 Kellie Ballew Shaw Industries 	 Melanie Nakagawa Microsoft 	 Patrick Barron TELUS 	 Susan Uthayakumar Prologis 
 Kim Luu Onsemi 	 Mike Mattera Akamai Technologies 	 Raheem Cash Moody's 	 Tom Raymond Hormel Foods 
 Leslie Oestreicher Ross Stores 	 Monica Batchelder Hewlett Packard Enterprise 	 Rebecca Tinucci Uber Technologies 	 Virginie Helias Procter & Gamble Company 
 Madge Thomas American Express 	 Nana Wilberforce Snap 	 Renee Henze International Flavors & Fragrances 	 Wendy Rentschler Bmc Software 
 Malisa Maynard Mohawk Industries 	 Nancy Kralik Fluor 	 Robert Bernard CBRE 	 Will Wilhelm Kimley-Horn 
 Mary De Wysocki Cisco Systems 	 Natali Archibee Mosaic Company 	 Sam Guhan Amgen 	 Yafit Cohn Travelers 
 Matthew Hamilton Newell Brands 	 Nate Hurst Visa 	 Sara Cronenwett Comcast 	 Yalmaz Siddiqui Walt Disney Co. 



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North America



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changeNOW

**We Don't
Have Time.**



T TOP TIER
IMPACT

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Thank you for perusing this booklet dedicated to the CSO Awards /25. We extend our sincere gratitude to the individuals, organisations, and partners who have contributed to the success of this initiative. May the stories within these pages inspire a shared commitment to sustainability and responsible leadership.

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Daniel Erasmus, *ClimateGPT*

Magnus Drewelies, *CEEZER Software*

Will Pearson, *Ocean Bottle*

Christoph Hantschk, *goodbag*

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