

ADVANCING OUR ENVIRONMENTAL AND SOCIAL IMPACT.

2025 Corporate Social Responsibility Report



SILVER | Top 15%

ecovadis

Sustainability Rating

OCT 2025



A Letter From Our CEO

CEO
LETTER

At Veritiv, we are committed to making a positive impact on our team members, suppliers, customers, and communities – and throughout 2025, we demonstrated that commitment through our actions. As a leading global provider of specialty packaging solutions, we carry a significant responsibility: to deliver solutions that address our customers’ complex needs while creating meaningful value for our stakeholders. With our scale and expertise comes a clear opportunity – to lead with purpose and set a high standard for corporate social responsibility.

Our success is grounded in a strong culture defined by our Veritiv CODE of Values: Cultivate Innovation, Own It, Deliver and Delight, and Embrace the Green. These principles guide how we operate and how we serve our customers and communities. They challenge us to innovate boldly, take accountability, and advance sustainable practices. Embrace the Green – “One Team, shaping success for ourselves, our customers, and our planet” – reflects our shared commitment to responsible growth and long term impact.

Consistent with this commitment, sustainability was a core driver of how we operated in 2025. Veritiv earned an EcoVadis score of 72, placing us in the top 15 percent of companies assessed globally and earning

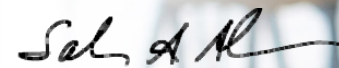
an EcoVadis Silver Medal for the second consecutive year. This recognition reflects the strong sustainability practices embedded across our operations and how we translate responsible business practices into practical outcomes for our customers – supporting growth, profitability, and long term success.

Alongside this progress, 2025 marked a year of significant and transformational change for Veritiv. We advanced the integration of Veritiv Packaging Solutions, formerly Orora Packaging Solutions (OPS) – aligning core support functions and strengthening the foundation of our business – while establishing a unified, One Veritiv Commercial organization to accelerate growth and better serve customers. We also expanded our capabilities through the acquisition of S. Walter Packaging Corp., Subotnick Packaging, and Packaging Solutions – deepening our expertise, extending our reach, and broadening our solutions portfolio. As we integrate these businesses, we are instilling the same strong culture of environmental responsibility and sustainable practices that define Veritiv –ensuring responsible growth across our expanded platform.

Our commitment extends beyond our operations into the communities where we live and work. In 2025, team members across Veritiv dedicated their time and talent to philanthropic and volunteer efforts,

strengthening partnerships with organizations such as the Boys & Girls Clubs of America. These efforts reflect our One Team spirit and reinforce the values of teamwork and service that define Veritiv. As we look ahead to 2026, we remain focused on sustainability, responsible growth, and creating lasting impact. We will continue to innovate, invest in our people, and collaborate closely with customers and suppliers to drive positive change. Guided by our CODE, we are confident in our ability to deliver shared success – for our customers, our communities, and our planet.

Thank you for your continued partnership and trust. Together, we are shaping a brighter, more sustainable future.



Salvatore A. Abbate,
Chief Executive Officer



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Veritiv's 2025 Corporate Social Responsibility (CSR) Report provides an overview of our sustainability strategy, how we tracked progress toward reaching our 2025 goals, and our plans for 2026.

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2025 YEAR IN REVIEW*



*All data as of December 31, 2025.
 **See page 62-64 for definition of a sustainable attribute.

WHAT WE DO

From our headquarters in bustling Atlanta to distribution centers across the U.S. and Mexico, Veritiv delivers value-added packaging, facility, and print solutions that help customers operate more efficiently and sustainably. We are more than a distribution company, we are a strategic partner focused on unlocking the full potential of the supply chain. What truly sets Veritiv apart is our people: a diverse, dedicated team driven by collaboration, innovation, and a shared commitment to exceeding expectations.

With decades of industry knowledge and proven supply-chain expertise, Veritiv supports businesses ranging from Fortune 500® companies to growing startups. We serve a wide range of industries – including cold chain, food, and manufacturing – by tailoring solutions to meet complex, industry-specific requirements. Whether navigating market shifts, managing costs, or sourcing products with sustainable attributes, Veritiv delivers quality, safe, and cost-effective solutions customers can rely on.



Packaging: We partner closely with customers to design and deliver packaging solutions that address complex supply chain challenges. Our value-added services, including design, kitting, testing, and international sourcing, support concept-to-delivery needs and position Veritiv as a leading packaging solutions provider in North America.



Facility Solutions: A clean, healthy, and productive facility shows employees and customers you care. Veritiv offers many cost-effective commercial cleaning services and supplies, including sustainability-focused options. We have the expertise and sourcing capabilities to serve customers across a wide range of industries, including office buildings, manufacturing, higher education, healthcare, government, food service, and hospitality.



Print Products and Solutions: Through our global network of trusted suppliers and strategically located distribution centers, Veritiv delivers paper and print solutions to commercial printers, publishers, and end users. Our experts ensure customers have access to the right products, at the right time, with consistent quality and service.

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OUR VISION AND VALUES

Veritiv is guided by a shared purpose: **Powered by Innovation, we simplify and deliver your complete package.** We bring this purpose to life by living our CODE of Values every day. Our CODE unites us as One Team, defines who we are, and shapes how we lead, operate, and make decisions across the organization. Together, our purpose and CODE serve as our guideposts - helping every team member focus on what matters most: innovating boldly, simplifying complexity, and delivering meaningful solutions for our customers.



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2025 AWARDS AND RECOGNITION



EcoVadis Silver Medal: Veritiv earned an EcoVadis score of 72, placing us in the top 15 percent of companies assessed globally and earning an EcoVadis Silver Medal for the second consecutive year.



2025 Jacksonville Business Journal's Top Workplace



Pentawards Bronze for Sustainable Design Concept (Paper Tube)



The Dieline Awards Gold for Sustainable Beverage Packaging (Flexi-Hex Partnership)



Packaging Europe Sustainable Packaging Award Finalist - Precommercialized Recyclable Packaging



Good Design Award (The Chicago Athenaeum)



• **Fast Company's Most Innovative Company**



• **Newsweek's Most Loved Workplaces 2025**



• **Avetta 2025 ESG Innovators**

INORGANIC GROWTH

We believe in growth through meaningful partnerships. Inorganic growth remains a core strategy in strengthening Veritiv's business and advancing our corporate responsibility goals. Successful integrations are rooted in collaboration, bringing together complementary capabilities, aligning around shared values, and uniting as One Team to deliver better solutions for our customers. Through this approach, we expand access to value-added and sustainable packaging solutions while deepening our engagement with customers and communities.

In 2025, Veritiv continued to invest in its specialty packaging platform with the acquisitions of S. Walter Packaging Corp., Subotnick Packaging, and Packaging Solutions. Together, these businesses bring deep category expertise, strong customer relationships, and expanded geographic reach across key growth markets. Each addition enhances Veritiv's ability to deliver customized, innovative packaging solutions while reinforcing our

commitment to responsible growth, operational excellence, and long-term value creation.

Sustainable Design Lab

Advancing Innovation. Delivering Measurable Impact.

In 2025, Veritiv's Sustainable Design Lab (SDL) continued to expand its role in helping customers respond to regulatory change, reduce environmental impact, and improve packaging performance through innovative, more sustainable solutions.

The Sustainable Design Lab brings together customer collaboration, technical analysis, regulatory expertise, and design leadership under one function. The Sustainable Design Lab team works across markets and industries to translate sustainability priorities into actionable packaging strategies.

Our work connects emerging materials, regulatory insight, and data analysis to practical implementation.

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A Customer-Facing Innovation Center

The **Sustainable Design Lab** in San Jose, CA is designed as a collaborative space where customers can engage directly with new packaging technologies, material alternatives, and performance data.

Through tours, demos, and working sessions, customers explore material transitions, right-sizing, sustainable packaging, and circular design, often advancing to pilots, evaluations, and supply-chain rollout.

In 2026, the SDL will be expanding its physical footprint to Southern California and Georgia.

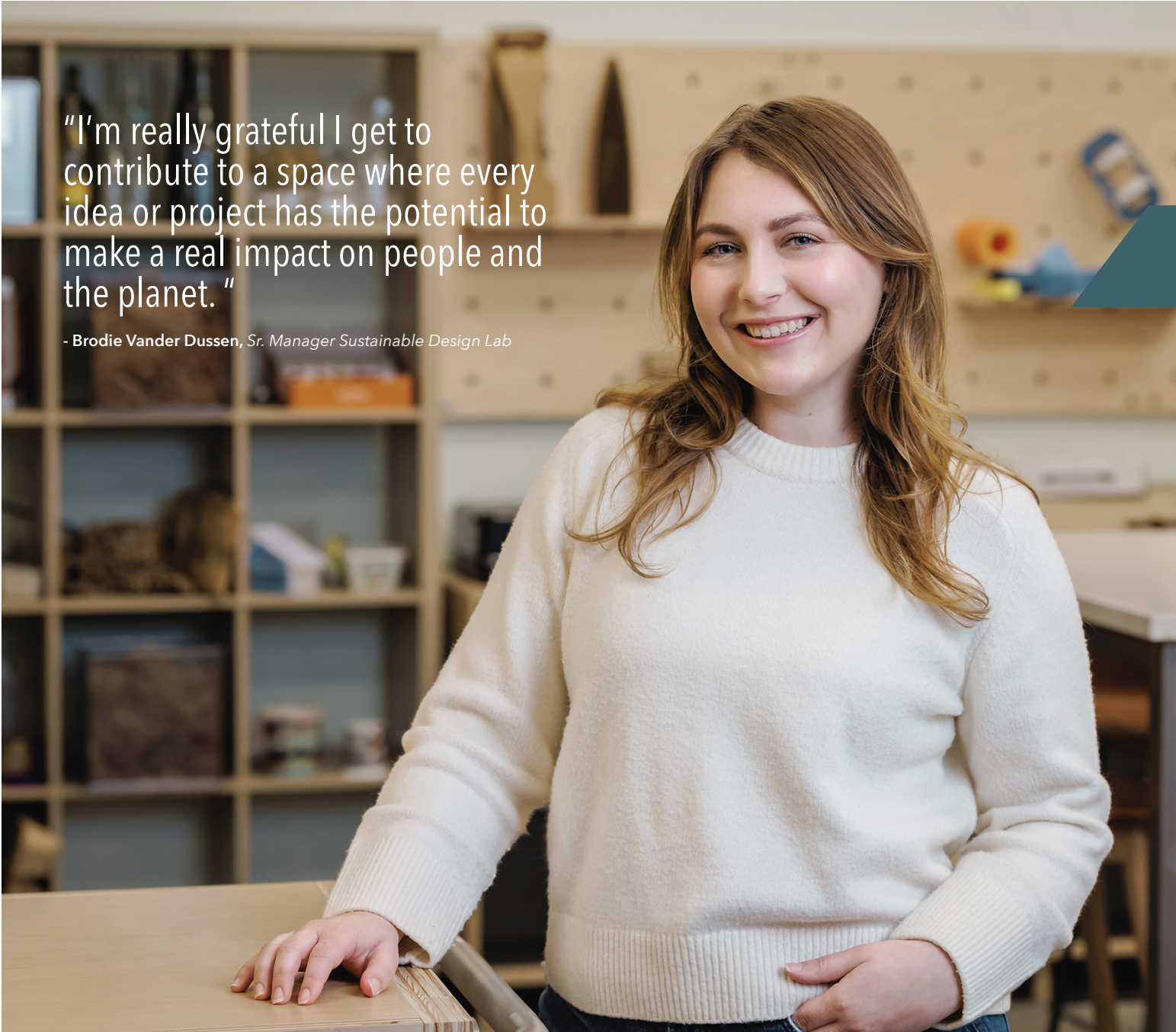
**National Expertise:
LCA, EPR and Data-Driven Decision Making**

The SDL provides support in:

- Life Cycle Assessment (LCA) modeling and comparative analysis
- Extended Producer Responsibility (EPR)
- Material and supplier evaluation
- Circularity programs

As packaging EPR laws expand across the United States and internationally, our team works with customers to assess fee exposure, identify design strategies, understand reporting requirements, and reduce long-term compliance risk.

Our LCA modeling capabilities allow customers to compare material choices, evaluate recycled content scenarios, and assess transportation impacts. This analysis supports decisions grounded in both environmental performance and business outcomes.



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Industry Leadership and Knowledge Sharing

In 2025, the Sustainable Design Lab expanded its thought leadership platform through the Sustainable Design Lab Podcast, which ranked among the Top 100 Management Podcasts in the United States.

The podcast launched a five-part EPR Masterclass series to help brands prepare for packaging EPR implementation in Oregon, Colorado, California, and Maryland, supported by a downloadable guide covering key deadlines, materials, fees, and design strategies.

The podcast also featured interviews with industry innovators and packaging leaders focused on material development, circular systems, and scalable sustainability solutions.

Members of the SDL team spoke at industry events, including the Sustainable Packaging Innovation Forum, reinforcing Veritiv’s role in ongoing industry dialogue around packaging transformation.

Award-Winning Innovation

In 2025, the Sustainable Design Lab’s work received recognition from respected global design and packaging organizations, including:

- Pentawards Bronze for Sustainable Design Concept (Paper Tube)
- The Dieline Awards Gold for Sustainable Beverage Packaging (Flexi-Hex Partnership)
- Packaging Europe Sustainable Packaging Award Finalist - Precommercialized Recyclable Packaging (Paper Tube)
- Good Design Award (The Chicago Athenaeum)

These recognitions reflect a continued focus on packaging solutions that balance performance, environmental considerations, and commercial requirements.

The Innovation Vault

In 2025, the SDL launched the Innovation Vault, a curated and expanding database of emerging packaging suppliers and technologies.

The Innovation Vault tracks and evaluates nearly 200 packaging technology providers,^(D) including compostable materials, regenerative feedstocks, plastic-free barrier solutions, and fiber-based alternatives.

Using structured evaluation criteria and AI-supported research tools, the team is able to:

- Identify solutions aligned with specific customer needs
- Assess supplier readiness and scalability
- Review performance and sustainability attributes
- Reduce time to evaluation and implementation

The Innovation Vault strengthens Veritiv’s ability to introduce vetted technologies to customers in a disciplined and scalable way.

Driving Business Value Through Sustainability

At Veritiv, sustainability is integrated with business performance.

The Sustainable Design Lab helps customers cut emissions, manage EPR risk, improve material efficiency, and build supply chain resilience through material transitions, LCA-driven redesign, and regulatory readiness, linking sustainability gains to operational and financial results.

In 2025, the SDL continued to expand its engagement across Veritiv’s national customer base, reinforcing the role of sustainability as a driver of long-term value.

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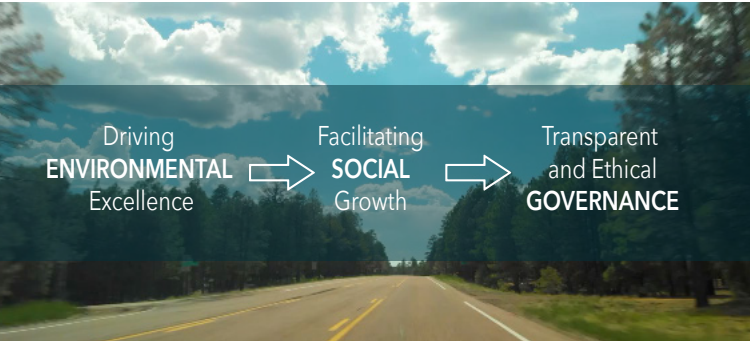
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Sustainability is both a responsibility and an opportunity to drive growth, profitability, and long-term value while leaving a lighter footprint on our planet. The decisions we make today around sourcing, operations, and partnerships directly shape outcomes for our business, employees, customers, and suppliers. We believe in:



ESG OVERSIGHT

Sustainability is a top priority for Veritiv’s Board of Directors (the Board), Senior Leadership Team (SLT), and operational leaders. Veritiv’s General Counsel is part of the SLT and serves as the executive sponsor for the ESG Working Group. Complete oversight responsibilities of the Board and SLT are detailed in the Governance section of this report on [page 47](#).

THE ESG WORKING GROUP

The ESG Working Group (the Working Group) promotes long-term, profitable growth by implementing Environmental, Social, and Governance initiatives that support Veritiv’s objectives and mitigate potential business risks. The Working Group constantly evolves to align with our business priorities and address the ESG issues that are most critical to Veritiv.

We identified four fundamental tenets of our sustainability strategy to ensure our mission aligns with our vision and values. These tenets guide our internal operations and support our customers’ sustainability goals.

- 1 Establish Veritiv as an ethical, responsible supplier and sustainable investment choice.** Our customers tell us they want to partner with a supplier that operates ethically and responsibly, and they often require us to demonstrate how we address environmental, social, and governance issues. Suppliers and the communities where we operate expect us to perform consistently with environmentally sound and socially responsible business practices. By doing so, we support our long-term health, which allows us to generate greater value for our stakeholders.
- 2 Leverage our products, expertise, design, and global sourcing capabilities to satisfy customer end-to-end supply chain needs.** Our sales professionals, packaging designers, and global sourcing experts provide concept-to-delivery solutions for our customers. We design and test packaging, source products globally, and, along with years of logistics experience, ensure those products reach our customers efficiently.
- 3 Collaborate with customers and suppliers to identify innovative products and services that meet customers’ current and future needs.** We’re proud to work with customers leading the way in sustainability by demanding sustainable products and processes. We work with large, niche, well-established, and new suppliers who provide innovative, cutting-edge, sustainable products. We collaborate with both customers and suppliers to find new solutions as we strive to constantly offer sustainable alternatives.

- 4 Attract and retain top talent by fostering a collaborative, inclusive, and socially responsible culture.** Having the right team is crucial to our success. Our employees understand that we prioritize delivering the best customer experience. A diverse and inclusive culture equips employees with the training, development, and support necessary to reach their full potential and, in turn, offer exceptional customer experiences.

WORKING GROUP OVERSIGHT

Veritiv’s Board of Directors reviews the company’s ESG strategy and receives periodic updates on ESG matters. The Audit and Finance Committee of the Board has primary oversight of financial risks related to ESG issues, while the Compensation and Leadership Development Committee oversees matters concerning human capital. These committees each met four times in 2025 and will maintain their quarterly cadence in 2026. Our General Counsel serves as the Executive Sponsor for the ESG Working Group.

Veritiv is a portfolio company of Clayton, Dubilier & Rice, which considers sustainability integral to value creation. Veritiv benefits from the resources and expertise provided by CD&R and its commitment to building stronger, more resilient, more inclusive, and more valuable companies.

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WORKING GROUP ROLES AND RESPONSIBILITIES

Our Vice President of Quality and Corporate Responsibility oversees the Working Group, which handles the day-to-day operations of our sustainability initiatives. The Working Group collaborates with sales professionals, category management, and other functional teams to address our customers’ sustainability needs, manage sustainability requests related to our products and operations, and ensure we partner with innovative and responsible suppliers.

With the completion of the Orora Packaging Solutions (OPS) acquisition in December 2024, we incorporated OPS representation into the Working Group during 2025, enabling synergized ESG priorities throughout Veritiv. We categorize members by these roles and corresponding responsibilities:

Role	Responsibilities
Executive Sponsor	• Ensure alignment of Working Group to overall company strategy. • Coordinate alignment of objectives among the SLT and Working Group. • Provide ongoing direction as strategies and initiatives of Workstreams develop and mature. • Assign initiatives to the appropriate Workstream Leads. • Assess and approve changes to the Working Group’s scope based on company strategy and Senior Leadership direction.
Group Lead	• Schedule and plan quarterly Working Group meetings. • Collaborate with Executive Sponsor and Workstream Leads to set meeting agendas. • Work with Workstream Leads to develop annual and long-term goals and key performance indicators (KPIs).
Coordinator	• Assist Group Lead in scheduling and planning quarterly Working Group meetings. • Track progress of each Workstream against established goals and KPIs.
Workstream Lead	• Identify, scope, execute, and report on ESG initiatives in their respective key focus areas to achieve established goals.

THE WORKING GROUP OBJECTIVES AND WORKSTREAMS

The Working Group is organized into Workstreams, each with a designated Workstream Lead and an Executive Sponsor from the SLT. These Workstreams address sustainability concerns identified through our assessment process. The Working Group objectives are the topics that were deemed most relevant to our business and that facilitate meaningful and positive impacts on our planet and the communities where we operate. Working Group objectives are:

1

Clarify Veritiv’s ESG vision and establish measurable goals across the company’s operational functions to fulfill the ESG vision.

2

Identify opportunities to improve Veritiv’s ESG performance and position Veritiv as an ESG industry leader.

3

Leverage opportunities created by ESG factors to increase revenue and EBITDA.

4

Mitigate risks posed by ESG factors to prevent economic, operational, and/or reputational loss

5

Develop and present goals, alternatives, and mitigation measures to the SLT to address ESG risks and opportunities.

6

Provide content for Veritiv’s annual Corporate Social Responsibility Report (CSRR).

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WORKSTREAMS AND LEADS

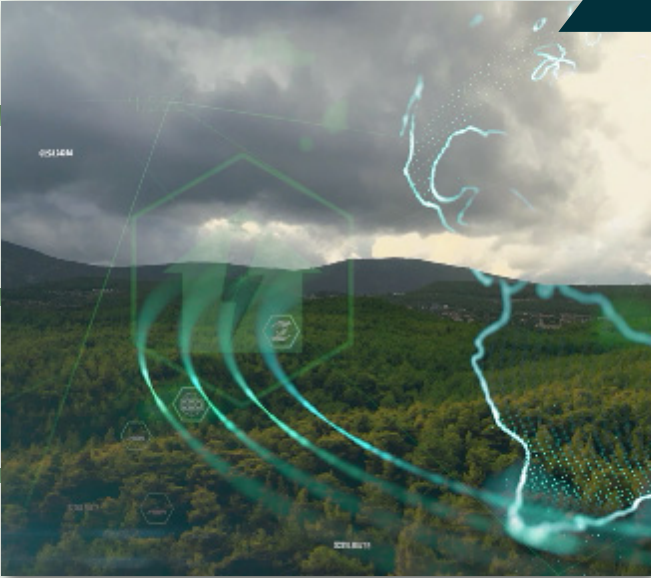
The Working Group meets quarterly to discuss the status of initiatives, target and goal revisions, and rising issues. We schedule additional interim meetings based on objectives, deadlines, and unplanned challenges. In 2025, the Working Group included the following Workstreams and their respective Workstream Leads:



Susan Salyer

SVP General Counsel and Corporate Secretary

Role	Responsibilities	Current Leader(s) and Title
Products and Services	Supplier and customer engagement, new product identification, marketing, supply chain due diligence and supplier audits, diverse supplier program, response to third-party sustainability/regulatory due diligence surveys.	 Martha Issa Vice President Quality and Corporate Responsibility  Chris Bradley Chief Marketing Officer  Nathan Cregeur VP, Category Management  Jay Funderburk VP, Category Management
Safety and Environmental Compliance	Safety culture, safety education/training, environmental compliance, management of environmental risks, food safety, hazardous waste management, oversight of environmental management system (EMS).	 Matt Wells Vice President, EHS
Facilities and Fleet	Energy consumption, water consumption, fleet fuel efficiency, use of alternative energy sources, greenhouse gas (GHG) emissions, waste management and recycling programs, assessing risks of climate-related events on Veritiv's business and operations.	 Will Vining Vice President, Strategic Operations
Human Capital	Culture and the employee experience, diversity initiatives, talent development and career training, human rights policies and risk management, labor relations, compensation, benefits.	 Katie Carter Sr. Talent Development and Culture Partner
Community Engagement	Oversight of employee community engagement and volunteerism, management of the One Veritiv Fund and the Veritiv Charitable Giving Fund, internal and external communications regarding social initiatives and employee engagement, Veritiv Connects, interactions with local business associations and national nonprofit partners.	 Athar Naseer Director Talent and Culture
Governance, Reporting and Corporate Compliance	Monitor federal, state, and local ESG laws and regulations affecting Veritiv's operations, reporting, governance, and product/service portfolio. Guide Workstreams on reporting metrics and data security. Oversee development of the annual Corporate Social Responsibility Report (CSRR), internal and third-party reporting, the Working Group balanced scorecard, and quarterly ESG Scorecard dashboards.	 Ashley Pierce Chief Commercial Counsel  Brad Gorka Chief Information Security Officer  Antonio Zizzo Corporate Responsibility Manager



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VERITIV ESG SCORECARD AND ECOSCORE® DASHBOARD

Veritiv's ESG Scorecard

We support our ESG mission and tenets with actions that drive results and measure those results against our ESG Scorecard. The scorecard is how we share the work our ESG Working Group undertakes in support of our ESG strategy and provides updates on the Working Group's goals and progress toward achieving them. Our 2025 ESG Scorecard is available on our website [here](#).

Veritiv's EcoScore® Dashboard

We designed our latest sustainability measuring tool so customers can track and improve their sustainability scores. With the EcoScore dashboard, users can:

- Gain insights on purchase and pattern history
- Track the percentage of spend on sustainable items versus total spend
- Measure sustainability progress and identify improvement areas
- Customize to track specific goals
- Get instant access to sustainability data on purchased products
- Stay on track with quarterly reporting
- Share easy-to-read data suitable for employees of all levels



2025 EcoScore® Dashboard Enhancements and Initiatives

In our pursuit of continuous improvement, the following EcoScore® enhancements and initiatives were implemented in 2025:

- **Product Updates:** Packaging tape offerings were updated to incorporate recycled content across 371+ SKUs,^(E) supporting improved materials sourcing and circularity while maintaining product performance.
- **Emissions Intensity:** The Summary tab was enhanced with emissions intensity data that links customer purchasing activity to associated greenhouse gas emissions, improving transparency and comparability.
- **Training and Customer Support:** Internal training and regulatory communications were expanded,

and customers were supported in increasing spend on products with sustainable attributes.

- **Tool Governance and Usability:** A Quick Reference Guide was published, and customer feedback was incorporated to improve usability, consistency, and decision relevance of the EcoScore tool.
- **Regulatory Monitoring:** Sustainability regulations data was actively maintained to reflect material bans and truth-in-labeling requirements, and system issues were corrected to improve data accuracy and reliability.
- **Data Reporting:** Dashboard views present portfolio-level sustainable material mix or customer-specific emissions performance relative to the average, enabling more informed procurement and category decisions.

These updates strengthen Veritiv's management of material sourcing, emissions transparency and regulatory risk while supporting our customers' ability to track and improve sustainability performance through consistent, decision-useful data.

Looking Ahead

Veritiv's leadership will continue to meet and assess ESG priorities as we further embed sustainability across all business areas, including products, supplier relationships, and customer support. Since there is no one-size-fits-all approach to ESG oversight, we will evaluate Board and Management roles and responsibilities as company and stakeholder needs evolve.

Veritiv will continue monitoring and validating our ESG initiatives through assessments and internal and external reporting. We will support structures that have yielded ESG progress and growth, including the Working Group as a vital governance mechanism driving and maintaining our ESG strategy while remaining accountable to the Board and Management.

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Driving Environmental Excellence

VERITIV'S SUSTAINABILITY APPROACH

We are passionate about uncovering and solving problems, and this passion extends to every aspect of our business, including sustainability. We work hard to improve society, promote sustainable operations, and support our customers and communities.

To meet our sustainability goals and those of our customers, we implement a customized approach of observation, design, testing, and continuous improvement.



DOUBLE MATERIALITY ASSESSMENT

Veritiv executed a double materiality assessment in 2025 to solicit feedback from internal and external stakeholders. We conducted the assessment to ensure our targets align with our stakeholder's expectations, validate and refine our current strategy, mitigate potential business risks, and capitalize on new opportunities.

Double materiality is the combination of ESG issues that significantly affect an organization and how the organization outwardly impacts the environment, society, and its stakeholders. Conducting a double materiality assessment helps Veritiv prioritize efforts by examining materiality based on:

- Inward Materiality (Impacts TO our business): An issue is considered material if its potential risks or opportunities directly or indirectly affect business operations or future cash flows in a manner sufficient to impact enterprise value.
- Outward Materiality (Impacts FROM our business): An issue is considered material if, as a direct or indirect result of a company's operations, it has the potential to significantly impact people, the economy, or the environment.

The materiality matrix resulting from our assessment is in the Appendix of this report on [page 61](#). We look forward to sharing additional insights and improvement opportunities gathered from our assessment results throughout 2026.

The results of our double materiality assessment have validated our assumptions and strategies regarding ESG topics. Our top 10 most material topics, and their corresponding average material topic score from the assessment are:

Ranking	Material Topic	Average Score
1	Product Quality and Safety	3.6
2	Cybersecurity	3.5
3	Regulatory and Legal Compliance	3.5
4	Business Ethics	3.5
5	Employee Health and Safety	3.5
6	Responsible Sourcing and Supply Chain Resilience	3.4
7	Product Circularity	3.4
8	Labor Management	3.3
9	Human Rights	3.2
10	Reporting, Disclosure, and Framework Standards	3.1

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ALIGNMENT WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UNSDG'S)

Veritiv considers the United Nations Sustainable Development Goals (UNSDGs) when selecting our sustainability goals, initiatives, memberships, and partnerships. The UNSDGs offer a strategic framework for tackling sustainability challenges while leveraging business opportunities that foster a sustainable and equitable future.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), an urgent call for action by all developed and developing countries in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth, all while tackling climate change and working to preserve our oceans and forests¹.

Our assessment identified eight SDGs relevant to Veritiv's operations and stakeholder expectations. Our operations and the products and services we supply align with these SDGs:



¹ <https://sdgs.un.org/goals>

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ESG ORGANIZATIONS AND INITIATIVES

1 Drawdown Georgia Business Compact

Veritiv is a member of the Drawdown Georgia Business Compact, “a statewide initiative to catalyze a Georgia beyond carbon².” Their purpose is to scale Georgia-specific climate solutions in ways that prioritize equity and public health, create jobs, and nurture the natural environment. Drawdown Georgia aligns with our sustainability vision to drive growth, profitability, and long-term value while leaving a lighter footprint on our planet. The Business Compact’s goal is to advance emissions equity, economic opportunity, community, and environmental health initiatives in Georgia by 2050.



² www.drawdownga.org/about-us/

2 U.S. EPA Smartway Transport Partnership

Veritiv is a member of the U.S. Environmental Protection Agency’s SmartWay Transport Partnership, which helps businesses reduce transportation-related emissions through advanced fuel-efficient technologies and operational practices. “Freight shippers, carriers, logistics companies, and other stakeholders partner with EPA to measure, benchmark, and improve logistics operations so they can reduce their environmental footprint³.” **Page 20** of this report provides more information on the SmartWay Transport Partnership and 2025 fleet efficiency highlights.



³ www.epa.gov/smartway/learn-about-smartway

3 Sustainable Packaging Coalition

We belong to the Sustainable Packaging Coalition (SPC), a membership-based organization that “believes in the power of industry to advance sustainable packaging through education, collaboration, and action.” With a mission “to bring sustainable packaging stakeholders together to catalyze actionable improvements to packaging systems and issues related to packaging sustainability,” the SPC’s membership encompasses the entire packaging value chain⁴.



⁴ www.sustainablepackaging.org/about-us

4 SPC Compostable Packaging Collaborative

The Compostable Packaging Collaborative (CPC) is one of SPC’s “opportunities for members to work together on specific areas within sustainable packaging and translate discussions into actionable outputs⁵.” As a member of the CPC Veritiv participates in knowledge sharing and best practices about labeling and composting infrastructure for compostable packaging for fiber and compostable bioplastics products.



⁵ www.sustainablepackaging.org/engagement/spc-collaborative



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OUR 2025 FOCUS AREAS

As one of North America’s leading distribution companies, we are keenly aware of our business’s environmental impact. Our operational and product efficiency initiatives are designed to minimize environmental effects by reducing greenhouse gas emissions. In 2025, we concentrated on:

- Reducing Scope 1 and Scope 2 greenhouse gas emissions across our operations.
- Optimizing waste diversion and recycling programs.

GREENHOUSE GAS (GHG) EMISSIONS

Veritiv partners with ENGIE Impact to determine our Scope 1 and Scope 2 GHG emissions. We also partner with Watershed to calculate our Scope 3 GHG emissions. Our GHG emissions inventory is recalculated annually.

GHG Emissions Reduction Targets

In 2021, we established a goal to reduce our total Scope 1 and Scope 2 emissions by 50% from the 2020 baseline by 2030. Veritiv’s baseline emissions are:

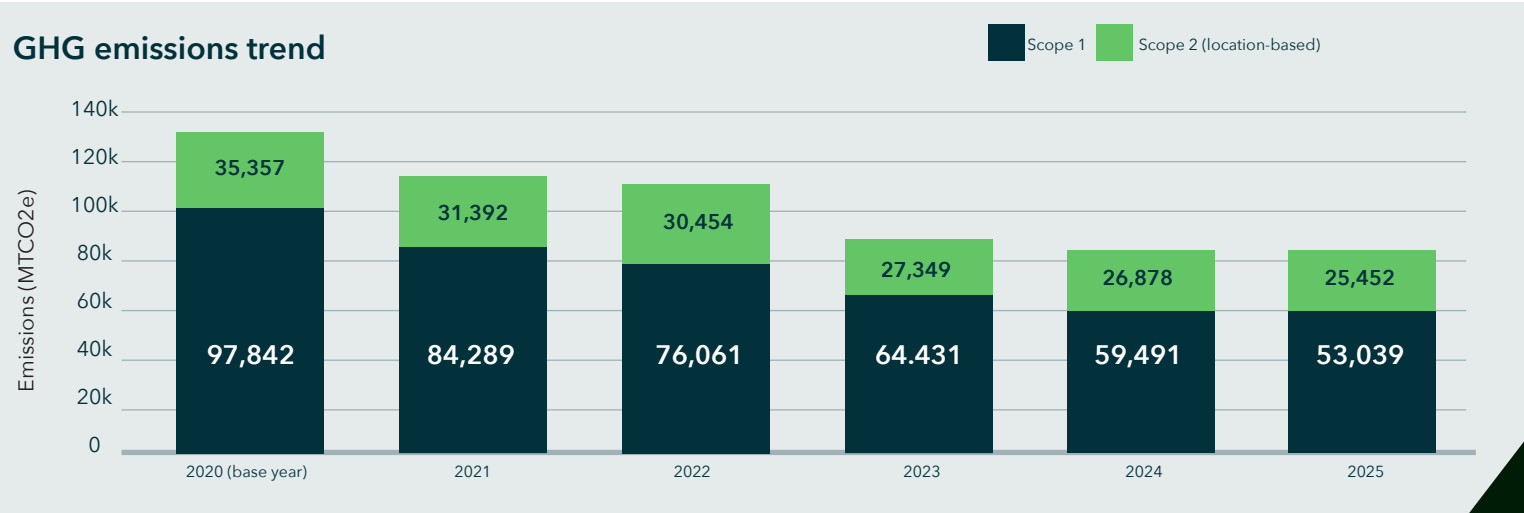
2020 Baseline Scope 1 and Scope 2 GHG Emissions

Scope 1	97,842 MTCO ₂ e
Scope 2 (Location-Based)	35,357 MTCO ₂ e
Total Scope 1 and Scope 2	133,199 MTCO ₂ e

Scope 1 and Scope 2 GHG Emissions Inventory⁶

In 2025, Veritiv reduced our absolute Scope 1 and Scope 2 (location-based) by 10.85% and 5.31%, respectively, relative to the previous year.

Our full GHG inventories from 2020-2025 for Scopes 1-3 are available for your review in the Appendix section of this report on [page 60](#).



Veritiv’s Commitment to Set Science Based Targets

Veritiv has committed to set near-term company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). Our commitment was published on May 29, 2025. Our commitment and subsequent status updates can be found on the [SBTi Target Dashboard](#) (SBTi ID: 40023137). **Please note that as of the publishing of this report, SBTi has yet to approve our near-term target.**

We anticipate that our science-based targets will be submitted to SBTi for validation and approval by the end of 2026 and will continue to provide updates on progress as necessary.

GHG Emissions Inventory Verification Update

Our 2025 emissions inventory will undergo limited-assurance verification in the weeks following the publishing of this report. We look forward to the completion of this meaningful step in our ESG journey.



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FACILITIES AND OPERATIONS*

Fleet Efficiency Highlights

Our 650-truck fleet is our largest source of greenhouse gas emissions, so we prioritize efficiency enhancements for this group. 2025 efficiency enhancements included:



• AI enabled Dynamic Routing software to improve daily truck deliveries and reduce total miles traveled, adding fully electric vehicles to our service tech fleet, and focusing on Idle Fuel usage. Through delivery optimization, **Veritiv drove 402,028 fewer miles in 2025 than in 2024 while delivering products to our customers.**^{7 (E)}



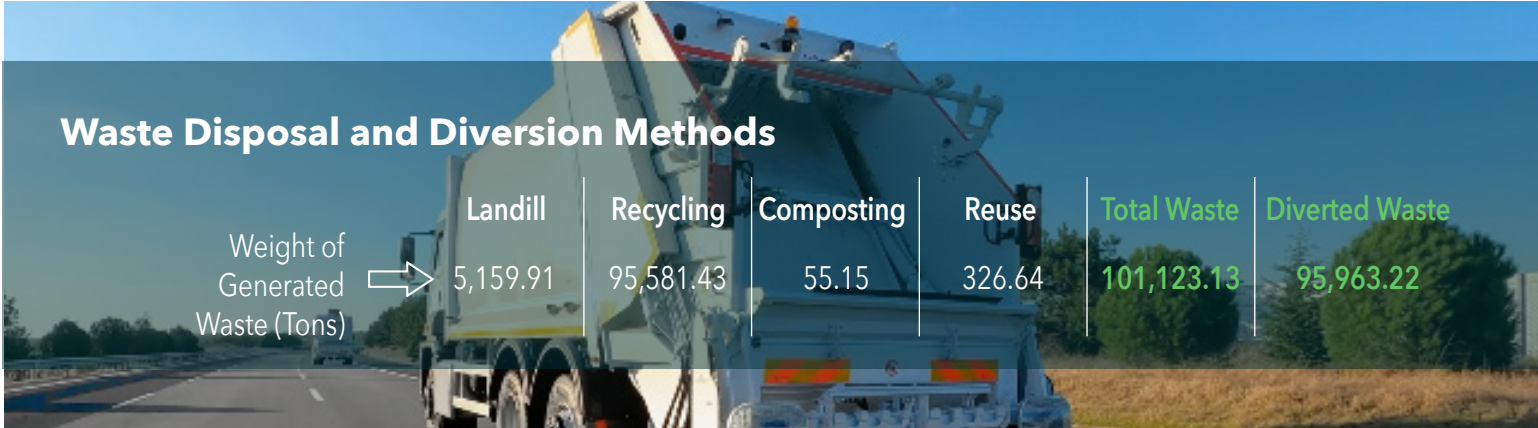
• Pilot Program launch: Veritiv has been testing various alternative fuel vehicles, including big class 8 trucks,^(B) multiple heavy-duty electric vehicles, hybrids, and autonomous trucks. **Five light-duty Ford F-150 Lightning EREV were the final choice with 34,404 miles driven.**^(B)



• Additionally, we have two compressed natural gas (CNG) vehicles operating out of Downey, CA and Fontana, CA with a total of **50,000 miles driven in 2025.**

Green Certified Facilities

Green certifications can signal efficiency and help reduce our carbon footprint. Warehouses are our second-largest emissions source; our 107 U.S. distribution centers (~18.8M sq. ft.) make up most of our property footprint, and 26 centers (~2.3M sq. ft.) are ENERGY STAR certified.⁽²⁾ We will continue pursuing green-certified facilities as part of our next-generation supply chain initiative.



Energy Consumption

Veritiv takes a strategic approach to reduce our buildings’ environmental impact. We aim to improve efficiency across our operations through retrofit projects, efficient equipment, and technologies. We also partner with ENGIE Impact to assess and optimize our energy usage in all North American facilities. In 2025, we:



• Installed 1 high-volume low-speed (HVLS) fan to **reduce energy** by circulating air to regulate warehouse temperatures in our Mechanicsburg Ameripac location.



• **Reduced energy consumption** with LED lighting retrofitting our Norcross, GA facility with 43 additional LED highbays to improve lighting in a newly racked area in the back of the warehouse and installing new LED lighting in our Downey and Commerce CA locations. Additional opportunities are actively being identified for the coming year.⁽²⁾



• In 2025, Veritiv consumed 23,993,362 kWh of electricity, a **5% reduction** from 2024 (25,374,224 kWh).⁸

Waste Management and Recycling

We maintained our focus on waste management throughout 2025 and **diverted 65% of our waste generated**, representing a 5% increase relative to the previous year and meeting our diversion rate target for the year.² Our goal in 2026 is to increase our diversion rate to 70%.

We provide location managers with a monthly diversion performance overview to share with their teams, fostering friendly competition, focusing attention, and recognizing improvements in waste management. In 2025, we integrated OPS sites with GPS Waste and expanded recycling capacity by installing balers at four U.S. sites.

Water Use

We’re mindful of water use in our operations and seek to minimize our usage whenever possible. In 2025, Veritiv consumed 3,879,644 gallons of water across all facilities, a **4% reduction relative to the previous year.**¹⁰

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* Reported data reflects acquisitions that were fully integrated into Veritiv's enterprise systems, including but not limited to Workday and ENGIE Impact, as of January 2025. Acquisitions integrated into Veritiv enterprise systems after that date in 2025 are excluded from the scope of this data.*

VERITIV'S ENVIRONMENTAL PROGRAM

Our environmental program is managed by our Environmental, Health, and Safety (EHS) team and supported by other company functions and external consultants. The EHS Team, in coordination with our operations and manufacturing teams, is responsible for implementing Veritiv's environmental policy and ensuring environmental compliance at Veritiv sites.

Veritiv's Environmental Program is supported from the top down, ensuring accountability at all levels to meet regulatory requirements to protect our employees and the communities where we operate. We take a structured, proactive approach to compliance, supported by policies, training, communication, audits, reporting, and corrective action tracking. Ongoing weekly, monthly, and quarterly assessments help identify gaps and move improvements forward. Whenever feasible, our goal is to eliminate waste at our facilities through our community outreach donation program, outlined in detail on [page 36](#) of this report.

ENVIRONMENTAL MANAGEMENT SYSTEM

Veritiv's Environmental Management System (EMS) is in accordance with International Standards Organization (ISO) 14001:2015 requirements. As part of the program, we completed an assessment of environmental impacts and developed mitigation, training, and audit procedures. We piloted our EMS at our Norcross, GA, facility and completed the ISO 14001 certification process for that facility in August 2023.



Environmental Management System (EMS) activities include:

- Reviewing Veritiv's environmental goals.
- Analyzing environmental impacts and compliance obligations (legal and other requirements).
- Setting environmental objectives and targets to reduce environmental impacts and conform with compliance obligations.
- Establishing programs to meet these environmental objectives and targets.
- Monitoring and measuring progress toward achieving objectives.
- Ensuring employees' environmental awareness and competence.
- Reviewing the progress of the EMS and implementing improvements.

As Veritiv operates primarily as a distributor, we do not use the same energy or water level as a sole manufacturer. Therefore, improvements in those areas are less impactful for Veritiv. Based on our review, we determined that focusing our EMS effort on facilities with hazardous waste would be the most meaningful for Veritiv. We occasionally generate hazardous waste, generally from expired or unsold chemicals.

To ensure the safe and responsible handling of remaining hazardous wastes, we collaborate with third-party providers to blend, treat, neutralize, or dispose of waste in compliance with regulatory requirements. We achieved our overarching goal to implement the EMS at all identified facilities managing hazardous waste, reinforcing our commitment to sustainability and environmental stewardship^(G)

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Strengthening Governance. Supporting Customer Impact.



Following recent growth, Veritiv refined its sustainability structure to strengthen governance while expanding support for customer-facing sustainability initiatives. The organization now operates with two focused teams under its broader sustainability function: Corporate Responsibility and Compliance and the Sustainable Design Lab.

The Corporate Responsibility and Compliance team is responsible for advancing Veritiv's enterprise-wide sustainability commitments and regulatory obligations. This team oversees ESG reporting and disclosures, greenhouse gas accounting and emissions tracking, regulatory compliance and monitoring, and internal sustainability data management. By centralizing reporting and compliance activities, Veritiv ensures transparency, accountability, and alignment with evolving

regulatory requirements and stakeholder expectations.

The Sustainable Design Lab serves as Veritiv's commercial sustainability team, supporting customers in achieving their own sustainability goals. The SDL works directly with customers to provide packaging Life Cycle Assessments (LCA), Extended Producer Responsibility (EPR) guidance, sustainable material and supplier recommendations, circularity programs, and innovation sourcing. Through this work, the SDL helps customers reduce environmental impact while improving operational and financial performance.

This structure allows Veritiv to maintain disciplined internal governance while also advancing sustainability as a driver of customer value and long-term growth.

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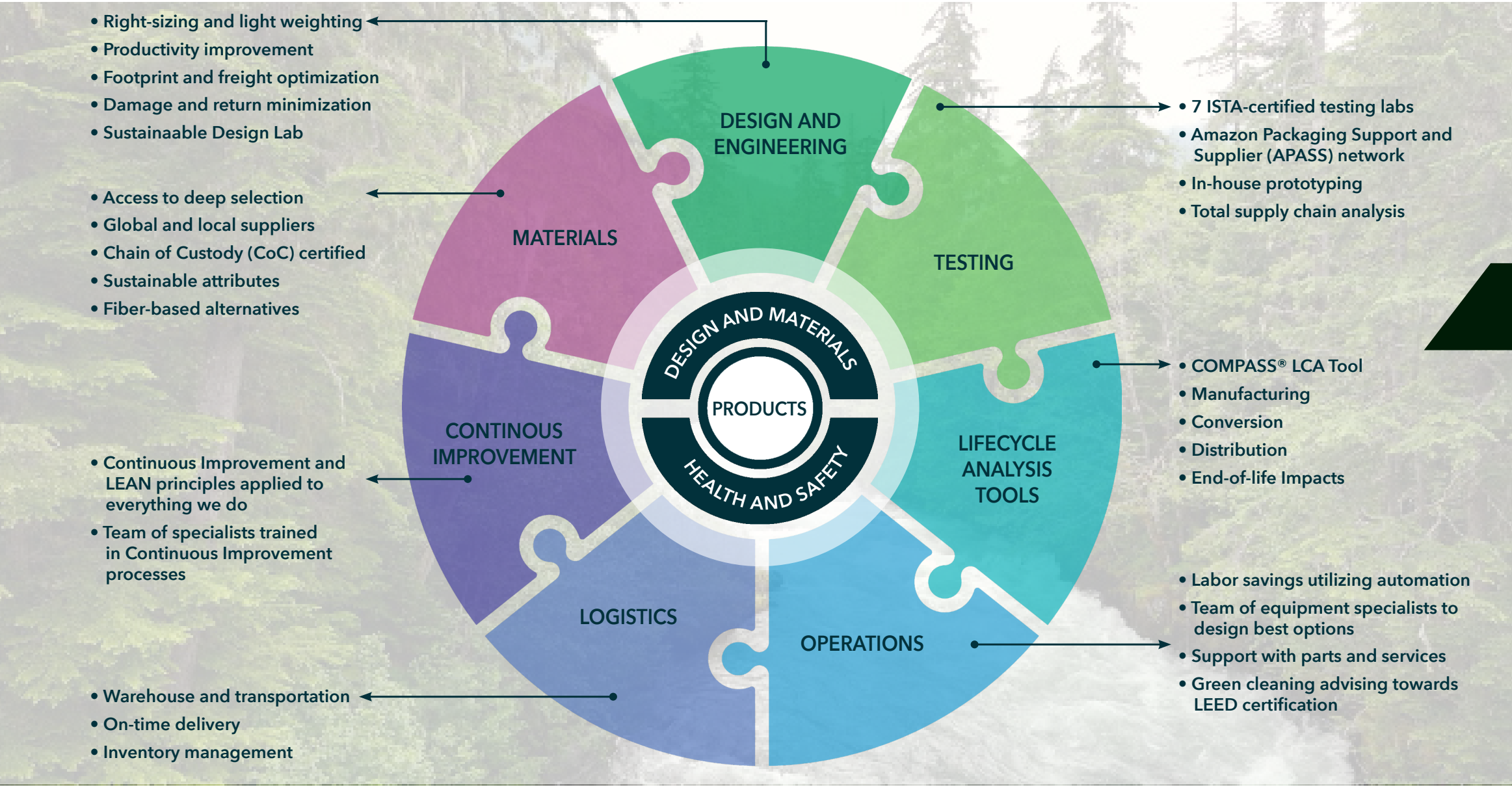
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OUR SUSTAINABLE PRODUCTS AND SERVICES

Our sustainable products and service portfolio is not a one-size-fits-all approach. We focus on what matters most to our customers and stakeholders and customize our offerings to help them achieve their goals.



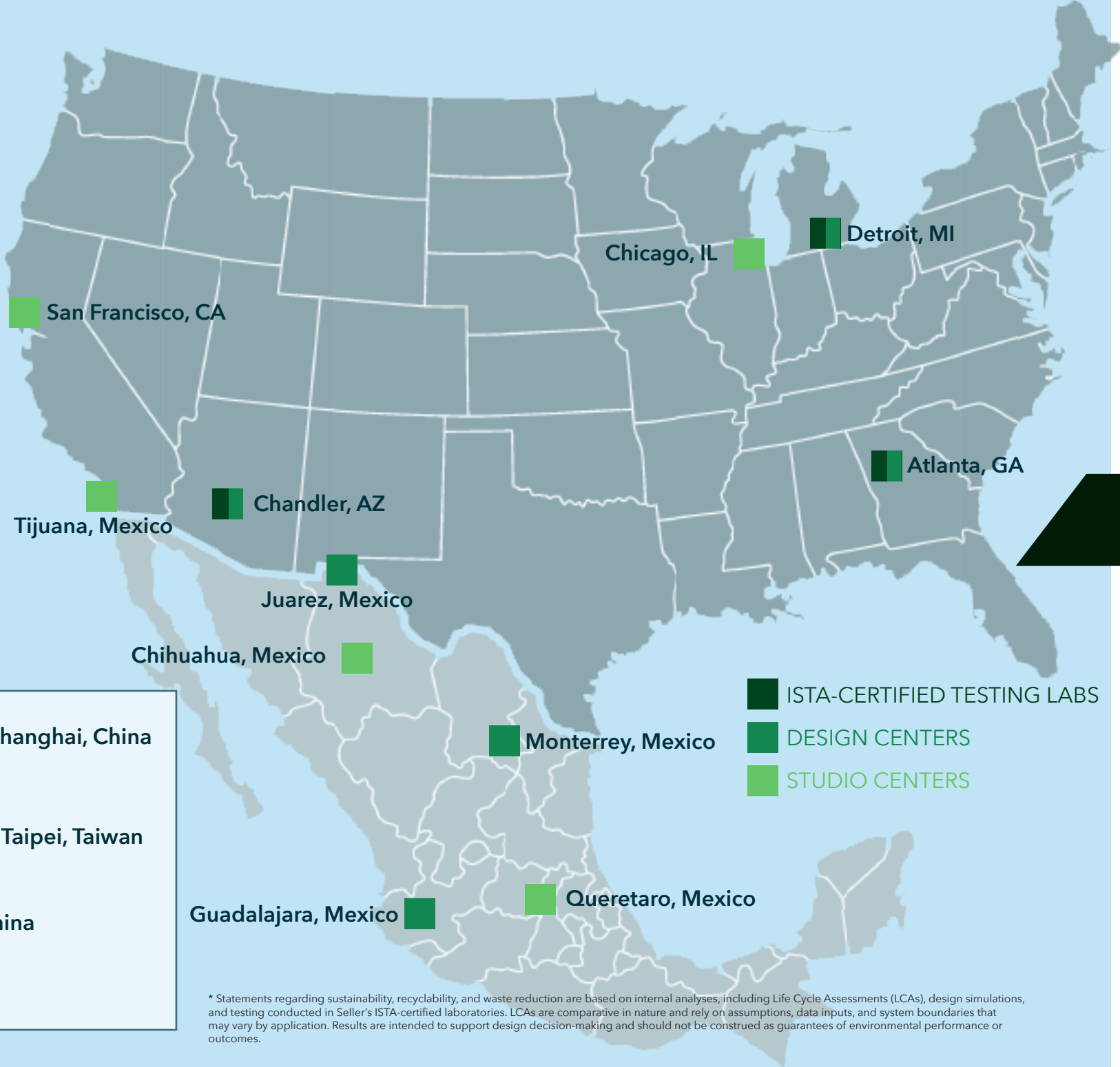
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DESIGN, ENGINEERING, AND TESTING

Sustainability starts with good design. With over fifty years of branding, design, and engineering experience, we create packaging solutions that look great, perform well, and meet our customers’ sustainability goals. We offer in-house simulation and prototyping to optimize material selection and satisfy supply chain needs. In 2025, we added the Sustainable Design Lab to our existing design network, which is discussed in more detail on [page 7](#).

Our seven on-site ISTA-certified testing labs^(S) utilize tools such as Life Cycle Analysis and advanced testing equipment to validate package integrity, improve recyclability, and create less packaging waste.

The team completed over 200 LCAs in 2025^(S) to support our customer’s sustainable packaging decisions. These covered approximately 60% resin and 40% fiber-based materials.*



* Statements regarding sustainability, recyclability, and waste reduction are based on internal analyses, including Life Cycle Assessments (LCAs), design simulations, and testing conducted in Seller's ISTA-certified laboratories. LCAs are comparative in nature and rely on assumptions, data inputs, and system boundaries that may vary by application. Results are intended to support design decision-making and should not be construed as guarantees of environmental performance or outcomes.

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AUTOMATION AND OPERATIONS

From adding a free-standing wrapper to implementing a fully integrated system, our equipment, service, and parts teams help businesses reduce waste and optimize projects.

LOGISTICS

We optimize sustainable supply chain and delivery logistics to ensure our drivers take the most efficient routes while still providing on-time delivery. For more information on our AI-enabled dynamic routing software and other fleet efficiency highlights, refer to [page 20](#).

CONTINUOUS IMPROVEMENT

Veritiv’s LEAN principles and approach help us do more with less. We uncover waste areas and help customers prioritize projects in a continuous improvement process. Our experienced advisors work with Facility Solutions, Packaging, and Fulfillment Operations to cut costs and increase productivity. Working with a continuous improvement mindset, we engage with our supplier partners to identify new and innovative solutions for our customers.

MATERIAL-NEUTRAL APPROACH

As an agnostic packaging partner, we aren’t limited to recommending in-stock materials. Instead, we apply a material-neutral approach and recommend the best materials for each product and application while considering environmental impact, sustainable options, and the latest innovative materials.

CHAIN OF CUSTODY CERTIFICATION

Chain of Custody certification (COC) is an important sustainability attribute and Veritiv manages three COC certification programs for responsible forest management. These certifications strengthen supply chain assurance and the connections between sustainable forests, traceability, and responsible wood-fiber product sourcing. Veritiv sells products certified to these COC certifications:

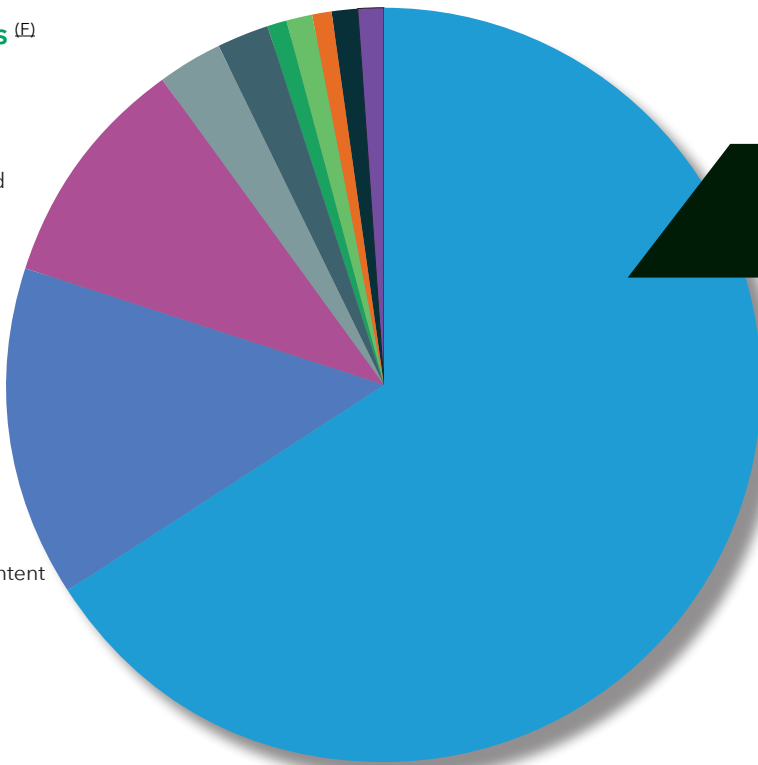
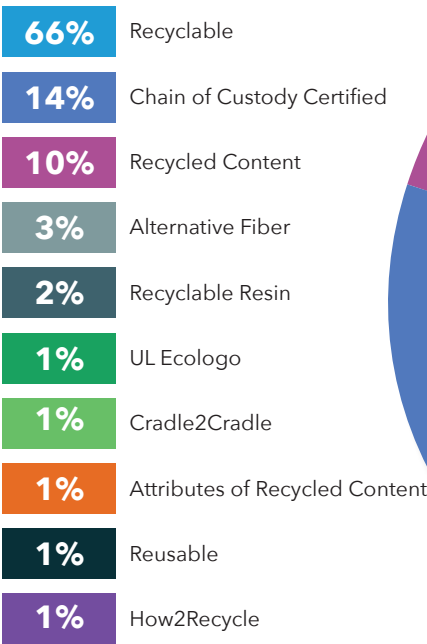


OUR PRODUCT PORTFOLIO

In 2025, we focused on increasing the number of products and sales from products with a sustainability attribute,¹¹ achieving our goal of 58.1% of Net Sales¹² from these items.^(E) The sustainable qualities that we count toward our target are rooted in the definitions of sustainable packaging published by the Sustainable Packaging Coalition® (SPC).¹³ We also focused on data integration of acquired companies to provide best in class reporting and data management to our customers in 2026.

Our top 10 sustainable product attributes as a percentage of Net Sales for the Legacy Veritiv business in 2025 are listed below. For more information, please refer to the Appendix on [page 62](#).

Top 10 Sustainable Attributes ^(E)



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USING INNOVATION TO ADDRESS SINGLE-USE PLASTICS

We support our customers in navigating single-use plastics regulations while identifying opportunities to build more circular packaging systems. In 2025, we continued our concentration on three areas of circularity:

1 TUFFLEX STRETCH FILM WITH RECYCLED CONTENT

TUFFlex® stretch film includes 25-30% post-consumer resin (PCR) and up to 80% total recycled content. Our product assortment includes a first-in-the-market machine stretch film designed to withstand wrapping machines without adding virgin resin.

2 INVESTING IN RECYCLING INFRASTRUCTURE

Attributes in Recycled Content (ARCs) are a new model to help build recycling infrastructure and advance the use of post-consumer plastics. Each ARC represents one metric ton of produced recycled plastic. If a recycler meets the eligible criteria put forth in the standard, they can process and sell materials with a standard recycled claim, strip the claim from the material, sell the base material on the merits of its physical properties, or sell the ARC separately as a new revenue stream.

In 2025, Veritiv continued investing in ARCs equivalent to 30% tonnage of TUFFlex® Top Picks stretch film, helping recycle over 2,400 metric tons of plastic.^(G) As this commodity progresses in awareness, we expect to expand investments as we understand that infrastructure to improve recycling technology continues to be challenging.

Like other environmental commodities, ARCs are issued, traded, and retired in a secure registry system

to eliminate the possibility of double counting. ARCs are issued based specifically on the material type processed. For example, there may be polyethylene ARCs, poly-propylene ARCs, etc. This innovative model was introduced by Green Blue's Recycled Material Standard (RMS), and Veritiv was the first company to purchase ethylene ARCs through a company called ACT.

3 DEVELOPING CUSTOMER RECYCLING PROGRAMS WITH SUPPLIERS

We continue to seek opportunities for partnerships with major suppliers and customers to develop closed-loop recycling solutions.



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DRIVING MEASURABLE CHANGE THROUGH TECHNICAL EXPERTISE AND SHARED VALUES

At Veritiv, we believe that the most significant environmental breakthroughs happen through collaboration. Our recent work with Thermo Fisher Scientific, the world leader in serving science, is a premier example of how technical expertise and shared values can drive measurable change.

The Challenge: Balancing Performance with Purpose

As part of their commitment to achieve net-zero emissions by 2050, Thermo Fisher is evaluating the environmental impact of their entire supply chain, from how products are sourced and distributed to the specific materials used for packaging, like resin. For resin products, their goal was clear: transition away from hard-to-recycle virgin plastics (e.g., PVC) without compromising the integrity of their logistics.

The Solution: A Data-First Approach

Veritiv went above and beyond Thermo Fisher’s requirements by providing comprehensive Life Cycle Assessments (LCAs) of various packaging materials that offered a deep dive into:

- Supply Chain Optimization: Analyzing distribution legs and material sourcing to identify high-impact areas.
- Material Innovation: Evaluating the environmental benefits of integrating Post-Consumer Recycled (PCR) content into resin products.

The Result: From Virgin Plastic to Recycled Innovation

With this data, Veritiv helped to transition Thermo Fisher facilities from using 100% virgin PVC stretch film to a more sustainable non-PVC alternative featuring 30% post-consumer recycled (PCR) content.

This transition represents more than just a change in material; it is a tangible reduction in plastic waste and a step forward in the circular economy.

Celebrating Shared Success

In recognition of this collaborative effort, Veritiv was honored to receive the 2025 Thermo Fisher Scientific Sustainability Impact Award. This award validates our commitment to being more than a supplier and demonstrates that we are a dedicated partner in helping our customers reach their environmental sustainability milestones.

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Facilitating Social Growth

FACILITATING SOCIAL GROWTH

Veritiv drives social growth by fostering an engaged and collaborative workforce, educating our colleagues and the next generation of workers, and strategically partnering with aligned nonprofit organizations to strengthen the communities where we live, work, and thrive. We were a 2025 Top 100 winner of Global Most Loved Workplaces from Newsweek and certified by Best Practice Institute, Veritiv is focused on creating a workplace where colleagues are engaged, heard, supported, and positioned to thrive.

ATTRACTING AND RETAINING GREAT PEOPLE

Veritiv considers fair and equitable compensation a fundamental human right and a cornerstone of a sustainable, responsible workplace. Our compensation structure aligns with our sustainability priorities and reinforces shared accountability for delivering responsible, long-term performance.

We value work-life balance as a key to overall well-being, and our Total Rewards Program supports our employees' physical and emotional health.

Equitable Pay Program

- **Commitment to Fair Pay:** We go beyond legal requirements to address pay disparities and promote a diverse and inclusive workforce. Our pay structure and criteria are clear, fostering trust and accountability within our organization.
- **Pay Disparities:** When pay disparities are identified, the Total Rewards team partners with HR leadership and people managers to review the underlying factors and develop targeted remediation plans. These plans may include compensation adjustments and are implemented in alignment with established governance and approval processes.
- **Regular Pay Audits:** We conduct regular pay audits and salary structure reviews. Senior leaders address discrepancies so employees know they are valued and treated fairly, enhancing satisfaction and engagement.
- **Pay Disparities Remediation:** Findings from pay equity audits are reviewed by the Total Rewards team in collaboration with HR leadership. Where disparities are confirmed, remediation actions are prioritized and addressed through compensation adjustments or other corrective measures, with progress monitored to ensure sustained pay equity over time.
- **Adherence to Regulations:** Our compensation practices meet regulatory requirements and ensure a decent standard of living for all



employees. We uphold equal pay for similar roles, regardless of gender, race, ethnicity, or other characteristics, and ensure fair compensation based on contributions. We benchmark against industry standards and align pay structures with societal expectations for equity.

As part of our integration work, the Total Rewards team is executing a multiphase approach to harmonize job profiles, align all employees to a consistent salary structure, and review short-term incentive programs. This work

establishes a common framework that supports ongoing pay equity analysis, consistent pay decisions, and equitable compensation practices across the enterprise.

Employee Engagement

The employee voice is critical to our engagement and success. To further our commitment to open communication, the Senior Leadership Team (SLT) will continue hosting SLT Listening Tour sessions throughout 2026.

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These sessions provide a valuable platform for employees to share their insights and experiences, ensuring their voices are heard. The feedback collected during these tours informs the SLT about the overall employee experience and highlights areas where we can make meaningful improvements. By turning employee feedback into actionable steps, we create a more inclusive and responsive workplace.

Here are several examples of improvements to the employee experience based on feedback received during the 2025 listening tour:

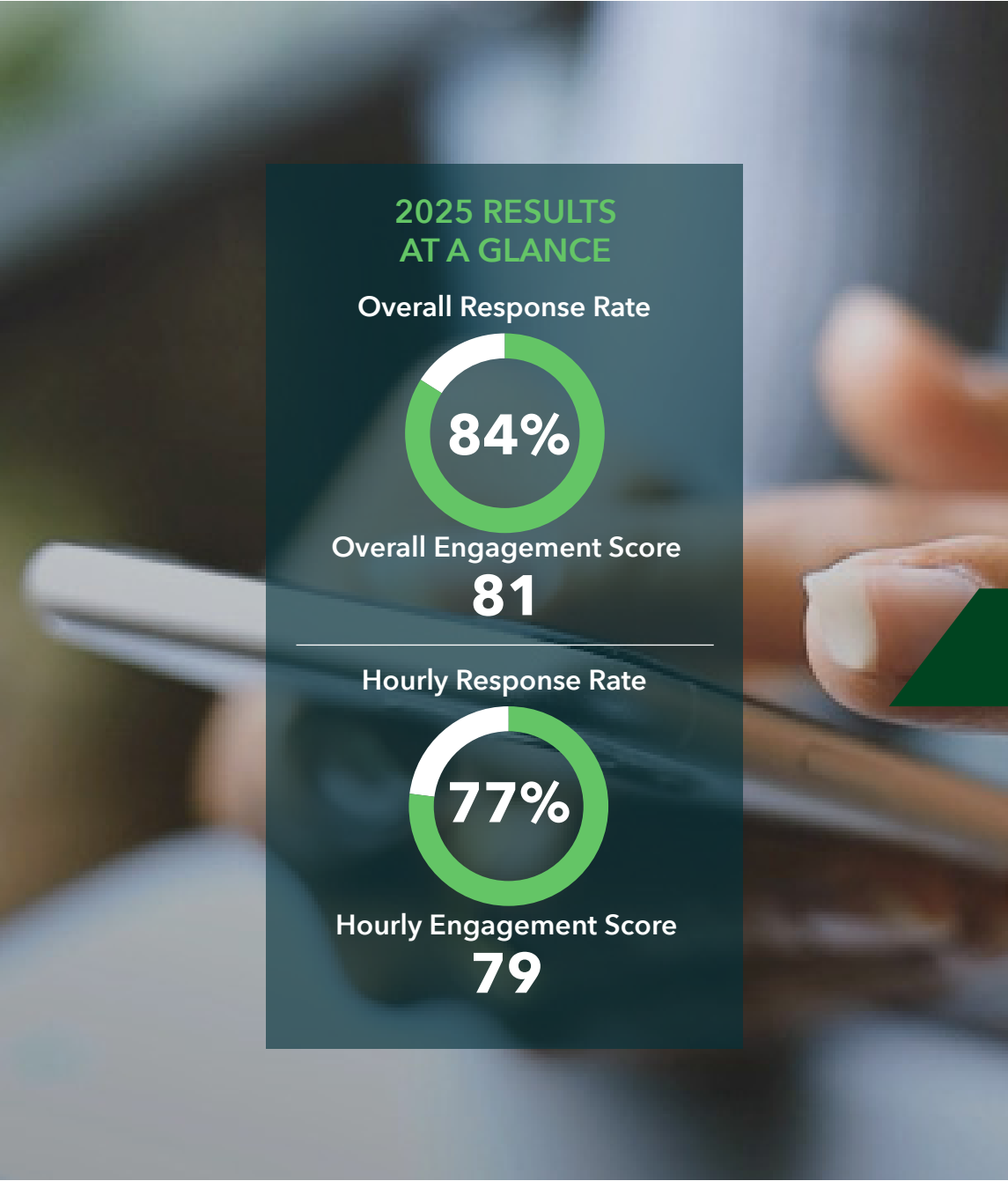
- Identified cross-functional gaps and opportunities to improve how teams work together and took action to address them more effectively.
- Solicited employee feedback on total rewards and used those insights to inform enhancements to our benefits offerings.
- Implemented workplace amenity improvements based on opportunities identified through employee feedback.
- Identified and advanced training and development priorities surfaced during SLT listening sessions.
- Addressed cross-functional process and communication gaps by clarifying ownership, streamlining workflows, and improving information sharing.
- Enabled new technologies to better support teams and improve collaboration and efficiency.

- Supported employee well-being by providing coaching tools and resources to help manage burnout, workplace stress, and prioritization.

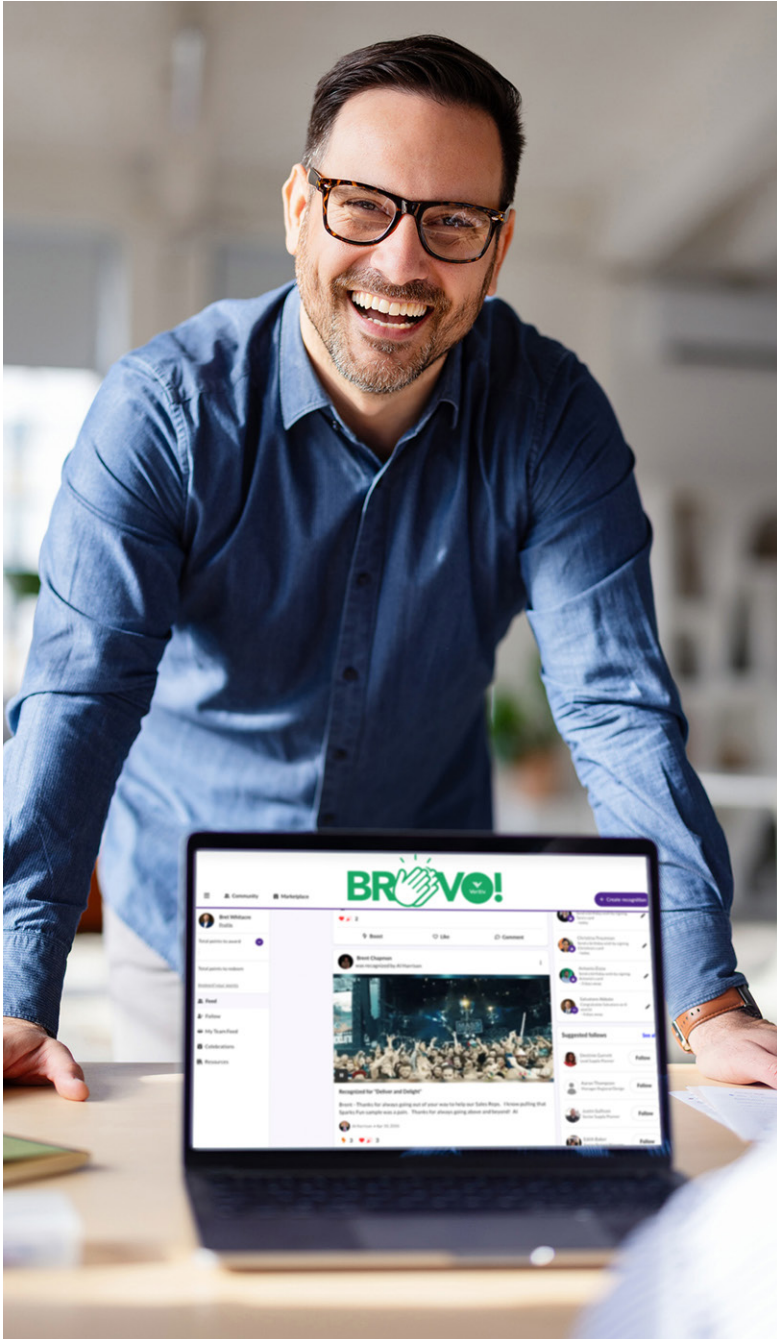
We continue to cultivate a community of highly engaged, high-performing individuals who offer diverse perspectives and a passion for collaboration to meet our customers’ most complex supply chain needs. We consistently assess and improve the employee experience so that our employees can “Be Engaged, Be Enabled, and Be Rewarded.”

Veritiv provides opportunities and incentives that matter most to our employees. In addition to competitive salaries and comprehensive healthcare benefits, we provide options that meet employees where they are now and where they want to be in the future.

In 2025, we conducted an engagement pulse survey, which asked about the three main indicators of engagement (Advocate, Committed, and Enthusiasm), and our 12 engagement drivers.^(H) We saw a dip in our overall score and across the engagement drivers. While our overall score decreased slightly compared to 2024, we remained above the benchmark for overall score and all three engagement indicators. The strongest engagement drivers were Role, Culture, Team, Manager Support, and Work Life Balance.^(H)



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BRAVO! Platform

Veritiv's employee recognition program, BRAVO!, is a platform designed to enhance workplace engagement, motivation, retention, and productivity by demonstrating appreciation through recognition and rewards.

In 2025, the number of recognitions increased to 50,416, with enhanced recognition accounting for 55%. Milestone Awards accounted for 640 recognitions of service. Gift redemptions declined by 14.5% from 2024 to 5,931 gifts purchased through the platform with awarded points. 78% of our Team Members have activated their accounts in Bravo as of December 31, 2025.⁽¹⁾

With full platform access extended to Legacy OPS in January 2026, we are well positioned to drive increased engagement and recognition participation moving forward.

Rewards and Benefits

We meticulously crafted our Total Rewards Program to support employee needs and aspirations. We proudly offer diverse physical and emotional health and well-being benefits, financial support, and resource programs, providing a multifaceted approach to employee welfare.

- Medical Insurance and Prescription Drug Plan
- Dental and Vision Insurance
- Health Savings Accounts
- Healthcare Flexible Spending Account
- Dependent Care Flexible Spending Account
- Life and Accidental Death and Dismemberment Insurance (Basic Life and ADandD @ 1 x base Pay

- Aflac and Medical Supplemental Insurance Programs
- Short-Term Disability/Salary Continuance (Employee-Paid Benefits)
- Long-Term Disability (Employee-Paid Benefits)
- Paid Parental Bonding Time
- Employee Assistance Program (EAP) (Employee-Paid Benefits)
- Holiday, Vacation, Volunteer, Bereavement, and Family Health and Wellness Paid Time Off
- 401(k) with a generous matching program and financial planning tools, no waiting period, and immediate vesting
- Education Assistance
- Identity Theft Insurance
- Legal Services
- Home and Auto Insurance
- Corporate Discounts
- Employee Referral Program
- Flexible Work Arrangements
- Rewards and Recognition Program

Flexible Workplace Arrangements

Veritiv supports work-life balance with flexible arrangements, remote options, dependent care, and other initiatives. This flexible model aligns with workforce and business needs, strengthens in-person collaboration and teamwork, and supports our success. It also advances our sustainability goals by reducing our carbon footprint.

We continually assess and adapt our policies to remain responsive to the needs of our workforce and support their holistic well-being.

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Educational Assistance and The Veritiv Scholarship Fund

Investing in employee education and development drives Veritiv’s long-term success. Our Educational Assistance Program encourages continuous learning and supports our team’s academic goals. In 2025, Veritiv invested \$56,773.55 in education for 17 employees.^(D)

We award educational assistance to eligible employees and cover the cost of courses that:

- Enhance the employee’s proficiency in their current role.
- Equip the employee for a position within the company that will contribute to their long-term career development at Veritiv.
- Are necessary for pursuing a career-related undergraduate or graduate degree.
- Are essential for obtaining professional certification in a field of interest.

Veritiv also fosters the academic growth of our employees’ dependents through the Veritiv Scholarship Fund, which provides financial support to help dependents pursue their educational aspirations.

In 2025, we received 117 applications, and 25 dependents of employees were awarded a total of \$125,000 per academic year. We awarded 24 in the US and one in Mexico.^(U)

Internships

Veritiv offers paid internships across various businesses and functions. Our internship framework provides a dynamic, immersive experience for aspiring professionals, giving them the opportunity to explore, learn, and contribute within a corporate environment. We enhance this comprehensive internship experience



Our internship program located in our Metro-Atlanta office provides valuable hands-on learning and professional development opportunities. The intern cohort covered the following functional areas in 2025:

- | | |
|-------------------|--------------------|
| • Accounting | • Digital Commerce |
| • FP&A | • HR |
| • Transportation | • Procurement |
| • Sustainability | • Data Analytics |
| • Supply Planning | • M&A |
| • IT | • Real Estate |

with professional development training, targeted networking opportunities, community service projects, and meaningful interactions with senior leadership. Our program spans ten weeks and includes these key components:

- Orientation
- Weekly professional development training
- Assigned internal mentors
- Senior Leadership interaction
- Community service projects
- Social events

- End-of-program presentation to Senior Leadership
- In 2025, we participated in 22 recruiting events hosted by 8 universities and received 18,500 applications.^(D) The 2025 cohort included 15 interns from 8 different universities, bringing a combined 28 internships before coming to Veritiv. 10 students of the 2025 cohort were from racially diverse backgrounds. Three interns extended their internships, and two are working full time.^(D)

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EMPLOYMENT PRACTICES

Freedom of Association and Right to Collective Bargaining

Every employee has the fundamental right to freedom of association and the opportunity to engage in collective bargaining. We recognize and actively support these rights within our company principles and strive to foster an inclusive and fair workplace where employees can exercise their freedom of association, including the right to form or join trade unions or employee associations. Employees are allowed to collectively bargain to protect their interests and negotiate fair terms and conditions of employment. We strictly prohibit discrimination and harassment related to the exercise of these fundamental rights.

Collective bargaining agreements (CBAs) covered 11% of our workforce in 2025.^(R) These agreements comprehensively address various topics, including wages, working hours, working conditions, the rights of both the union and management, the process for discipline and termination, and the grievance resolution procedure.

Freedom from Harassment and Discrimination

Veritiv fosters an environment where all employees and applicants are treated with dignity and respect, free from harassment or discrimination. We stand firmly against mistreatment or bias, recognizing the importance of a welcoming, inclusive workplace.

Every employee or applicant has the right to

work or apply for a position in an environment free from harassment and discrimination based on any characteristic, including but not limited to race, gender, age, religion, sexual orientation, or disability, color, national origin, gender identity or expression, pregnancy, childbirth, or related medical conditions, veteran status, or any other characteristic protected under relevant law. A diverse and inclusive workplace is integral to our values and contributes to the success and innovation of our organization.

Use of Temporary Labor

Veritiv directly employs over 96.6%¹⁴ of our workforce.^(R) The strategic use of temporary labor addresses changing work demands and allows us to manage workloads efficiently during peak periods, special projects, or situations where additional workforce support is needed. The careful use of temporary labor boosts our operational agility and ensures we can quickly adapt to evolving business needs. Veritiv oversees our temporary agency vendors through contractual terms that require adherence to our **Vendor Code of Conduct** and established safety practices.

Recruitment Policies

We refine recruitment policies to align with workforce dynamics and industry best practices. These policies attract diverse talent and ensure a fair and equitable selection process. We regularly assess and update these policies and adapt our strategies to meet changing workforce needs while maintaining a transparent, unbiased recruitment process.

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TALENT ACCESS AND DEVELOPMENT

Our people are our purpose. They drive our businesses, offer our customers innovative solutions, and work on the frontlines to deliver value to our stakeholders. Therefore, they deserve to be included, feel accepted, and have fair and equal work opportunities.

Our Talent Access and Development Position

We value all people regardless of sex, gender, race, color, religion, national origin, age, disability, veteran status, sexual orientation, gender identity or expression, pregnancy, childbirth, or related medical conditions, veteran status, or any other characteristic protected under relevant law.

Therefore, we employ people from different experiences, cultures, and backgrounds. We strive to build a workforce that reflects the diverse communities where we live and work by creating a culture where all employees have opportunities to grow, advance, and thrive.

Veritiv’s Vice President of Talent, who regularly provides updates to the Chief Human Resources Officer and the Senior Leadership Team (SLT), oversees our Human Capital initiatives and progress. The Chief HR Officer informs the Board

about these initiatives, while the Board and the Compensation Leadership Development Committee maintain primary oversight of our Human Capital metrics included in this report. In 2025, we concentrated our talent access and development efforts on promoting diversity, equity, and inclusion consistent with applicable law and equal employment opportunity principles across our workplaces, communities, and the overall organization.

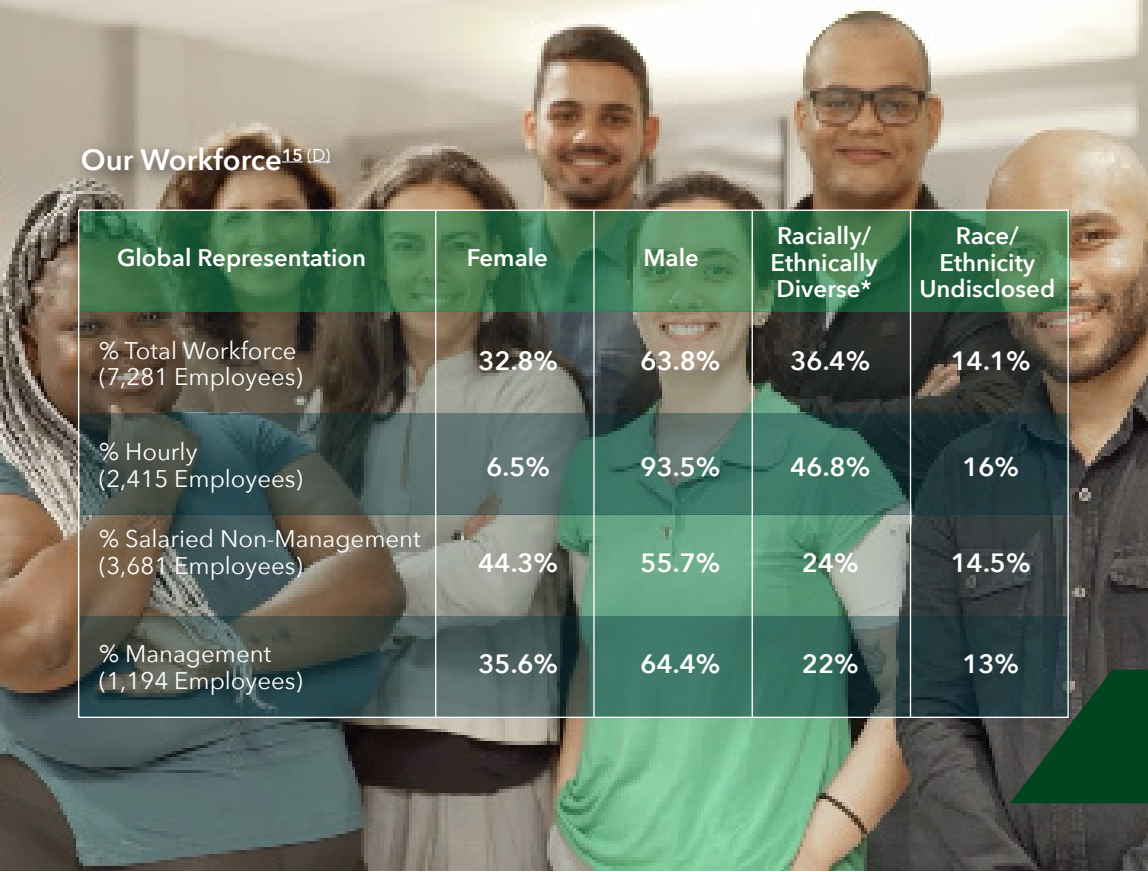
Equitable Leadership

We promote diversity and inclusion across all levels of leadership. A diverse leadership team not only reflects the communities we serve, but also strengthens our ability to adapt, innovate, and compete in a global marketplace.

Human Capital Strategy

Veritiv’s multi-year human capital strategy emphasizes leadership accountability, employee development and advancement, and enhanced employee experience. Focusing on these strategy areas supports a candidate and employee experience that differentiates us from our competitors. Guided by our Veritiv CODE of Values, we call on our employees to foster an inclusive culture by upholding these principles:

- 1 We recognize and support the value that equitable and inclusive talent pools bring to the organization.



- 2 Our employee base should expand access to talent consistent with the communities we serve.
- 3 We offer all employees consistent and equitable development and advancement opportunities through effective performance management.
- 4 Our human capital strategy goes beyond enhancing financial results and focuses on doing what is right,

consistent with our values, applicable law, and responsible governance. Doing what’s right benefits us all, from current employees, customers, and suppliers to shareholders and the communities where we live and work.

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EMPLOYEE RESOURCE GROUPS

ERGs enable like-minded employees to bond over shared backgrounds and experiences, fostering learning and growth through allyship. Beyond providing safe spaces for connection and development, ERGs promote mentorship and raise awareness through engaging conversations and activities that are open to all employees, while also bringing challenges and concerns to our Senior Leaders.

We launched our first Employee Resource Group (ERG) in 2022 to strengthen connection, inclusion, and the overall employee experience. In 2025, we expanded our ERGs by adding the Mental Health Connection ERG, bringing the total to six.

ERG	MISSION
	To serve our military, Veterans, military families, and allies by advocating for the development of our community, building access to resources, and fostering inclusivity. We embrace the challenge to inspire and empower human connection that drives advocacy and change with Valor.
	To cultivate and advocate for a safe, welcoming culture for LGBTQ+ employees and allies by promoting relevancy, diversity, and inclusion in our workplace. To develop sustainable strategies and programs that educate and drive awareness, working to anticipate and resolve issues impacting the LGBTQ+ community.
	To unite, empower, and inspire women by cultivating a vibrant, supportive community and creating programs and resources that drive meaningful change and enhance opportunities for women at Veritiv and beyond.
	To foster a community of Latin and Hispanic employees and allies that celebrates cultural diversity, promotes professional development, and provides tools to create a brighter, more prosperous future for Latin and Hispanic people.
	To drive strategic and cultural objectives at Veritiv through an inclusive, diverse, and empowering workplace—encouraging connectivity among African American employees and allies.
	Build a workplace mental health culture that supports open conversations, reduces stigma, and fosters inclusion through training, speakers, workshops, and activities. Promote community kindness through volunteering with local organizations. Prioritizing employees' well-being is both compassionate and a strategic investment that improves business results.

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COMMUNITY ENGAGEMENT

Veritiv listens to and collaborates with community stakeholders to drive positive and sustainable change for local citizens. In honoring our commitment to invest time, talent, and resources, Veritiv encourages employees to engage in their local communities. Our leadership team exemplifies this commitment by representing Veritiv on nonprofit boards and committees, interacting with communities, and learning about the pressing issues that Veritiv is uniquely positioned to address.

- Our CEO, Sal Abbate, serves on the board of the Metro Atlanta Chamber of Commerce.
- Our Senior Vice President of Global Operations, Chris Martin, serves on the board of Atlanta Community Food Bank.
- Our SVP General Counsel and Corporate Secretary, Susan Salyer, serves on the board of the Alliance Theatre in Atlanta.
- Our SVP Chief Human Resources Officer, Tony Ventry, serves on the board for Junior Achievement of Georgia.
- Managing Director of Mexico, Bianca Mazzarella, serves on the Community Assistance Center board.
- Vice President Quality and Corporate Responsibility, Martha Issa, serves on the board of Trees Atlanta.

In 2025, we continued our mission to drive meaningful and sustainable change through responsible operations and the dedication of our employees. Our focus remains on leveraging our resources to enhance local lives, whether through financial contributions, volunteerism, or educational opportunities.

At Veritiv, giving back is more than a responsibility, it's part of our DNA. We believe our success is tied to the well-being of the communities we serve, and we're proud to support more than 2,100 nonprofits through employee volunteerism, financial donations, and other valuable contributions.

VERITIV CONNECTS

Our community-focused program, Veritiv Connects, champions corporate giving and employee volunteerism, ensuring we make a tangible impact in the places where we live and work.

Last year, Veritiv Connects continued our philanthropic mission by advancing programs that help individuals learn, grow, and thrive. We invested our time and talent in the following areas:

1 Mentorship Programs

We invest in mentoring opportunities that unlock new avenues for success and contribute to a healthy and vibrant workforce. We value workforce readiness and programs that develop

careers in packaging, facility solutions, distribution, and beyond. Last year, our employees directly mentored more than 2,500 students through Boys & Girls Clubs and Junior Achievement. Employees coached students in business etiquette, preparation for job interviews, running a business for a day, and managing personal finances, connecting classroom curricula to real-world experiences and solutions.

2 Building Safe and Sustainable Neighborhoods

In 2025, we joined forces with Feeding America to further amplify our impact in addressing food insecurity where it matters most. Our employees volunteered at local food banks, supporting meal preparation, food distribution, and workforce readiness initiatives. Many teammates were already deeply engaged in this work, including Chris Martin, SVP of Global Operations, who serves on the board of the Atlanta Community Food Bank. This partnership enabled us to expand our reach, strengthen existing efforts, and deepen our collective impact.

We also invested in the restoration, beautification, and protection of green spaces through partnerships with Trees Atlanta and other nature conservancy organizations. In addition, our annual Socktober initiative was another strong success, collecting and donating 45,200

pairs of socks to 49 nonprofit organizations across 27 states and Mexico, providing essential support to individuals and families in need.

3 Delivering Goodness

Our Delivering Goodness initiative is a prime example of how we leverage our resources for positive change. **In 2025, we donated over \$1 million worth of inventory to 54 nonprofits across 29 states.** This reduced waste and provided crucial supplies to the American Red Cross, Habitat for Humanity, Convoy of Hope, and local Humane Society chapters, helping them serve communities in need.

Veritiv supplies these organizations with corrugated boxes, PPE, facility solutions, packaging supplies, and hygiene products. We also support disaster-affected communities and help nonprofits reduce overhead through circular economy practices.

4 Designing Goodness

Our Designing Goodness program leverages one of our greatest strengths, packaging design, to support nonprofit organizations in meaningful, practical ways. Through this program, our packaging design experts partner directly with a selected nonprofit to understand and solve a unique challenge they are facing. Veritiv then brings that solution

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to life by designing, producing, and donating the packaging, helping nonprofits operate more efficiently, extend their reach, and focus more of their resources on the communities they serve.

In 2025, we partnered with the Georgia Lions Lighthouse Foundation to design and donate 1,000 reusable donation boxes to collect eyeglasses for those in need resulting in 7,091 pairs of eyeglasses collected for underinsured and uninsured Georgians. As a result of the strong partnership and success of the program, we are proud to share that Veritiv was awarded the 2025 Grace Clower Community Partnership Award. We are excited to partner with the United Way in 2026!

5 Strategic Partnerships

In 2025, Veritiv continued our philanthropic outreach with First Tee USA through our Green Party golf events. This relationship aligns with our community focus of providing mentorship opportunities for youth, unlocking avenues for success, and contributing to a vibrant workforce.

Through our strategic partnerships with organizations like First Tee, Boys & Girls Clubs of America, and Junior Achievement, Veritiv continues to impact youth through mentorship, education, and community outreach. In 2025, our employees⁽¹⁾ donated over 570 hours with Boys & Girls Clubs, including school supply drives, mentorship programs, and event staffing, helping youth gain the skills and confidence they need to thrive.

FIRST TEE (NATIONAL)

First Tee is a youth development organization that enables kids to build character and prepares them for a lifetime of new challenges. Integrating a life-skills curriculum with the game of golf, First Tee creates active learning experiences that build inner strength, self-confidence, and resilience.

BOYS & GIRLS CLUB OF AMERICA (NATIONAL)

Boys & Girls Clubs of America’s mission is to help young people reach their full potential as productive, caring, responsible citizens through youth development programs driven by local needs and available resources.

Veritiv employees volunteered with local Keystone Club leadership programs in five markets across the United States, including Atlanta, Jacksonville, Dallas, Cincinnati, and Los Angeles. Boys & Girls Clubs of America’s National Keystone Club provides unique development opportunities for teens ages 14 to 18, focusing on academic success, career preparation, community service, and teen outreach. In 2025, Veritiv completed eleven community engagement projects with Clubs, including mentorship, school supply drives, and special event staffing.⁽¹⁾

AMERICAN RED CROSS (NATIONAL)

Veritiv encourages team members to volunteer with and donate to the American Red Cross to support disaster preparation and relief efforts. We used our 2025 Matching Gift program to raise tens of thousands of dollars in direct response to ongoing natural disasters in the U.S. and Mexico. Veritiv hosted blood drives at our warehouses, with employees making life-saving blood and platelet donations.

JUNIOR ACHIEVEMENT (ATLANTA)

Since 2017, Veritiv has partnered with Junior Achievement to provide middle and high school students with the knowledge and skills they need to plan their futures. Veritiv employees volunteer at Junior Achievement Discovery Centers in Georgia, where students apply business and personal finance concepts they discover in the classroom to real-world scenarios through a hands-on learning experience. For the past six years, Veritiv employees have supported 3DE by Junior Achievement, helping re-engineer high school education to be more relevant, experiential, and authentically connected to the complexities of the real world.

TREES ATLANTA

Veritiv has partnered with Trees Atlanta since 2018. Over this seven-year commitment, we have donated more than 500 hours to planting and protecting green spaces. Additionally, Veritiv places a senior leadership team member on its Board of Directors alongside 20 executives from major Atlanta-area companies. Trees Atlanta provides significant support to help us safeguard a sustainable way of living. We create a canopy across Atlanta through our planting investment and provide sustainability education to volunteers throughout the region.



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VOLUNTEERING

We empower our employees across North America, Mexico, and Asia to take ownership of pressing needs in their local communities. In 2025, our teams volunteered their time and talent to local and national organizations with nearly 8,000 volunteer hours,⁽¹⁾ demonstrating a year-over-year increase in employee engagement within our philanthropic platform, Veritiv Connects Online. Over 1,800 employees engaged with over 2,100 charities through financial contributions, items collected from donation drives, in-person volunteering, professional coaching, and in-kind donations from our warehouses.⁽²⁾ Many Veritiv employees were active in their communities every week of the year, mentoring individuals and enhancing nonprofit missions that foster safe and sustainable neighborhoods.

To strengthen the employee giving and volunteer experience and reach the above milestones, Veritiv Connects continued to encourage employees to use the philanthropic platform Veritiv Connects Online. Since launching the site and simplifying all aspects of community engagement, employees can manage everything connected to their community engagement activities in one place. We are proud that Veritiv Connects Online empowers employees to give, volunteer, and lead in their local communities.

Because of these successes and our employees' appetite for volunteerism, we introduced a new company benefit: a full day of volunteerism for every eligible employee. This benefit allows eligible employees to use company time to volunteer with a nonprofit of their choice. Volunteer Time Off proved successful, as we increased our volunteer hour count by over 2,000!⁽³⁾ Veritiv Connects looks forward to continuing to engage and increase that number again in 2026.

EMPLOYEE AND COMMUNITY FUNDS

1 One Veritiv Fund

Funded by employees for employees, the One Veritiv Fund provides immediate short-term financial relief to eligible Veritiv employees who have suffered significant hardships due to unforeseen events such as natural disasters, medical emergencies, or military deployments. Every contribution helps, and when combined with the donations of others, can provide a tax-free grant¹⁶ to help fellow employees when they face the unexpected.

“Thank you from the bottom of my heart. This grant provided breathing room for us to figure out next steps. It became less stressful wondering how we were going to keep food in the house and maintain critical medication with only one income coming in at the time”
- One Veritiv Fund Recipient

2 Veritiv Matching Gift Fund

In addition to our philanthropic partnerships, Veritiv supports charitable organizations that are meaningful to employees. In 2025, we maintained the Veritiv Charitable Giving Fund, which supports 501(c)(3) charitable organizations.

Veritiv matches employee contributions dollar-for-dollar up to \$10,000 annually to approved 501(c)(3) charitable organizations in the U.S. or equivalent international organizations, subject to a total program matching contribution limit. Through the Matching Gift Program, Veritiv Connects Online matched every employee dollar donated, creating a more inclusive employee-giving experience. Through our employee's generosity and our Matching Gifts, Veritiv donated over \$575k in 2025.⁽⁴⁾

3 Lobbying and Political Contributions

Veritiv does not currently lobby or make political contributions and has no plans to do so.

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HEALTH AND SAFETY

Veritiv's Safety Program

2025 was a transformative year for Veritiv incorporating Orora Packaging Solutions (OPS) as well as multiple smaller acquisitions into the Veritiv family. Both Veritiv and OPS had existing strong EHS programs and cultures, making the transition into "One Veritiv" a smooth one. Much of the year was spent blending our teams, processes, and cultures together, taking the best from both companies to further strengthen Veritiv's safety culture. Through our proactive safety culture, Veritiv facilitates a safe and healthy workplace. We consider safety a core business process and that is reaffirmed in our **Employee Health and Safety (EHS) Policy**.

Veritiv utilizes Human Organizational Performance principles to systematically manage safety, encompassing organizational structure, accountability identification, policies, and procedures. Key components of our Safety Program include

- Policies, Procedures, and Processes
- Training and Communications
- Investigation and Incident Response
- Inspections and Auditing
- Reporting and Continuous Improvement

Our Safety Program is designed to respond promptly to reported issues and conduct thorough investigations, helping drive continuous improvement.

All information and compliance concerns identified through monitoring and auditing are documented and tracked until resolved. Approaches and initiatives like Target Zero, SCORE/Take5, and See It, Say It allow for consistent hazard identification, communication, and resolution.

Our Target Zero approach symbolizes our goal of zero unrecognized and unresolved hazards with the potential to cause injury, which Veritiv's Health and Safety professionals pursue daily. Target Zero empowers and engages all Veritiv employees to proactively identify workplace hazards and develop practical solutions integrated with business operations.

Enhancing Workplace Safety Through SCORE and See It, Say It Initiatives

The SCORE (Stop, Consider, Observe, React, and Execute)/Take5 safety initiatives improved Veritiv's 2025 safety performance by reinforcing proactive risk assessment and injury prevention. These programs empower employees to exercise their Stop Work Authority (SWA) if they identify potential hazards, ensuring a culture where safety is prioritized in all tasks, regardless of routine familiarity. SCORE/Take5 facilitates clear and effective communication among workers, enabling them to assess risks and execute tasks safely.

Additionally, our newly designed hazard recognition and tracking program,

See It Say It allows employees to easily report hazards multiple ways (i.e., online, QR-code, etc.) and be able to track any corrective actions in Veritiv's Incident Management System (Origami). By emphasizing situational awareness, safe operating procedures, SCORE/Take5 and See It, Say It helps us enhance compliance with best practices, contributing to a safer work environment.

Key initiatives included enhanced training on proper lifting techniques and identifying specific products requiring team lifts. Additionally, we implemented a structured mandatory pre-shift stretching program where teams participate in a 15-minute, manager-or-supervisor-led stretching session to promote flexibility and injury prevention.



Other areas where Veritiv improved our safety processes include the following:

- Implemented the Nurse Triage service at all legacy OPS sites.
- Standardized Personal Protective Equipment (PPE) across all sites.
- Further utilization of Origami to identify trends, areas of concern and increase accountability.
- Enhanced our investigation process with emphasizing the Hierarchy of Control for corrective actions.
- Implemented an enhanced new hire employee and new manager/supervisor EHS on-boarding checklist.

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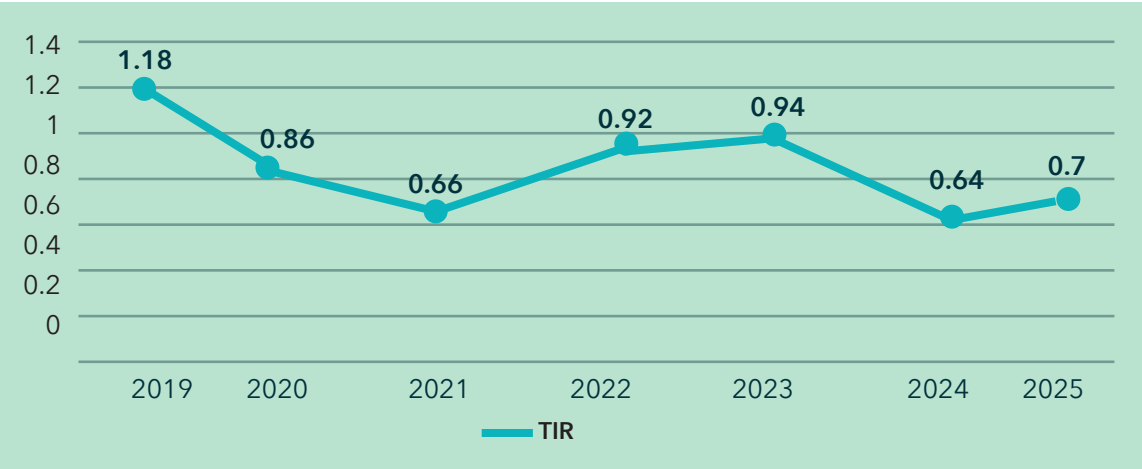
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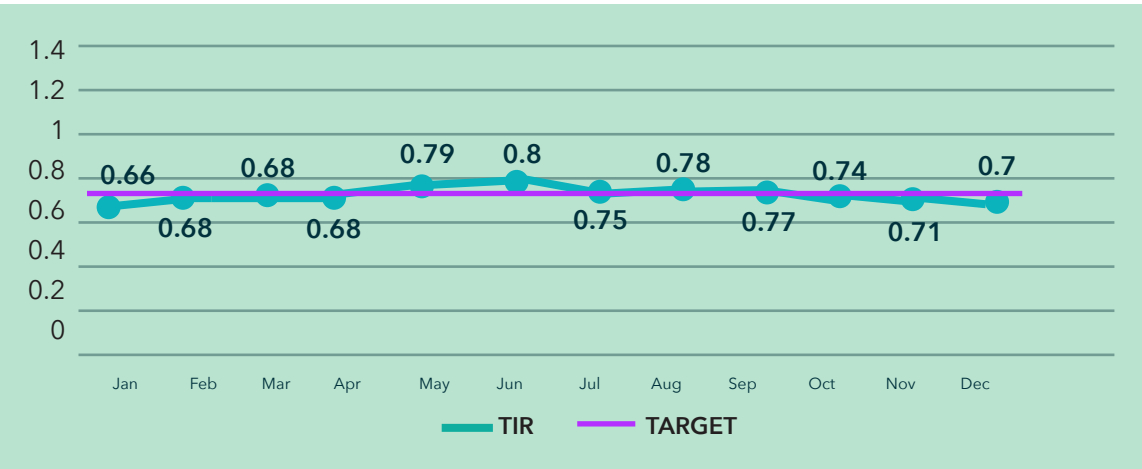
Safety Performance Data

In 2025, our combined (Veritiv and OPS) Total Injury Rate (TIR) for our U.S. and Mexico operations was 0.70. 92 of our 135 manufacturing, distribution and design center sites achieved ZERO recordables in 2025. We continue to be an industry leader in safety and maintain a TIR well below the industry average.

Veritiv Year-Over-Year TIR



Veritiv Monthly TIR



Employee Health and Safety Audits

The Employee Health and Safety (EHS) Team regularly conducts EHS Audits at our facilities to validate workplace safety and compliance with environmental requirements. Each facility also conducts monthly and quarterly internal audits of safety, environmental compliance, and training completion rates. The results outline any hazards identified during the audit and are tracked until all corrective action items are closed. We examine the audit results to uncover trends that allow us to enhance our procedures, communications, and training.

Emergency Response Plans

Veritiv’s Emergency Response Plans address various types of emergencies, including hurricanes, wildfires, winter weather, chemical spills, disease outbreaks, etc. The goal during critical events is to reduce or prevent human injury and property damage. Each facility has an Emergency Response Plan that addresses location-specific hazards and describes procedures to follow if a critical event occurs.

Emergency Response Plans are updated annually and incorporate feedback from local authorities. All plans roll up to the Corporate Business Resiliency and Continuity Plan, which documents Veritiv’s steps in each type of emergency. This enables a timely response tailored to each scenario at each site to

reduce injury, damage, and business interruption. The Business Resiliency Plan removes the uncertainty of delegating roles and responsibilities when an emergency occurs by defining which staff members should be part of the response team, their responsibilities, and which first responders should be contacted.

Transportation Safety

In 2025, we strengthened our Driver Safety Program to reinforce safe driving practices across our Commercial Motor Vehicle Drivers, Sales Professionals, and Service Technicians. The program includes a comprehensive Driver Safety Manual, annual safety training, and dedicated onboarding training for new hires. We also maintain a consistent communication cadence through weekly safety messages, monthly transportation safety meetings, and performance metrics that help us monitor progress.

To support continuous improvement, we use real-time driver behavior data to identify coaching and retraining opportunities. All vehicle incidents are documented in our reporting system, and each is formally investigated and reviewed by the Motor Vehicle Accident Committee to ensure accountability and drive corrective action.

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Based on the review’s results, recommendations and corrective actions are issued, and all locations receive a report on best practices and findings.

Our fleet is equipped with the following safety features:^(M)

- Forward- and driver-facing cameras
- Speed limiters set at 65 mph
- 2020 and newer trucks have collision mitigation systems that apply the brakes automatically if a collision is imminent
- 2023 and newer trucks have lane departure and blind spot detection
- Disc brakes

- Daytime running lights
- Headlights automatically turn on when windshield wipers are engaged
- Hill assist to prevent trucks from rolling backward when stopped on a hill and trying to take off

To promote consistent expectations and reduce motor vehicle incidents, Veritiv’s Transportation Safety Team has established a comprehensive Driver and Fleet Safety Manual.^(M) The manual outlines the core elements of our safety framework, including:

- Driver responsibilities – standards for safe operations, conduct, and compliance

- Federal requirements – applicable regulatory obligations governing commercial motor vehicle operations.
- Veritiv responsibilities – organizational commitments that support safe driving practices and fleet management.

This structure provides a clear foundation for accountability, regulatory alignment, and continuous improvement across all driving roles.

To advance our goal of reducing motor vehicle accidents by 15% in 2025, we implemented annual mandatory driver safety training for all drivers,^(M) including dedicated onboarding training for new hires. The curriculum consists of five core modules that reinforce safe driving practices and regulatory compliance:

- Defensive Driving – strategies for anticipating hazards and minimizing risk.
- Safe Vehicle Operations – standards for operating commercial vehicles safely and efficiently.
- Maintenance and Roadside Inspections – procedures for identifying mechanical issues and ensuring vehicle readiness.
- Cargo Securement – requirement for properly loading and securing freight.
- Trip and Post-Trip Inspections – protocols for pre- and post-operation vehicle assessments.

A cross-functional Motor Vehicle Accident (MVA) Review Committee, which includes representatives from Operations, Legal, HR, Risk, Talent, and Transportation,

evaluates every incident, recommends corrective actions, and monitors completion to ensure accountability and continuous improvement.

Monthly meetings between the MVA Review Committee and our drivers fosters open dialogue on emerging trends, corrective actions, KPI performance, and future training needs. In alignment with committee findings and FMCSA requirements and/or initiatives, fleet managers receive monthly discussion topics to reinforce safety expectations and guide coaching conversations with their teams.

Truckers Against Trafficking

In 2022, Veritiv partnered with the Federal Motor Carrier Safety Administration (FMCSA) to launch the Truckers Against Trafficking (TAT) certification program. Since then, we have expanded our Human trafficking training to include all Veritiv employees. This initiative continued through 2025.

Human Trafficking remains a significant concern in our communities, particularly in Atlanta, home of Veritiv’s headquarters and one of the world’s busiest airports. With a large commercial fleet operating across the United States and Mexico, Veritiv recognizes the important role we can play in identifying and preventing trafficking activity.

Training for the TAT program has been fully developed and implemented for

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all commercial motor vehicle drivers and service and equipment technicians. Through the dedicated efforts of our Transportation Safety Team, we are proud to acknowledge that every Veritiv driver and service technician has successfully completed the certification process. This training is provided to newly hired drivers and technicians during onboarding, with annual recertification to maintain awareness and readiness.

Veritiv is proud of the commitment our employees have shown in supporting this critical initiative and in helping strengthen the fight against human trafficking.

Onsite Contractor Safety

We partner with contractors and vendors that demonstrate strong safety performance and comply with applicable regulations. We proactively communicate site hazards and hold contractors accountable to Veritiv’s safety standards.

Our Contractor Safety Program evaluates contractor safety performance and insurance levels and requires on-site contractors to understand Veritiv’s safety rules. Key elements include:

- Reviewing safety performance and insurance levels to approve or reject contractors.
- Requiring contractors to review safety rules, emergency plans, and site requirements with the site manager before work begins.
- Holding contractors accountable for meeting regulatory and safety requirements.
- Prohibiting contractors from using Veritiv equipment.
- Requiring contractors to immediately report all safety incidents to their Veritiv contact and implement measures to prevent recurrence.

Product Safety

We manage our product portfolio with a focus on safety, ensuring our products support our customers’ safety requirements. This is especially critical in direct food contact packaging, cleaning products, and kitting operations involving food.

Food Packaging Safety

Food safety is integral to Veritiv’s culture and remains one of our top priorities. We continually develop, document, and uphold a comprehensive food safety program that enhances our kitting and distribution capabilities. Food safety is essential to our customer commitment, prompting us to choose the best supplier partners who meet or exceed their requirements. With 32 Food-Grade, FDA-certified facilities,⁽²⁾ food packaging safety is a core element of our culture.

Veritiv’s food safety training program plays a critical role in supporting safe operations and product integrity across our business.

Each year, we conduct mock recalls to stress-test our recall program and identify opportunities for improvement. Our food safety audits confirm compliance with our food safety plans and procedures and provide feedback to guide continuous improvement. Audits include self-audits led by our corporate and facility food safety teams and third-party audits such as AIB International, conducted to the AIB International Consolidated Standards.

The Standards consist of five categories for inspection, with each category worth 200 points and a passing score of 700 or above. Facilities that score in the top 25% are awarded a Recognition of High Achievement – Superior. The five Categories for Inspection are:

- Operational Methods and Personnel Practices
- Maintenance for Food Safety
- Cleaning Practices
- Integrated Pest Management
- Adequacy of Prerequisite Programs and Food Safety Program

Veritiv has nine AIB-certified facilities, all scoring 900 or higher on the AIB audit. This score puts our facilities in the top 3% of AIB-certified facilities.⁽²⁾



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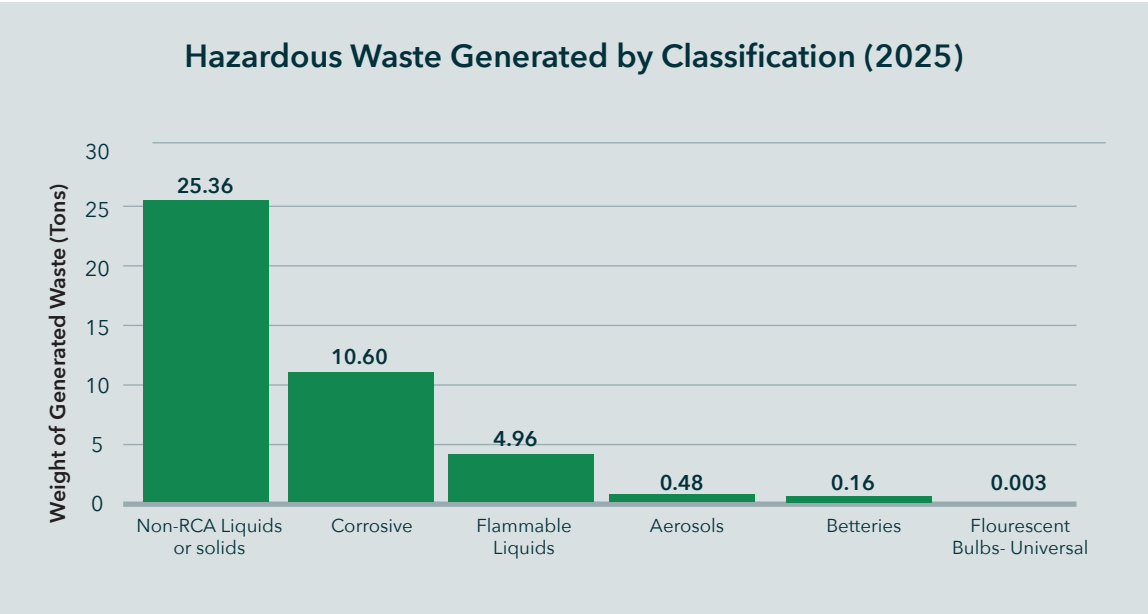
Cleaning Products and Hazardous Material Safety

Veritiv does not manufacture cleaning products, so we do not handle raw chemicals or produce finished goods. We distribute off-the-shelf finished products. Some items (e.g., hand sanitizer) may be classified as hazardous waste upon expiration and are managed by qualified third-party providers for blending, treatment, neutralization, or disposal.

As part of our Environmental Management System (EMS) Program, Veritiv employees complete annual training on the following hazardous waste topics:

- Hazard Communications
- Managing Hazardous Waste
- Proper Storage of Hazardous Waste
- Emergency Response to Spills

We take a “Quality First” approach to delivering reliable products across Sales, Distribution, and Equipment Services. By prioritizing product safety and working with trusted suppliers through a structured assessment process, we help ensure compliance with applicable safety standards.



SUPPLY CHAIN STEWARDSHIP AND RESPONSIBLE SOURCING

Supplier Code of Conduct & Supplier Standards

We evaluate sustainability policy and compliance requirements, especially for palm-based derivatives, conflict minerals, and REACH/RoHS, on a case-by-case basis for the products we distribute. Suppliers must comply with our **Supplier Code of Conduct** and complete our Quality Assurance Supplier Evaluation, and we maintain supporting product documentation through TraceGains. As we pursue acquisitions, acquired companies adopt these procedures, including Supplier Code of Conduct standards. Veritiv also expects suppliers to comply with the **Veritiv Supplier Code of Conduct**, the **Veritiv Code of Business Conduct and Ethics**, and all applicable laws and regulations. Our Supplier Code of Conduct focuses on the following ethical sourcing areas:

1 WORKPLACE, LABOR, AND HUMAN RIGHTS

Veritiv’s commitment to protecting human rights is outlined in our Human Rights Policy and Supplier Code of Conduct. We select suppliers who embrace Veritiv’s values and expect our suppliers to be accountable to social impact requirements.

2 HEALTH AND SAFETY

We require our suppliers to provide secure, safe, healthy workplaces, have well-established safety procedures, utilize preventive maintenance and protective equipment, and comply with all applicable laws.

3 THE ENVIRONMENT

Suppliers must comply with all applicable environmental laws, including hazardous materials, wastewater, solid waste, and air emissions.

4 BUSINESS ETHICS

We expect our suppliers to operate with the highest business ethics and specifically note compliance with antibribery, conflicts of interest, antitrust, intellectual property, data privacy laws, and all applicable laws of the countries where the supplier operates.

5 ACCOUNTABILITY, COMPLIANCE, AND REPORTING

Suppliers must monitor and document their entire supply chains to ensure compliance with our Supplier Code of Conduct and all applicable laws and regulations. We reserve the right to audit our suppliers for compliance with the Code and to use the supplier assessment process outlined on the next page.

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Additionally, any party can directly report ethical concerns, complaints, questions, or other instances of non-compliance regarding the company or individual practices. A third party maintains our confidential helpline available in all local languages, 24 hours a day, seven days a week, online at [veritivhelpline.com](https://www.veritivhelpline.com), or by phone:

- In the US: 888-312-2693
- In Mexico: 800-777-0472
- In China: 400-120-5047

6 NO RETALIATION

Suppliers must assure their employees and others in the supply chain will not be penalized for good faith reporting of suspected violations of our Code, applicable laws and regulations, or for cooperating with any related investigation. Retaliation or threats of retaliation against any person who reports a possible violation or cooperates with any related investigation will not be tolerated.

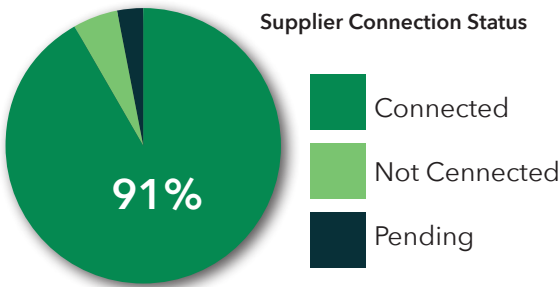
Supplier Risk Analysis

We take a structured, risk-based approach to managing ESG performance across our supply chain, starting with carefully vetted preferred suppliers. New suppliers complete our Supplier Packet, including our Code of Conduct and quality evaluation requirements, before onboarding. We then partner with Category Management to apply risk-based

thinking and continuously strengthen supplier performance.

Our supplier assessment process evaluates environmental and social practices across our supply base. We track performance through a Supplier Sustainability Scorecard in Power BI, covering top suppliers that represent approximately 81% of our Packaging and Facility Solutions spend.^(N) Risk evaluation is integrated into overall supplier KPI tracking, including metrics such as the percentage of targeted suppliers that have signed sustainable procurement charters.

We monitor risk for 91% of our direct food contact preferred suppliers, through their connection in TraceGains with the goal to achieve 100% of direct food contact preferred suppliers connected by the end of 2026.^(N) Sales of Direct Food Contact packaging products is a strategic growth segment for Veritiv.



Audit Process & Supplier Relations

We conduct both desktop and on-site audits across Mexico and the U.S. to assess supplier performance. Our audits evaluate management systems, social responsibility, and environmental and quality practices. We go beyond documentation by engaging directly with supplier employees to gain deeper, on-the-ground insight.

We support supplier capacity building through tools such as our Quality Survey, which evaluates documented processes and issue escalation practices. We use these insights to identify gaps and opportunities for improvement. We then work closely with suppliers to address nonconformities through corrective actions that support continuous improvement.

The Quality Survey examines the following topics:

- **Corporate Responsibility:** assessing our suppliers' overall policies and corporate responsibilities strategies.
- **Product Integrity (Quality):** assessing product integrity and quality management systems including facility certifications, quality management systems, and more.
- **Sustainability:** evaluates the suppliers' commitment and actions to reduce environmental impacts.

Supplier non-compliance is managed through collaboration. Veritiv employs

a cross-functional team to partner with suppliers to ensure problems are resolved and to utilize creative and innovative solutions for improvement opportunities. Recently, we incorporated the Vendor Returns Team into the Quality and Compliance Team to enhance process flow.

As we integrate acquired companies, we are onboarding a Quality Management System software (QT9™QMS) that will allow us not just to standardize the way we monitor and request corrective actions for our suppliers but also will standardize other processes.

QUALITY MANAGEMENT SYSTEM (QMS)

Our Quality Management System (QMS) includes the following elements:

1 FOUNDATIONAL ELEMENTS

- **Quality Manual:** Our Quality Manual defines the scope and structure of our Quality Management System (QMS), including our quality statement, objectives, key processes, and roles. It serves as a central reference for employees, auditors, and stakeholders, promoting consistency, clarifying expectations, and demonstrates our commitment to meeting quality standards.

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- **Quality Policy:** Veritiv strives to be a leader in every market it serves through the delivery of quality products and services, and by continually reviewing and improving its Quality Management System (QMS).

This statement defines our commitment to quality, sets the direction for our Quality Management System (QMS), and provides the framework for our quality objectives. It includes commitments to meeting customer and regulatory requirements and to continual improvement, and it guides decision-making at all levels.

- **Quality Objectives:** Measurable goals that align with the quality policy and support continuous improvement and take into account applicable requirements. Our quality objectives are internally communicated, give teams clear targets, and are regularly reviewed and updated as needed to meet our changing business needs.

2 LEADERSHIP & SUPPORT PROCESSES

- **Management Reviews:** These are regular, structured meetings where senior management evaluates the QMS’s performance and effectiveness. They assess audit findings, customer feedback, and progress toward the company’s quality objectives. They help identify improvement opportunities, allocate resources, and ensure the QMS remains aligned with the organization’s strategic goals.
- **Internal Audits:** Systematic evaluations of the QMS that verify compliance with internal processes and policies and applicable external standards (like ISO 9001 or AS9120). They help uncover nonconformities and opportunities for improvement and validate that procedures are followed while providing valuable inputs for management reviews.

3 CORE OPERATIONAL PROCESSES

- **Process Management:** A means for defining, monitoring, and controlling business processes to ensure we have consistent, high-quality outcomes. This involves mapping workflows, setting

performance metrics (KPIs), and continuously refining processes based on data-driven insights and feedback.

- **Document Control:** Process for creating, approving, distributing, and maintaining QMS documents so coworkers use current, accurate information, reducing errors and supporting compliance.
- **Risk Management:** Identifies, assesses, and mitigates risks to quality, compliance, and customer requirements to prevent issues and protect product/service integrity and customer trust.

4 CORRECTIVE AND PREVENTATIVE ACTIONS (CAPA)

- **Corrective Actions:** A systematic approach to addressing product or process nonconformities by identifying and eliminating root causes. Corrective actions resolve current issues (internal, customer, supplier, etc.) and should be designed to prevent recurrence while enhancing the QMS over time.
- **Preventative Actions:** Proactive measures to identify and mitigate potential risks before they become problems. Preventive actions enhance long-term quality performance and reduce the likelihood of future disruptions.

5 PEOPLE AND CONTINUOUS IMPROVEMENT

- **Training & Competency:** Training and competency are integral to the QMS. They ensure that employees have the necessary skills, knowledge, and training to perform their roles effectively. This includes regular competency assessments, ongoing education, and maintaining training records to demonstrate compliance with quality standards.
- **Customer Satisfaction & Feedback:** Collecting and analyzing customer feedback allows us to assess satisfaction and identify opportunities for improvement. These insights help refine our products, services, and internal processes, strengthening the overall customer experience.

- **Continuous Improvement:** We are committed to regularly evaluating and refining our processes, products, and services to drive ongoing enhancements. This involves utilizing tools such as root cause analysis, key performance metrics (KPIs), and feedback from both customers and employees to make informed decisions that lead to lasting quality improvements.

SUPPLY CHAIN DIVERSITY

We prioritize building a diverse supplier base and continue to strengthen how we identify and verify the diversity status of our partners. Through this initiative, we further categorize suppliers into key groups, creating a direct and indirect spending strategy.

We work fairly and effectively to ensure the success of our suppliers and contractors:

- A. Evaluate products and services on their merits, with impartial consideration to all suppliers.
- B. Award contracts based on the highest quality, best delivery, and most competitive cost.
- C. Review supplier and contractor performance to enhance their ability to provide products and services that exceed industry standards.
- D. Assure that all small business categories are included in our procurement opportunities.

We verify supplier diversity status on a quarterly basis using third-party data enrichment services that validate certification status and expiration dates against a broad network of independent certifying organizations. See Supplier Diversity Program Spend in the Appendix on [page 60](#).

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Transparent and Ethical Governance

HOW WE GOVERN

Veritiv maintains robust corporate governance practices to ensure ethical, responsible behavior that enhances enterprise value and benefits our stakeholders. The Board provides direction and advice to the SLT regarding strategic direction and company stewardship. As part of Veritiv's strategy review, the Board and management annually assess corporate governance practices, environmental and social risks, and new opportunities.

The Board is responsible for Veritiv's risk oversight, including environmental, social, supply chain, and governance matters. Board members receive periodic updates on ESG initiatives and overall progress. In addition, the Board maintains visibility into governance activities across the organization, advises management on relevant policies, and is regularly informed on key ESG developments.

In mid-2024, the Board established two committees which were maintained throughout 2025. Each committee met 4 times in 2025, once per quarter.

1 Audit and Finance

Responsible for reviewing ESG measures and metrics and how they're used to evaluate Veritiv's performance.

2 Compensation and Leadership Development

Responsible for reviewing human capital policies and strategies, including

succession planning, diversity, internal pay equity, recruiting, retention, and talent development, and aligning compensation programs with sustainability priorities and objectives.

Subject to Board oversight, the SLT structures, monitors, and adjusts Veritiv's sustainability efforts to best serve the company and its stakeholders. Senior management reviews long-term plan segments regularly, and these plans consider sustainability implications and our customers' evolving needs. **Section 3** of this report discusses Sustainability Oversight.

ETHICS AND COMPLIANCE

Code of Business Conduct and Ethics

Veritiv's interactive **Code of Business Conduct and Ethics** provides guidelines, tools, and resources to empower employees to make business decisions aligned with our values. It outlines standards that dictate how we are expected to behave, make business decisions, and address potential ethical dilemmas. Serving as a manual that builds on our Veritiv CODE of Values, the Code of Conduct directs how we conduct business ethically, responsibly, and in accordance with the law.

The Code of Conduct goes beyond simply following the law. It ensures we make decisions and follow through in a way that reflects the high value we place on integrity, respect, honesty, fair dealing,

and consistent ethical business practices. Honesty and integrity, both essential parts of our corporate culture, are at its core.

The Code of Conduct provides a roadmap for our daily decisions and how we accomplish our jobs and is an important tool for cultivating and maintaining an ethical workplace where employees do the right thing. We rely on our employees' good judgment and ability to speak up if something is unclear.

As business and market dynamics change, so may the Code of Conduct. It is not meant to be a static document. There may be times when a clarification, addition, or change to the Code of Conduct is required. Those changes can only be made by our Board of Directors.

Human Rights Policy

As global corporate citizens, our responsibility to those working on our behalf goes beyond the walls of our buildings and the reach of our fleet. We act with integrity and support efforts to protect individual human rights throughout our operations and supply chain.

Veritiv's Human Rights Policy Statement seeks to ensure that both direct and indirect operations support universally accepted human rights principles in accordance with the United Nations Guiding Principles on Business and Human Rights. We expect all suppliers, vendors, and businesses within our

supply chain to:

- **PROVIDE** fair living wages and pay for all time worked in compliance with local laws, safe working conditions, and equal employment opportunities.
- **PROHIBIT** child and forced labor, human trafficking, modern-day slavery, harassment, and discrimination.

We cover the following topics in our Human Rights Policy Statement:

- Health and Wellness
- Equal Opportunity and Fair Treatment
- Wages
- Diversity, Equity, and Inclusion (DE&I)
- Respectful Behavior
- Fair and Safe Working Environment
- Freedom of Association and Right to Collective Bargaining
- Voluntary Labor
- Child Labor
- Human Trafficking
- Privacy

We do not tolerate human rights abuse in any of our operations or anywhere in our supply chain. For more information, refer to our **Human Rights Policy Statement, Code of Business Conduct and Ethics, Supplier Code of Conduct**, and **Equal Employment Opportunity (EEO) Policy Statement**.

Compliance Risk Assessments

Veritiv's finance and information technology teams assess risks connected

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to our company strategy and operating plans. Management considers risks regarding budgeting and priority setting annually. Additionally, Veritiv periodically engages a third-party company to conduct an independent risk assessment if deemed appropriate. The Corporate Compliance Committee reviews these risk assessments, focusing on the compliance implications of the key risks identified and action items to address them.

Veritiv conducts risk assessments across various functions to understand the Company’s risks and devise controls and mitigation plans to address them. Below is a selection of risk categories included in our assessments:

- Financial Risk Assessments
- IT Capability and Cybersecurity Threats
- Business Resilience and Continuity

We have mapped compliance categories relevant to our business and aligned them with the functional and business units responsible for each compliance area. These unit leaders are tasked with assessing the compliance risks pertinent to their unit and developing policies and procedures to manage these risks. The General Counsel and the Corporate Compliance Committee oversee the approval of policies and procedures and help coordinate risk mitigation efforts, which include prioritizing activities and allocating necessary resources.

As part of our compliance training, Veritiv provides guidance to address concerns

that arise when engaging with suppliers, consultants, service providers, and other third parties. Information about the due diligence practices used with our product suppliers and service vendors is outlined in this report’s Supply Chain Stewardship section, starting on [page 43](#). Details regarding Compliance Training can be found in the Training Section of this document on [page 54](#).

Reporting

We encourage reporting ethical concerns or complaints regarding the company or individual practices. A third party maintains our confidential helpline available in all local languages, 24 hours a day, seven days a week, online at [veritivhelpline.com](https://www.veritivhelpline.com), or by phone:

- In the US: 888-312-2693
- In Mexico: 800-777-0472
- In China: 400-120-5047

Veritiv prohibits retaliation. Employees may report concerns in good faith without fear of retribution, retaliation, or adverse job impact. Anyone who discourages or prevents a good-faith report is subject to discipline.

All reports to the helpline are investigated by Human Resources and/or other appropriate senior leaders, and action is taken based on the findings. The Board receives summary reports of matters raised through the helpline and other channels, including Human Resources and Legal.

Understanding the Complaint Procedure

- COMPLAINT RECIEVED AND INVESTIGATION STARTED:** Upon receipt of a complaint or helpline submission, Veritiv will promptly select a subject matter expert who will thoroughly investigate all reports of possible Code of Conduct violations.
- INTERVIEWS AND COOPERATION:** Employees and other individuals reporting concerns will be expected to cooperate in the investigation where needed. This includes speaking with investigators and providing truthful, complete, and accurate information.
- CONFIDENTIALITY MAINTAINED:** Details of the investigation will be kept as confidential as possible. However, it may sometimes be necessary to disclose details to others to help investigate, identify, or resolve the issue.
- REVIEW AND RECOMMENDATIONS:** If any portion of the reported concern is substantiated, the investigator and a member of Human Resources (if Human Resources was not the investigator) will make a recommendation regarding any proposed actions to address the issue.
- REPORT OUTCOME PROVIDED:** After the investigation is concluded, the individual reporting the concern will be informed whether the allegation was substantiated. Additional details regarding the investigation, the outcome, and any actions taken will usually not be shared with the individual or individuals who filed the report.

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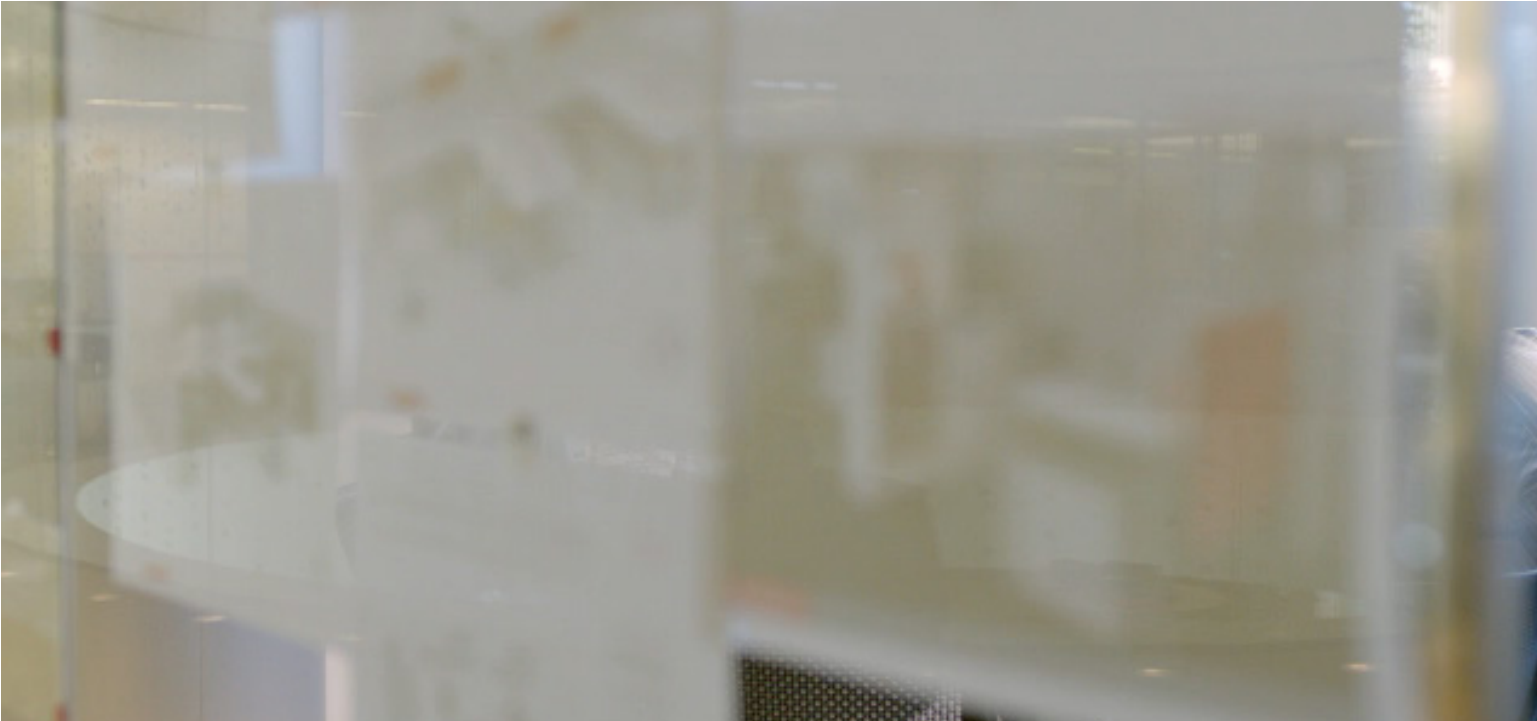
BUSINESS RESILIENCE AND CONTINUITY

Veritiv's Business Resilience and Continuity Program supports a wide range of incidents, including those related to the impact of climate change, extreme weather events, natural or man-made disasters, significant disruption or shutdown of key facilities, site security threats, epidemics, pandemics, cybersecurity incidents, and other events that may significantly impact our operations, personnel, financial health, or reputation. The Business Resilience and Continuity Program:

- Identifies Veritiv personnel at the corporate and site levels responsible for response execution
- Determines and clarifies the type of incident
- Designates notification procedures
- Defines procedures for interaction between the corporate and site teams
- Summarizes where to find guidance to prepare for and respond to specific incidents
- Indicates the necessary key contact information when an incident occurs

The program has four primary components:

- 1 The **Incident Management and Business Continuity Plan** establishes the overall incident management and business continuity frameworks and describes how program components interact.
- 2 **Site Plans** specific to each Veritiv location.
- 3 Our **Disaster Recovery Plan** is specific to information technology-related incidents.
- 4 The **Corporate Communications Plan** describes Veritiv's approach to communicating key messages to internal and external stakeholders.



We developed the Business Resilience Program utilizing an assessment, or Business Impact Analysis, applicable to the type of incident and location involved. The program's development also considered critical functions and operating systems, key customers, vendors, suppliers, and the severity and probability of risks for each location.

Our Chief Security Officer (CSO) oversees our Business Resilience Program and coordinates the component plan oversight, annual review, and testing with the Corporate Incident Response Team (CIRT) and operational leaders. The CIRT includes Corporate Security, Risk Management, EHS, Information Technology, Operations, Corporate Communications, Real Estate, Legal, and Human Resources representatives. We manage plan execution through

collaboration among the executive, corporate, and site teams.

Our CSO regularly meets with our regional operations leaders, field EHS managers, and other functional leaders to review the program and perform tabletop drills. These exercises promote the ongoing enhancement of our response plans.

In 2025, we conducted business resilience and workplace safety tabletop exercises at six facilities.⁽¹⁾ Our next cybersecurity tabletop exercise with the Senior Leadership Team is planned for Q1-2026.

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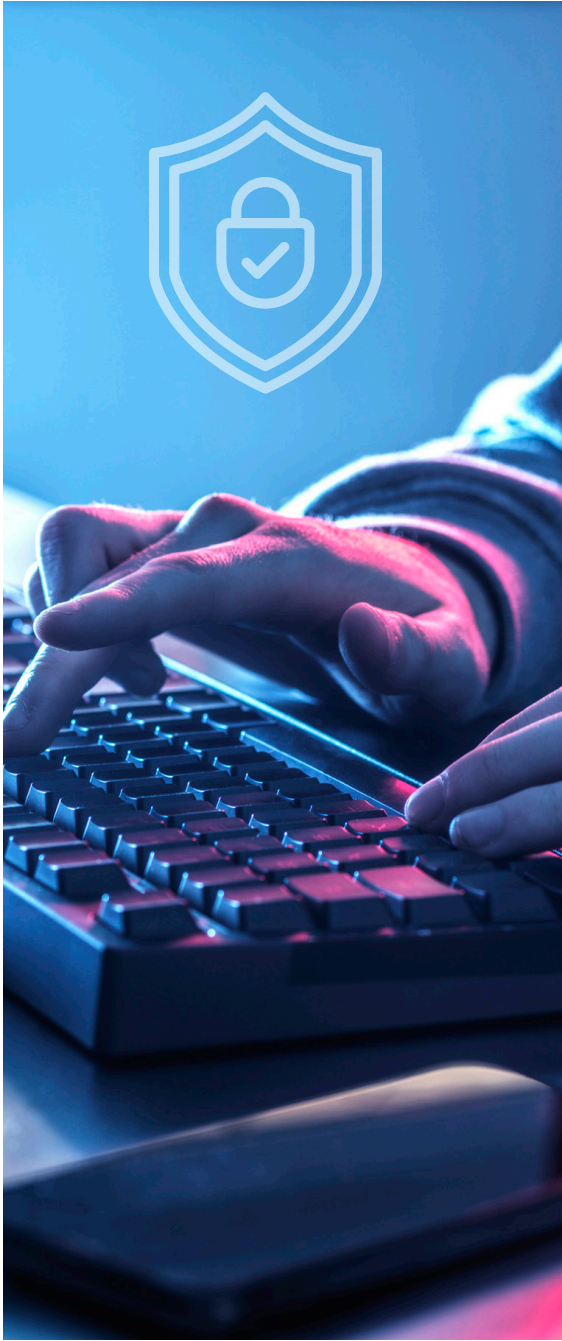
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ARTIFICIAL INTELLIGENCE (AI)

Veritiv uses artificial intelligence primarily through AI-enabled features embedded in existing enterprise software platforms, such as Microsoft Copilot, to enhance productivity and decision-making. The Company does not develop, train, or operate large-scale AI models or AI data centers. All AI usage is governed by Veritiv's IT Acceptable Use Policy, which restricts the use of public AI tools and prohibits the input of proprietary, confidential, or personally identifiable information.

INFORMATION SECURITY

Veritiv's information security strategy employs a defense-in-depth approach that includes people, processes, and technology. Information security risks are assessed annually via the IT budgeting process to fund capabilities that strengthen Veritiv's information security posture. Veritiv's IT Infrastructure, network, and Information Security Teams assess and implement cybersecurity initiatives where appropriate.

Veritiv IT is audited annually via an internal audit. A network penetration test is performed annually, and any noted material items are investigated and addressed promptly. Veritiv's IT Control Framework is COBIT-based, and these controls govern Veritiv IT's processes

and procedures. As a B2B distribution company, Veritiv is not required to conduct SOC 1, SOC 2, or ISO 27001 audits, but Veritiv's IT controls framework covers the same key areas as these other control frameworks.

Veritiv's cybersecurity measures include employee training, network and system monitoring, patching, maintenance, and system and data backups.

Information Security Risk Oversight

Our operations rely on secure IT systems for data capture, processing, storage, and reporting. The CIO, a member of the Senior Leadership Team, leads the IT organization, sets IT strategy, and oversees IT systems. The CISO reports to the CIO and manages the information security risk management program and cybersecurity operations. The CIO and CISO regularly update the Senior Leadership Team on IT initiatives and issues, and the CIO briefs the Board on IT and cybersecurity matters at least annually (or more often as needed).

Management regularly monitors best practices in this area and seeks to implement changes to the company's information security programs, as needed, to ensure that the company maintains a robust cybersecurity and privacy program.

Personally Identifiable Information (PII)

Veritiv collects Personally Identifiable Information (PII) of our employees in our Human Resources system and employs logical and physical controls to safeguard that data. We also gather business PII during our regular business operations and recognize the significance of securing customer and supplier PII, including business email addresses and phone numbers. We are committed to protecting PII from unauthorized access, use, or disclosure by following globally recognized privacy standards and relevant regulations while incorporating privacy and data protection principles into our systems and processes.

Veritiv employs an IT Controls Framework that ensures logical access, change management, and IT operations controls to protect PII. This framework reviews key IT service providers' annual SOC 1 Type 2 and SOC 2 Type 2 reports to assess their IT and cybersecurity control effectiveness. Members of the Veritiv team are responsible for safeguarding our confidential information and trade secrets, and we rely on them to maintain the security and confidentiality of information provided by the company, our customers, suppliers, and others.

Privacy Policy

Veritiv's [Privacy Policy](#) can be found on our website.

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Training is essential to Veritiv’s long-term success, equipping employees to work safely and efficiently while supporting retention and reducing turnover costs. A culture of continuous learning strengthens our competitive edge, helps us adapt to industry change, and drives innovation, benefiting both employees and the company.

SUSTAINABILITY TRAINING

This year, our sustainability experts trained sellers on core sustainability topics, joined sales calls, and provided regulatory updates (including Extended Producer Responsibility). They hosted Office Hours, delivered multiple EcoScore enhancement trainings, and tracked customers’ sustainability progress. We also trained specialists in role-relevant topics (e.g., Food Specialist Roundtables and Design Team Training). To support customers’ sustainability journeys, we launched four on-demand eLearning modules and a Micro-Credential series to equip sellers to recommend products and services that help customers meet their sustainability goals.

Sustainability Micro-Credential Series

Veritiv’s Sustainability Micro-Credential training series educates our team with comprehensive sustainability knowledge. The training is designed to utilize both eLearning and instructor-led sessions. The training topics include:

A Sustainability and Corporate Social Responsibility

- Sustainability Definition
- Definition of Sustainable Packaging
- Corporate Sustainability Development Goals
- Veritiv Sustainability Strategy Overview
- Veritiv Sustainability Resources

B Design for Sustainability

- Veritiv Design for Sustainability Value Prop
- Optimize the Design

C Sustainable Product Offerings and Development

- Sustainable Product Attributes Overview
- Sustainability Tools and Resources

D Environmental Advertising Guidance and Best Practices

- Design for Recycling
- How2Recycle Labeling Program - SPC
- Compostable, bio-degradable, and bioplastic
- Life Cycle Analysis Introduction

Sustainability eLearning Modules

1 SUPPORTING VERITIV’S SUSTAINABILITY COMMITMENTS

This course explains how sustainability relates to each employee’s job and how sustainability in specific roles helps drive growth, profitability, and long-term value. It also includes a supplemental video on responding to customer inquiries.

2. SUSTAINABLE SOURCING AND PRODUCTS

This course covers the focus areas of sourcing and sustainable product development in the packaging industry.

It includes the sustainability attributes we look for and the certifications/ proof of claims we require from our suppliers.

3. DESIGNING FOR SUSTAINABILITY

This course covers the fundamental elements of sustainable design.

4. SUSTAINABLE PACKAGING: AN OVERVIEW

This introductory overview defines sustainable packaging and its key elements.

CAREER MANAGEMENT TRAINING

Veritiv invests in employees and helps them build rewarding careers by providing tools and resources to support their personal and professional development at every stage of their careers.

Professional Development Programs

We invest in comprehensive development programs that empower individuals to acquire new skills, expand knowledge, and pursue professional growth opportunities. Our commitment to continuous learning aligns with our sustainability goals and fosters a culture of adaptability and innovation. Professional development programs include:

- The Ascend Program is a 10-week foundational sales development program for new sales professionals, specialists, and managers. In 2025, 122 employees completed the Program.^(P)
- The Master Class Sales Professional Development Program supports new sellers after they complete initial training by providing the resources, in-formation, and training essential to business growth at Veritiv.
- LEAD is Veritiv’s leadership, engagement, and advanced development program for Veritiv leaders. Designed and delivered with the University of Georgia’s Terry



College of Business. The program includes engagement and co-facilitation with the executive lead team and a capstone project that applies learning to real business challenges. In 2025, there were 24 participants.^(Q)

- Veritiv's Intern Development is a ten-week collaborative program designed to allow selected high-performing/high-potential college students to gain early work experience in their field of study, develop professional skills, and build a potential pipeline of future Veritiv employees. In 2025, 15 participants completed the program.^(R)
- The Corporate Account Development Program is an eight-week program designed to build enhanced sales and partnership skills for our Corporate Account Management team.

Chart Your Course

As part of Chart Your Course, our career development program, we launched the Career Hub, an enhanced career development and learning experience in Workday. In 2025, 57% of U.S. salaried employees completed the plan.^(R) Career Hub enables employees to:

- Create and maintain an Individual Development Plan (IDP). The IDP is a personalized document that outlines an employee's professional and personal development goals, including the strategies and actions need-ed to achieve them. It supports self-assessment by identifying strengths,

weaknesses, and areas for growth while aligning developmental goals with the company's objectives.

- Identify and leverage skills and connections associated with career interests. Employees can specify future role preferences through Career Hub, aligning their developing skills and connections with those roles.
- Explore internal job opportunities. Internal job postings enable employees to investigate and apply, creating wider organizational possibilities.

Career Pathing and Advancement

Veritiv's career pathing frameworks provide employees with a clear roadmap for company advancement. Advancement opportunities are available to everyone, fostering a diverse and inclusive leadership pipeline.

Succession Planning

Our succession planning strategy sets criteria for identifying and evaluating future leaders. We actively manage diverse talent pools, offer equal training and development opportunities, review and address possible business biases or gaps in succession planning, invest in inclusive leadership development programs, and maintain transparency. Our succession planning program ensures a continuous, resilient, sustainable leadership pipeline. In 2025, we identified 100 unique

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succession candidates for critical positions and successfully promoted 19 candidates (19%). 100% of employees promoted in 2025 completed an Individual Development Plan (IDP) and a Career Hub profile.^(R)

Training Needs Assessment

Veritiv conducts regular, thorough training needs assessments, incorporating data from individual development plans and employee surveys to ensure our workforce stays ahead of industry trends. We continually evaluate and respond to changing training needs to enhance employee performance, boost job satisfaction, and maintain a skilled and adaptable workforce.

Measuring Training Effectiveness

The Global Learning and Development Team uses the Kirkpatrick Model, a globally recognized method for evaluating the results of Veritiv’s training programs. The model rates programs against four criteria: reaction, learning, behavior, and results.

Veritiv evaluates the effectiveness of training by comparing participant performance with feedback from learners and leaders alongside business metrics. For example, in the Master Class Sales Professional Development Program,

we review monthly sales performance metrics for each participant. To graduate, sales professionals in this accelerated program must achieve \$50,000 in new business gross profit.

People Management Training

We train our leaders and employees to foster a diverse, equitable, and inclusive culture, while providing the tools needed to apply these principles across the organization. Managers and team leaders receive targeted training to promote inclusion and effectively lead diverse teams.

Safety Training

Veritiv’s Environmental, Health, and Safety (EHS) training requirements are based on each individual’s job responsibilities and the risks they encounter in the workplace. EHS training is assigned based on a role-specific training matrix that is reviewed at least annually by the EHS team. Training materials are regularly updated to stay current and support employee engagement. Training completion and conformance are monitored to help ensure consistent execution.

Regional EHS Managers lead monthly safety meetings that review year-to-date performance, incident trends, key safety topics, and upcoming training requirements. These sessions also share

updates on safety and compliance activities, along with alerts and awareness materials designed for broader team engagement. The meetings reinforce recurring training, focused safety initiatives, and periodic self-inspections to support a proactive safety culture. Throughout the year, we also spotlight targeted awareness efforts, such as Fire Prevention Month in October, when weekly materials and activities help employees build preparedness and confidence in emergency situations.

Posters and toolbox talks support each month’s activities and foster open dialogue, which is critical to maintaining our safety culture. Best practices are shared across the enterprise, and Teams are recognized for their creative and enthusiastic support of workplace safety.

As we continue to grow as a company, we are integrating the new employees from these entities into our Workday Learning Management System (LMS). This integration ensures that all new entities receive consistent messaging to ensure proper understanding of Veritiv safety related procedures and a strong safety culture. We also continue to improve and expand our training resources in the LMS to ensure they are as effective as possible, protecting our employees and keeping them safe. Similarly, utilizing the LMS allows our EHS Teams to monitor training completion rates and ensure all required training has been completed.

Examples of Monthly EHS topics: Emergency Preparedness, Hazard Communication, PIT/ MHE Safety, Safe Lifting, PPE, LOTO, Machine Guarding, Managing Hazardous Waste, Liftgate Safety, Emergency Eyewash/Shower, Fire Extinguisher Use, Incident Reporting.

Completion rate: 91.5% (2025) ^(R)

Compliance Training

Our Code of Conduct is essential for cultivating and maintaining an ethical workplace where employees do the right thing. Compliance training covers the Code of Conduct, employee and manager responsibilities, and reporting resources, including a reference to a reporting hotline. This training is required for all employees to ensure they understand our values and ethical business standards. Modules include:

- Anti-Bribery
- Anti-Money Laundering
- Competition Law
- Confidential Information
- Conflicts of Interest
- Data Privacy
- Discrimination
- Harassment
- Protecting Company Assets
- Working with Third Parties
- Workplace Violence
- Abusive Conduct

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Information Security Training

Veritiv offers IT security awareness training courses that cover Phishing, Information Security Essentials, and Physical Security. In 2024, we launched a new Information Security eLearning Module titled “AI and Cyber Security.” This module illustrates principles for safe AI usage and provides interactive examples to test employees’ knowledge. All Veritiv employees are required to complete this e-learning during their onboarding. For 2025 we decided to delay our annual cybersecurity eLearning training to allow time to update the content with higher quality and up-to-date relevance. That new annual training package is planned for enrollment and completion in Q2 of 2026.

The Information Security Team sends security awareness material via company-wide emails and articles on Veritiv’s intranet. Our CEO, Sal Abbate, further emphasizes the importance of cybersecurity by highlighting the training modules during Veritiv’s All-Employee Webcasts. We provide regular updates throughout the year to keep cybersecurity awareness top-of-mind.

Veritiv conducts regular phishing simulations to strengthen employee awareness of cybersecurity risks. Employees who do not successfully identify simulated threats are enrolled in targeted e-learning. These efforts help build awareness of social engineering tactics and reinforce safe handling of emails, links, and attachments.



Additional Training

Veritiv provides employees with numerous learning opportunities through various platforms. In addition to providing employees with training to ensure compliance with our Code of Business Conduct and Ethics and other company policies, we provide job-specific training such as:

- Business Resiliency
- Career Development and Planning
- Chain of Custody
- Commercial Driver Certification
- Customer Business Reviews
- Customer Service
- Digital Communication
- Effective Communication and Communication Styles
- Fundamentals of Strategic Sourcing
- Inclusive Leadership
- Individual Development Plans
- Inventory Management
- Leading Through Change
- Mentoring
- Negotiation Skills
- New Employee and Leader Onboarding
- Personal Brand Awareness
- Product Training
- Prospecting Skills
- Salesforce
- Systems and Technology
- Sustainability
- Workplace Health and Safety
- Incidents and Hazards, Fall Protection, and other OSHA-Required or Identified Training

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OUR GOALS FOR 2026 AND BEYOND

Sustainability is a journey, and while we take pride in our progress, there is still more to accomplish. We remain focused on advancing solutions that support our customers' goals while strengthening our operations.

We value our customers, suppliers, employees, shareholders, and communities and strive to be true partners with our stakeholders to create value and preserve the beautiful world we share. To accomplish this vision, we identify and track our goals using the ESG Working Group Scorecard, which is available on our [website](#).



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REFERENCE TO SASB METRICS

The information in this report is based on the recommendations of the Sustainability Accounting Standards Board (SASB) Multiline and Specialty Retailers and Distributors standard. SASB is an independent, private sector standards-setting organization focused on enhancing the effectiveness and comparability of corporate disclosures related to environmental, social, and governance factors. Please refer to the index below for a list of where to find information relevant to the SASB standard.

SASB Index

Topic	Metric	Code	Veritiv Disclosure
Energy Management in Retail and Distribution	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	CG-MR-130a.1	See page 20 , "Energy Consumption"
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	See page 50 , "Information Security"
	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	CG-MR-230a. 2	No identifiable data breaches ⁽¹⁶⁾
Labor Practices	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	CG-MR-310a.1	See pages 29-31 "Attracting and Retaining Great People" for general compensation practices
	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees	CG-MR-310a.2	Voluntary turnover rate across all locations and functions for 2025 was 20.6% ¹⁷ ⁽¹⁶⁾
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	CG-MR-310a. 3	Veritiv does not disclose this data.
Workforce Diversity and Inclusion	Percentage of (1) gender and, (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	CG-MR-330a.1	See page 34 "Our Workforce"
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CG-MR-330a.2	Veritiv does not disclose this data.
Product Sourcing, Packaging and Marketing	Revenue from products third-party certified to environmental or social sustainability standards	CG-MR-410a.1	See page 25 , "Our Product Portfolio" for estimated percentage of sales from products with one or more sustainability attribute
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-MR-410a.2	See page 21 , "Environmental Management System" regarding Veritiv's Environmental Management System for Veritiv facilities. See pages 43 , "Cleaning Products and Hazardous Materials Safety" regarding product safety management.
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	See page 23-26 , "Our Sustainable Products and Services"

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¹⁶ Data reported is based on the Workday-provided turnover report.

APPENDIX - GHG EMISSIONS INVENTORY

	2020	2021	2022	2023	2024	2025	YoY% Δ
Scope 1 GHG Emissions							
Gross Scope 1 GHG emisisions (MTCO2e)	97,842	84,289	76,061	64,431	59,491	53,039	-10.85%
Scope 2 GHG Emissions							
Gross location-based Scope 2 GHG emissions (MTCO2e)	35,357	31,392	30,454	27,349	26,878	25,452	-5.31%
Gross market-based Scope 2 GHG emissions (MTCO2e)	39,307	32,759	29,994	26,602	26,107	25,214	-3.42%
Scope 3 GHG Emissions*							
Gross Scope 3 GHG emissions (MTCO2e)	-	-	-	2,919,617	3,971,323	3,762,507	-5.26%
Category 1: Purchased goods and services	-	-	-	2,614,300	375,982	396,698	
Category 2: Capital goods	-	-	-	67,428	3,212,447	3,092,817	
Category 3: Fuel- and energy-related activities, not included in Scope 1 or 2	-	-	-	11,980	48,728	180,661	
Category 4: Upstream transportation and distribution	-	-	-	85,227	-	63,385	
Category 5: Waste generated in operations	-	-	-	1,959	412	550	
Category 6: Business travel	-	-	-	15,588	7,454	18,717	
Category 7: Employee commuting	-	-	-	4,884	7,054	9,679	
Category 9: Downstream transportation and distribution	-	-	-	34,083	-	-	
Category 11: Use of sold products	-	-	-	2,314	-	-	
Category 12: End-of-life treatment of sold products	-	-	-	81,854	319,245	-	
Total GHG Emissions							
Total GHG emissions (location-based) (MTCO2e)	133,199	115,681	106,515	3,011,397	4,057,691	3,840,998	-5.34%
Total GHG emissions (market-based) (MTCO2e)	137,149	117,048	106,055	3,010,650	4,056,920	3,840,760	-5.33%

*All emissions values provided in this table include OPS data.

**not included in Scope 1 or 2

***Greenhouse gas (GHG) emissions data included in this CSR report is derived from information provided by Engie Impact and Watershed. This data has not been independently verified or assured and Veritiv makes no representations regarding its completeness or accuracy beyond the methodologies applied by such providers.

APPENDIX - SUPPLY CHAIN DIVERSITY

In 2025, Veritiv sourced the following spend¹⁸ as part of our supplier diversity program:^(Q)

	# of Suppliers	Spend (\$ Million)	% Total Spend
DIVERSE ONLY	91	\$110.1	2.3%
DIVERSE AND SMALL	311	\$95.5	2.0%
SMALL ONLY	504	\$95.4	2.0%
TOTAL	906	\$300.9	6.2%

SCOPE OF METRICS

- A. Legacy Veritiv U.S. distribution business.
- B. Legacy Veritiv and OPS U.S. distribution business.
- C. Legacy Veritiv and OPS U.S. and Mexico distribution businesses.
- D. Global.
- E. Legacy OPS and Veritiv private brand (U.S.).
- F. Legacy Veritiv U.S. merchant business.
- G. Legacy Veritiv (U.S.) only.
- H. Global Veritiv.
- I. All companies (U.S. and Mexico).
- J. All U.S.-based employees.
- K. All U.S. locations. Donations made from Legacy Veritiv inventory.
- L. All U.S. and Mexico employees.
- M. All U.S. and Mexico operations.
- N. Legacy Veritiv and OPS U.S. merchant business.
- O. Legacy Veritiv and OPS (U.S. and Mexico).
- P. Legacy Veritiv and OPS (U.S.).
- Q. Legacy Veritiv Suppliers (U.S.).
- R. All acquired companies that have been onboarded to the Workday system.
- S. Legacy Veritiv and OPS.
- T. Legacy Veritiv (U.S. and Mexico).

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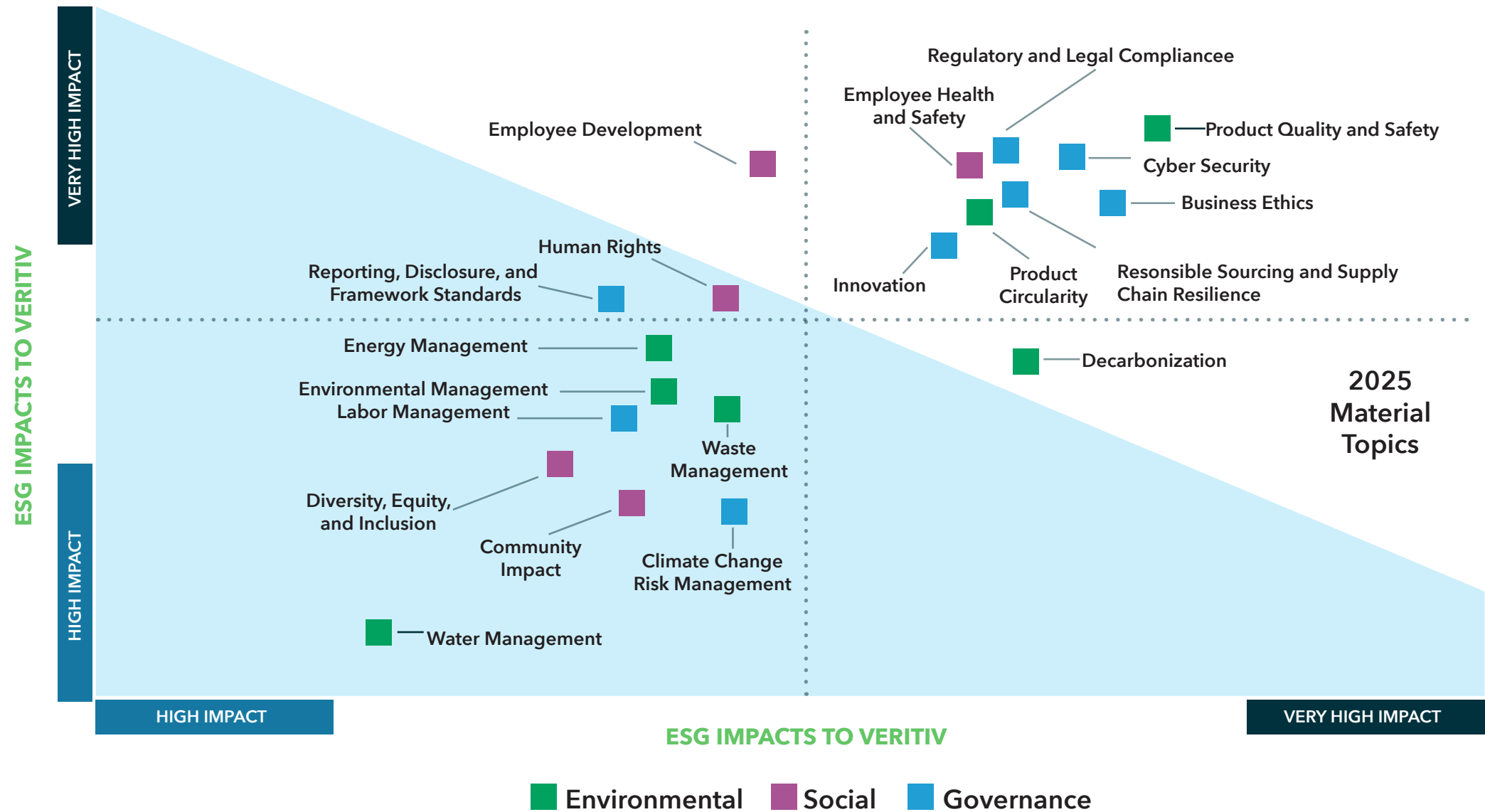
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DEFINITIONS OF SUSTAINABLE PRODUCT ATTRIBUTES

Attribute	Attribute Definition
Attributes of Recycled Content (ARCs)	The Recycled Material Standard (RMS) has defined a new environmental commodity which we refer to as the Attributes of Recycled Content certificates (ARCs). The ARC trading system has been modeled after other programs such as renewable energy certificates or carbon offsets, and is focused on providing a finance mechanism to advance technology investment in both mechanical and chemical recycling facilities. Within the RMS, an ARC is defined as a claim associated with one metric ton of output produced from recycled input materials. The ARC is generated at the processor level and each ARC is tracked through an online registry system.
Alternative Fiber or Resources	Alternative resources are used in sustainable packaging solutions that avoid the depletion of natural resources. Strategies that lend themselves to the use of alternative resources include: refusing to use unsustainable materials, reducing the use of sustainable materials (i.e. thinner containers), reusing materials that don't need to be thrown out, repurposing materials that can serve functions other than their original purpose, and recyclable materials. Alternative resources include: Bamboo, Bagasse/Sugarcane, wheat straw, Hemp, Flax, Arundo Donax, Kenaf, Elephant Grass, etc.
Bio-Based Polymer	Bio-Based Polymers are materials for which at least a portion of the polymer consists of material produced from renewable raw materials. For example, Bio-Based Polymers may be produced from corn or sugarcane. The remaining portion of the polymers may be from fossil fuel-based carbon. ¹²
CoC FSC Product Label	The Forest Stewardship Council's Chain of Custody (FSC COC) Certification verifies that FSC-certified material has been identified and separated from ineligible and unacceptable material as it makes its way along the supply chain from the forest to the market. The material used in the FSC chain of custody can come from a variety of sources. While the overwhelming majority comes from FSC-certified forests, the FSC chain of custody requirements also allow the introduction of reclaimed material that would otherwise go to waste, and material that has been assessed as a low risk of coming from unacceptable sources. Claims include: FSC Mix Credit, FSC Mix70%, FSC Recycled Credit, and FSC Recycled 100%. ²⁰
CoC PEFC Product Label	The Programme for the Endorsement of Forest Certification (PEFC) is a leading global alliance of national forest certification systems. The PEFC Chain of Custody (COC) Certification provides independent verified assurance that the certified forest-based material contained in a product originates from sustainably managed forests. It complements PEFC Sustainable Forest Management Certification, which ensures that forests are managed in line with challenging environmental, social, and economic requirements. ²¹
CoC SFI Product Label	The Sustainable Forestry Initiative's Chain of Custody (SFI COC) Certification is an accounting system that tracks forest fiber content through production and manufacturing to the end product. Certification to the SFI COC Standard is used by organizations with processes in place to track content from certified forests, certified sourcing and recycled material through production and manufacturing to the end product. Product labels include: SFI CoC Credit, SFI CoC 10-69% CFC, SFI CoC 100% Recycled, and SFI Certified Sourcing. ²²
Compostable Certifications	Compostable certifications indicate that claims of sustainability and compostability are backed by science and confirmed by an impartial, reputable, 3rd-party organization. The two main certifying bodies worldwide for compostable products are the Biodegradable Products Institute (BPI) and the TUV Austria Group. Options: BPI Certified, CMA Composter Approved, Blue Eco Angel, Compostable Din Certco, OK biodegradable, OK compost, OWS, other. ²³
Cradle to Cradle Certified	Cradle to Cradle (C2C) is the design and production of products of all types in such a way that at the end of their life, they can truly be recycled (upcycled), imitating nature's cycle with everything either recycled or returned to the earth, directly or indirectly through food, as a completely safe, nontoxic, and biodegradable nutrient. Certification Levels are Basic, Bronze, Silver, Gold, Platinum. ²⁴
EPA CPG Listed	The EPA's Comprehensive Procurement Guideline (CPG) program promotes the use of materials recovered from the municipal solid waste stream. Buying products made with recovered materials ensures that the materials collected in recycling programs will be used again in the manufacture of new products. ²⁵
EPA's EPP Program	The EPA's Environmentally Preferable Purchasing (EPP) program harnesses the financial power of the federal government to catalyze a more sustainable marketplace for all, reducing climate impacts, improving the health of frontline communities, preventing pollution, and increasing U.S. industry competitiveness. The program helps U.S. federal government purchasers utilize private sector standards and ecolabels to identify and procure environmentally preferable products and services, providing a convenient and streamlined way to make sense of the often-complex sustainable products marketplace. ²⁶
EPA's Safer Choice Program	Products with the Safer Choice label help consumers and commercial buyers identify products with safer chemical ingredients, without sacrificing quality or performance. Currently, there are about 1,900 products that meet the qualifications to carry the Safer Choice label. ²⁷

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Attribute	Attribute Definition
Fair Trade Certified	The goal of Fair Trade is to reduce poverty for farmers and workers in developing countries. This means not just paying them more in the short term, but also helping them improve their skills, build up their communities, and protect the local environment so its resources will be there for future generations. Fair Trade includes several basic principles for both buyers and sellers to follow include Direct Trade, Fair Price, Decent Conditions, Respectful Relationships, Community Development, Environmental Sustainability, and Respect for Local Culture. ²⁸
Green E Certified	Green Energy (Green E) logo is used on the packaging of consumer products that are manufactured by companies purchasing certified renewable energy. Green E is any energy type that is generated from natural resources, such as sunlight, wind or water. ²⁹
Green Good Housekeeping Seal	The Green Good Housekeeping Seal was developed to help consumers sift through the confusing clutter of “green” claims on products and make more environmentally responsible choices. Products that apply for the Green Good Housekeeping Seal require reviews and verifications of a wide range of data related to the product’s measurable environmental impact. Reduction of water and energy use in manufacturing and product usage, ingredient and product safety, reduction in packaging, and the brand’s corporate social responsibility are among the factors considered. ³⁰
Green Seal	Green Seal is a global nonprofit organization and leading ecolabel. Green Seal certification is a process that ensures that a product or service meets the rigorous performance, health, and environmental criteria in Green Seal’s environmental leadership standards. Green Seal’s scientists and experts comprehensively validate that a product or services meets our science-based standards before awarding certification. Green Seal certification validates a company’s sustainability leadership and helps purchasers and consumers make healthier, greener choices with confidence. ³¹
How2Recycle	How2Recycle is a standardized labeling system that clearly communicates a package’s recycling instructions to the public. The How2Recycle label was created to provide consistent and transparent on-package recycling information to consumers in North America. The label consists of information on how to prep material for recycling, “how2recycle.info” for more information, an icon that tells you whether the item falls into one of 4 categories (Widely Recycled, Check Locally, Not Yet Recycled, Store Drop-Off), the type of material that the packaging is made of, and the packaging format. ³²
Innovations	Innovations outside of the other outlined attributes.
Post-Consumer Waste	Post-consumer waste is the waste produced at the end of a consumer-product lifecycle. The product has been bought and consumed so has served its intended use. Post-consumer waste refers to the household waste we generate every day (i.e. food, beverages, packaging, etc.). ³³
Rainforest Alliance Certified	The seal means that the certified product or ingredient was produced using methods that support the three pillars of sustainability: social, economic, and environmental. Independent, third-party auditors—critical to the integrity of any certification program—evaluate farmers against requirements in all three areas before awarding or renewing certification. The certification focuses on the following areas: Forests, Climate, Human Rights, and Livelihoods. ³⁴
Recyclable (Fiber or Wood)	For our definition, this applies to curbside recyclable items. Recyclability is affected by several factors, the first being the availability of recycling programs for a package, like drop-off recycling locations or curbside recycling programs. Second is the technical recyclability, or the likelihood that it will be properly sorted into the correct bale at a Material Recycling Facility (MRF) and whether it’s able to be reprocessed successfully.
Recyclable (Resin)	For our definition, this applies to curbside recyclable items. Recyclability is affected by several factors, the first being the availability of recycling programs for a package, like drop-off recycling locations or curbside recycling programs. Second is the technical recyclability, or the likelihood that it will be properly sorted into the correct bale at a Material Recycling Facility (MRF) and whether it’s able to be reprocessed successfully.
Recycled Content (Fiber or Wood)	The total % of recovered material in a product including pre-consumer and post-consumer materials. If a package contains recycled content, it means it was made of recycled material(s). ³⁵

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Attribute	Attribute Definition
Post-Consumer Recycled (PCR)	Post-consumer recycled (PCR) content is material that is made from the items that consumers recycle every day (i.e. aluminum, corrugate, paper, plastic bottles, etc.). ³⁶
Post-Consumer Recycled (PCR) Resin	Post-consumer recycled resin (PCR resin) is a material made from recycled plastic, such as water and beverage bottles and other packaging. It offers a more sustainable source for making packaging films, containers, sheets, and many of the products that would otherwise be developed with virgin plastic resin.
Recycled Post-Industrial (PIR)	Post-industrial recycled content, also known as pre-consumer recycled content, is material waste generated during mass production that is later used to manufacture new products. Unlike post-consumer recycled content, post-industrial material has been recycled before entering into contact with consumers and being sent to a landfill. In order to claim post-industrial content, materials must be measured as a percentage in relation to their total weight. Use of either kind of recycled content offsets the need to manufacture virgin materials
Reusable	Reusable packaging is packaging that is used multiple times, often for the purpose of transporting products. It is typically designed for durability, ease of use, ease of cleaning, and ease of repair and is ideally collapsible or nestable. Environmental outcomes are improved by reusable packaging through the avoidance of expendable packaging, thus negating the need to dispose of it or to divert it away from the landfill through efforts to recycle. ³⁷
Recycled Paperboard Alliance (RPA-100%)	The Recycled Paperboard Alliance (RPA) RPA-100% certification is a program that can be used to audit member mills and provide CPGs with the assurance that only recovered fiber is being used in the manufacture of certified through 3rd party auditors. The new trademarked symbol provides substantiation of 100% recovered fiber claim that is made on packages, proving no virgin fiber was included. ³⁸
UL EcoLogo Certified	UL EcoLogo Certified products are verified for reduced environmental impact. EcoLogo certifications are voluntary, multi-attribute, life cycle-based environmental certifications that indicate a product has undergone rigorous scientific testing and exhaustive auditing to prove its compliance with stringent, third-party environmental standards. ³⁹
UL GreenGuard Certified	Products that have achieved GreenGuard Certification are scientifically proven to meet some of the world's most rigorous third-party chemical emissions standards, helping to reduce indoor air pollution and the risk of chemical exposure from volatile organic compounds (VOCs). ⁴⁰
USDA Certified Biobased Product	Biobased products are derived from plants and other renewable agricultural, marine, and forestry materials. Biobased products provide an alternative to conventional petroleum derived products and include a diverse range of offerings such as construction, janitorial, and grounds-keeping products specified and purchased by Federal agencies, to personal care and packaging products used by consumers every day. Biobased products also include biobased intermediate or ‘upstream’ materials such as bioresins or biopolymers, or the biobased/renewable chemicals used to create commercial, industrial, or consumer goods. Biobased products, from a BioPreferred Program perspective, do not include fuels, food, or animal feed. ⁴¹
Total Recycled Content	Is total amount of recycled material contained on a specific item. This could be post-consumer (PCR) or post-industrial (PIR) content. The combination of these will provide total recycled content.
Environmental Levy	Packaging that complies with a specific regulation to avoid fiscal or financial implications. In the absence of comprehensive federal legislation, some states and local jurisdictions in the United States have adopted laws and regulations affecting the production, use, and disposal of packaging. These provisions include standards for environmentally acceptable packaging, minimum requirements for recycled content, restrictions on the use of certain substances in packaging, and even outright bans on certain types of plastic packaging. ⁴²
LEED Qualifying	Product contains one or more attributes that comply/qualify for defined Leadership in Energy and Environmental Design (LEED) standards. Applicable only to janitorial products and building materials, the standard aims to reduce the environmental effects of cleaning products, disposable janitorial paper products, and trash bags. ⁴³

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HAZARDOUS WASTE DATA

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Aerosols	
Total weight of waste generated (Lbs)	952.7
Total weight of waste generated (Tons)	0.48
Batteries	
Total weight of waste generated (Lbs)	320
Total weight of waste generated (Tons)	0.16
Corrosive	
Total weight of waste generated (Lbs)	21,199.2
Total weight of waste generated (Tons)	10.6
Flammable Liquids	
Total weight of waste generated (Lbs)	9,918.8
Total weight of waste generated (Tons)	4.96
Fluorescent Bulbs - Universal	
Total weight of waste generated (Lbs)	6
Total weight of waste generated (Tons)	0.003
Non-RCA Liquids or Solids	
Total weight of waste generated (Lbs)	50,725.3
Total weight of waste generated (Tons)	25.36
TOTAL	
Total weight of waste generated (Lbs)	83,122.0
Total weight of waste generated (Tons)	41.56

LEGAL DISCLAIMERS AND FOOTNOTES

6. Greenhouse gas (GHG) emissions data included in this CSR report is derived from information provided by Engie Impact and Watershed. This data has not been independently verified or assured and Veritiv makes no representations regarding its completeness or accuracy beyond the methodologies applied by such providers.
7. This data reflects the legacy Veritiv truck fleet only. It does not include legacy OPS or other acquired companies.
8. All energy consumption data is collected and reported using Engie Impact. Veritiv does not test or otherwise independently verify the reported energy consumption data.
9. All waste consumption data is collected and reported using GPS Waste. Veritiv does not test or otherwise independently verify the reported waste data.
10. All water use data is collected and reported using Engie Impact. Veritiv does not test or otherwise independently verify the reported water use data.
11. For purposes of determining whether a product had a sustainability attribute, we identified products that had received the following third-party certifications: FSC, PEFC, SFI, Green Seal, Cradle to Cradle, EPA Comprehensive Procurement Guideline Program, Fair Trade Certified, Rainforest Alliance Certified, Green E, UL EcoLogo, UL Green Guard, Green Good Housekeeping Seal, EPA's Environmentally Preferable Purchasing Program, and EPA's SaferChoice. We also included products that contained at least some alternative fiber or resource content and products that were considered recyclable due to being produced from recyclable fiber, wood or resin. In all cases, we relied solely on information provided by the supplier or manufacturer of the product from whom Veritiv purchased the product and information regarding recyclability contained in Fibre Box Association-Recycling White Paper, November 2019. Veritiv does not test or otherwise independently confirm the noted sustainability attributes.
12. Data is inclusive of Legacy Veritiv only and excludes international business and Mexico.
13. Definition of Sustainable Packaging, Version 2.0, Revised August 2011.
14. This metric was compiled using the EE Comprehensive Report from Workday, using the Worker Type Column.
15. Data does not include contingent or temporary team members.
16. For U.S.-based employees only.
17. Data reported is based on the Workday-provided turnover report.
18. The scope of this spend and percentage of total spend reflects legacy Veritiv U.S. distribution business only. It excludes international and publishing businesses. These data were sourced from Veritiv's internal system, VIPER (totaling \$3.687B), and all legacy Veritiv indirect expense data managed by Veritiv's Indirect Spend team (totaling \$1.187B).
19. <https://www.biobasedconsultancy.com/en/about-biobased/certification-and-ecolabels>
20. <https://us.fsc.org/en-us/certification>
21. <https://pefc.org/standards-implementation/standards-and-guides>
22. <https://forests.org/standards/>
23. <https://www.bpiworld.org/>
24. <https://c2ccertified.org/the-standard>
25. <https://www.epa.gov/smm/comprehensive-procurement-guidelines-paper-and-paper-products>
26. https://www.epa.gov/system/files/documents/2022-05/EPA Recommendations of Specs Standards and Ecolabels PDF_051222.pdf
27. <https://www.epa.gov/sites/default/files/2013-12/documents/standard-for-safer-products.pdf>
28. <https://www.fairtradecertified.org/get-certified/standards/>
29. <https://www.green-e.org/docs/energy/framework/Green-e Framework for Renewable Energy Certification.pdf>
30. <https://www.goodhousekeeping.com/institute/about-the-institute/a17832/about-green-good-housekeeping-seal/>
31. <https://greenseal.org/green-seal-standards/standards-list/>
32. <https://how2recycle.info/>
33. <https://www.iso.org/obp/ui/#iso:std:iso:14021:ed-2:v1:en>
34. <https://www.rainforest-alliance.org/insights/what-does-rainforest-alliance-certified-mean/>
35. <https://www.rmscertified.com/>
36. https://www.rmscertified.com/wp-content/uploads/2021/05/Framework-052021_1159.pdf
37. <https://bpiworld.org/compostability-certification>
38. <https://www.rpa100.com/what/certification/>
39. <https://www.ul.com/services/ecologo-certification>
40. <https://www.ul.com/resources/ul-greenguard-certification-program>
41. <https://www.usda.gov/media/press-releases/2016/02/18/fact-sheet-overview-usdas-biopreferred-program>
42. <https://www.packaginglaw.com/special-focus/packaging-and-environmental-legislation-united-states-overview#:~:text=In%20the%20absence%20of%20comprehensive%20federal,on%20certain%20types%20of%20plastic%20packaging.&text=In%20the%20absence%20of,types%20of%20plastic%20packaging.&text=absence%20of%20comprehensive%20federal,on%20certain%20types%20of>
43. <https://www.usgbc.org/credits/existing-buildings-schools-existing-buildings-retail-existing-buildings-hospitality-exist-27>

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Date of Information: This report presents information as of and for the year ending December 31, 2025, unless otherwise indicated.

FORWARD-LOOKING STATEMENTS

All statements contained in this Corporate Responsibility Report not constituting historical fact are “forward-looking statements” subject to the safe harbor created by the Private Securities Litigation Reform Act of 1995, including but not limited to statements contained in this report regarding Veritiv Operating Company’s (the “Company”) future operating results, performance, strategy, business plans, prospects, and guidance, statements related to customer demand, supply and demand imbalances.

Where possible, the words “believe,” “expect,” “anticipate,” “continue,” “intend,” “will,” “may,” “should,” “could,” “would,” “plan,” “estimate,” “predict,” “potential,” “goal,” “outlook,” or the negative of such terms, or other comparable expressions, have been used to identify such forward-looking statements. All forward-looking statements reflect only the Company’s current beliefs and assumptions with respect to future results and other matters and are based on information currently available to the Company. Accordingly, the statements are subject to significant risks, uncertainties, and contingencies, which could cause the Company’s actual operating results, performance, strategy, business plans, prospects, or guidance to differ materially from

those expressed in or implied by these statements.

Factors that could cause actual results to differ materially from current expectations include “Risk Factors” which in some instances are beyond the Company’s control, the industry-wide decline in demand for paper and related products; increased competition from existing and non-traditional sources; procurement and other risks in obtaining packaging, facility products, and paper from our suppliers for resale to our customers; changes in prices for raw materials; changes in trade policies and regulations; increases in the cost of fuel and third-party freight and the availability of third-party freight providers; the loss of multiple significant customers; adverse developments in general business and economic conditions that could impair our ability to use net operating loss carryforwards and other deferred tax assets; our ability to adequately protect our material intellectual property and other proprietary rights, or to defend successfully against intellectual property infringement claims by third parties; our ability to attract, train and retain appropriately qualified employees; our pension and health care costs and participation in multi-employer pension, health and welfare plans; the effects of work stoppages, union negotiations and labor disputes; our ability to generate sufficient cash to service our debt; our ability to comply with the covenants contained in our debt agreements; costs to comply with laws,

rules and regulations, including environmental, health and safety laws, and to satisfy any liability or obligation imposed under such laws; our ability to adequately address environmental, social and governance matters, changes in tax laws; adverse results from litigation, governmental investigations or audits, or tax-related proceedings or audits; regulatory changes and judicial rulings impacting our business; the impact of adverse developments in general business and economic conditions as well as conditions in the global capital and credit markets on demand for our products and services, our business including our international operations, and our customers; foreign currency fluctuations; inclement weather, widespread outbreak of an illness, anti-terrorism measures and other disruptions to our supply chain, distribution system and operations; our dependence on a variety of information technology and telecommunications systems and the Internet; our reliance on third-party vendors for various services; cybersecurity risks; and other events of which we are presently unaware or that we currently deem immaterial that may result in unexpected adverse operating results.

The Company is not responsible for updating the information contained in this report beyond the published date.

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