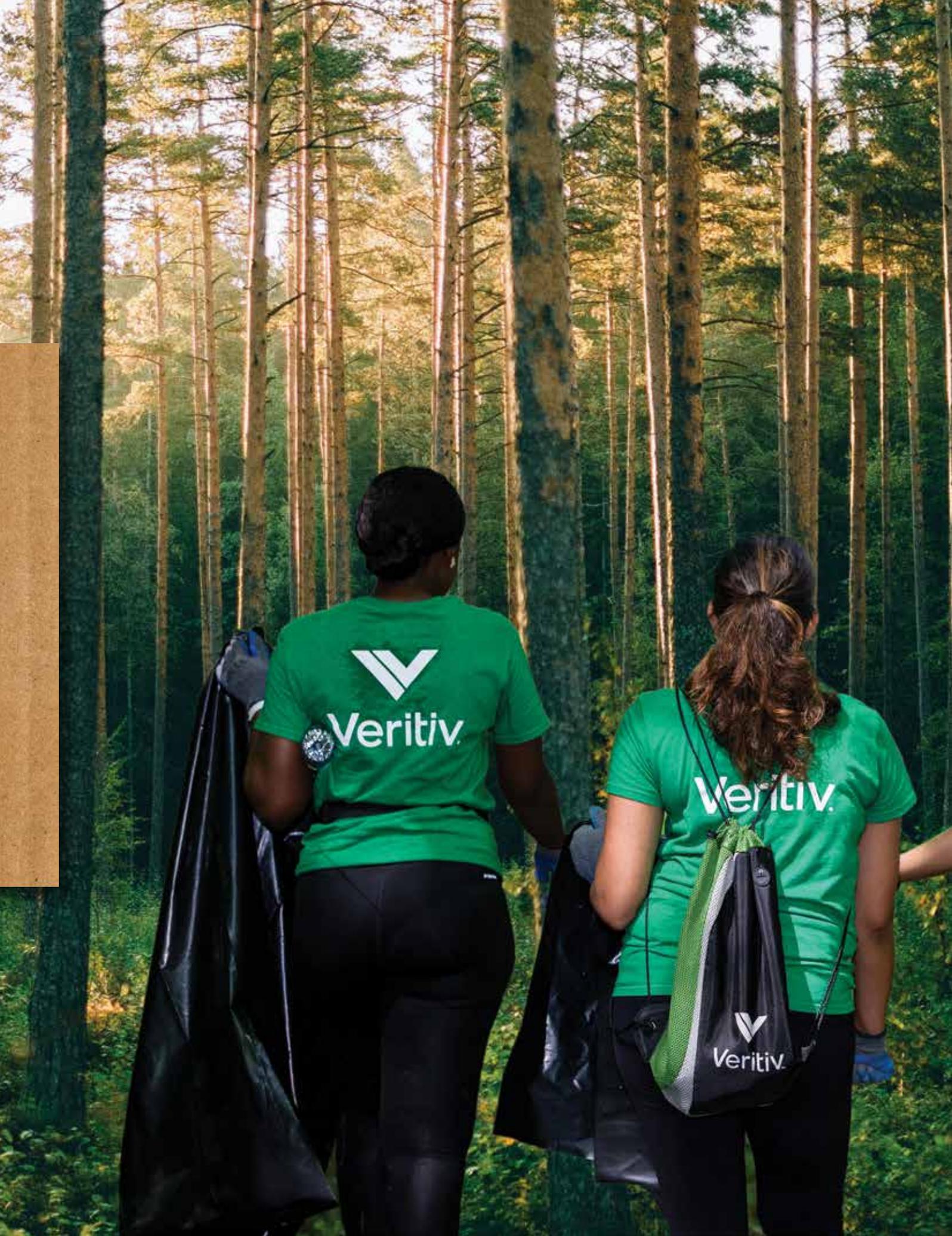




# CSRR

2022 CORPORATE SOCIAL RESPONSIBILITY REPORT





  
Veritiv

Veritiv.

  
Veritiv.



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# LETTER FROM OUR CEO

For Veritiv, as a leading packaging distributor in North America, sustainability is a core responsibility. In 2022, we continued our journey to ensure that sustainability is firmly integrated into our overall strategy and priorities across our organization. We built on the strong foundation established by our Sustainability Working Group and were guided by key metrics designed to create healthier, safer, and more sustainable communities.

We made meaningful progress toward several goals, including increasing our waste diversion rate, introducing recycling programs at our large people centers, improving the efficiency of our fleet, and exploring alternative energy sources in our operations. With an increased focus on collaborating with customers and suppliers to deliver more sustainable solutions, we also made progress toward increasing sales of products with sustainability attributes.



At approximately 5,000 strong, our people are our strength. We formalized our efforts to listen to this knowledgeable and talented team by introducing both an employee engagement survey as well as an internal Net Promoter Score survey to gain valuable feedback on all aspects of our operations. To ensure our dedicated team continues to reflect the communities where we live and operate our business, we surpassed our target of hiring 40% of new mid- to senior-level managers from underrepresented groups in 2022.

Looking to 2023, we will continue to leverage the expertise of our diverse team and collaborate with our customers and suppliers to ensure the continued stewardship and well-being of our business, our people, and our planet. Our Veritiv Values will continue to guide our efforts to deliver products and solutions that make a more meaningful impact on our customers, our suppliers, and our communities.

A handwritten signature in black ink, appearing to read "Sal A. Abbate". The signature is fluid and cursive.

Salvatore A. Abbate  
*Chief Executive Officer*



# ABOUT VERITIV

Veritiv Corporation (NYSE: VRTV), headquartered in Atlanta and a Fortune 500® company, is a full-service provider of packaging, JanSan and hygiene products, services, and solutions. Additionally, Veritiv provides print and publishing products. Serving customers in North America and globally, Veritiv has distribution centers throughout the U.S. and Mexico, and approximately 5,000 team members around the world driven by our Values: Integrity, One Team, People Commitment, Customer Focus, Operational Excellence, and Passion for Results.

We put decades of industry knowledge, expertise, and proven supply chain ingenuity to work for our customers in a wide range of industries and a variety of businesses— including more than half of Fortune 500® companies. Our focus is on the success of our customers' businesses and their brands. Driven by our innovative people, our values, and providing exceptional service, helping to shape our customers' business success is at the heart of everything we do.

## PACKAGING

As a leading packaging distributor in North America, Veritiv works directly with our customers to provide unique packaging solutions that address their most complex supply chain needs. Our value-added services including design, kitting, testing, and international sourcing make us a one-stop shop for all of our customers' packaging needs—from concept-to-delivery.

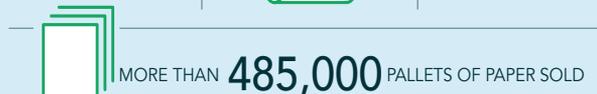
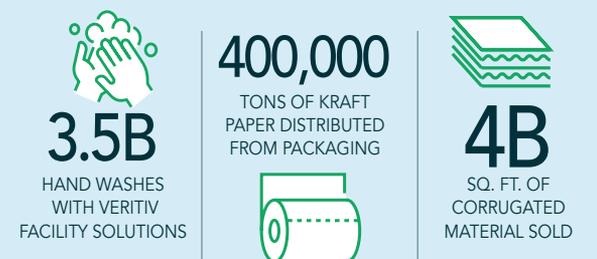
## FACILITY SOLUTIONS

We change the way businesses perform by changing the way people clean and manage their facilities. Veritiv offers a wide selection of commercial cleaning and facility products, backed by our team of expert facility advisors. We have the expertise and sourcing capabilities to serve customers across a wide range of industries, including food service, office buildings, manufacturing, higher education, healthcare, government, and hospitality.

## PRINT SOLUTIONS

Veritiv is a North American leader in print and paper solutions with our Commercial Print and Bulkley Dunton Communications businesses. We leverage a global network of world-class suppliers and deliver locally to customers in commercial print, publishing, and end-user segments. Our experts are ready to help deliver paper and print solutions where and when they are needed from our nationwide footprint of distribution centers.

### YEAR IN REVIEW



\* As of December 31, 2022

\*\* Non-GAAP measure; please see Appendix A on page 51.

# VERITIV'S APPROACH TO SUSTAINABILITY

At Veritiv, we understand that sustainability is both a responsibility and an opportunity to drive growth, profitability, and long-term value while leaving a lighter footprint on our planet.

Our passion for uncovering and solving problems extends to every area of our business, including sustainability. To achieve our sustainability goals as well as those of our customers, we apply a customized approach of observation, design, testing, and continuous improvement.



## ASSESSMENT PROCESS - GETTING TO WHAT MATTERS MOST

Since 2021, we identified aspects of sustainability that were most relevant to our business and considered the Sustainability Accounting Standards Board<sup>1</sup> (SASB) Multiline and Specialty Retailers and Distributors standard. We utilized the ISO 14001 standard to evaluate the environmental impacts of our facilities and to develop our Environmental Management System. We reviewed hundreds of requests for data regarding our environmental, social, and governance performance that we receive from our customers to determine what issues were most important to Veritiv's ability to meet our customers' needs and expectations. We also engaged in several internal discussions with our leaders and broader employee groups and worked with outside advisors regarding diversity, equity, and inclusion and community and social priorities.

## ALIGNMENT WITH UNITED NATIONS - SETTING LONG TERM GOALS

Based on our assessment process we identified eight Sustainable Development Goals<sup>2</sup> (SDGs) that are relevant to our operations and our stakeholders' expectations. Our operations and the products and services that Veritiv supplies to our customers align with the following SDGs:



<sup>1</sup>SASB is an independent, private sector standards setting organization dedicated to improving the effectiveness and comparability of corporate disclosures on environmental, social, and governance factors.

<sup>2</sup>The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States, provides a plan of action to transform our world and achieve peace and prosperity. At the heart of this Agenda are 17 Sustainable Development Goals (SDGs).

## SUSTAINABILITY OVERSIGHT AT VERITIV

At Veritiv, sustainability is a top priority for our Board of Directors, Senior Leadership Team, and operational leaders. Oversight responsibilities of our Board of Directors and Senior Leadership Team are discussed in the Governance section of this report. 2022 saw the continued development of Veritiv’s internal sustainability team. Our General Counsel, formerly the Senior Vice President – Sustainability, continues to oversee our sustainability function. We restructured and enhanced our internal team to better serve Veritiv’s internal Environmental, Social and Governance (ESG) needs while enabling the necessary capabilities to be a trusted partner in our customers’ sustainability journeys.

## IMPLEMENTATION – IT TAKES A VILLAGE

The General Counsel oversees our Sustainability Working Group, which manages the day-to-day work of our sustainability initiatives. The Sustainability Working Group is

organized into workstreams which each have a designated leader as well as an executive sponsor from our Senior Leadership Team.

These workstreams were created to address sustainability concerns that were identified through the previously described assessment process. These topics were determined to be most relevant to our business, thus allowing our efforts to make meaningful and positive impacts on our planet and the communities in which we operate.

In 2022, we enhanced our Products and Services workstream by designating a Senior Director of Sustainability who manages a team of sustainability, compliance, and quality professionals. This team works together with our sales professionals, category management team and other functions throughout the organization to find solutions for our customers’ sustainability needs, manage sustainability requests relating to our products and operations, and ensure we are working with innovative and responsible suppliers.

## ESG / SUSTAINABILITY WORKING GROUP

Products & Services	Facilities & Fleet	DE&I/ Human Capital	Safety/ Environmental Compliance	Governance/ Reporting/	Community Involvement/
<b>Martha Issa</b>	<b>Will Vining</b>	<b>Brandi Moncrief Lori Patten</b>	<b>Laura Forrester</b>	<b>Clark Dwyer Dan Toholsky</b>	<b>Kristie Madara Kat Reynolds</b>
Supplier Engagement Customer Engagement New product identification Marketing Supply chain due diligence; supplier audits Minority and diverse supplier programs Response to third-party sustainability/regulatory due diligence surveys	Energy/water consumption Fuel efficiency of fleet Waste management and recycling programs Greenhouse gas emissions Assessing risks of climate related events on operations Use of alternative energy/fuels	Diversity initiatives (recruiting, retention, employee engagement) Talent Development and Career Training Human Rights Policies Labor relations Compensation & Benefits	Safety Culture and Education Environmental Management System Implementation Food Safety Hazardous Waste Management	Monitor applicable ESG reporting frameworks and disclosure requirements, Provide guidance to other subgroups on desired reporting metrics Data security Shareholder engagement	Oversight of community/volunteer efforts One Veritiv Fund Veritiv Charitable Giving Fund External and internal communications regarding social initiatives, employee engagement Interactions with local business organizations (ex: Chamber of Commerce)



**Martha Issa**  
Senior Director  
– Sustainability  
(left), with Susan  
Salyer, Senior  
Vice President,  
General Counsel  
and Corporate  
Secretary

## CHARTING THE SUSTAINABILITY COURSE

### **Susan Salyer and Martha Issa Lead by Example Toward a Sustainable Future**

Sustainability means making decisions today that will positively impact the future of our company, our customers, our shareholders, and the world we live in. That is how Susan Salyer, Senior Vice President and General Counsel, who oversees Veritiv's sustainability initiatives, defines sustainability at Veritiv. And it is a commitment that the company does not take lightly.

In the last few years, sustainability has become a core component of the company's culture and brand. What is the driver behind this change? "Simply put," Susan stated, "our customers have demanded it. There is an expectation for smart and proactive sustainability decision-making and an emphasis on the role that companies like Veritiv play in charting the course for the future. It truly is a sea change."

While exceeding customers' expectations will always be a priority, the commitment to sustainability begins within Veritiv's "four walls." Veritiv has set clear environmental and social sustainability goals for the company. For example, the plan is to reduce greenhouse gas emissions by 50% by the

end of 2030, increase the diversion waste rate to 30% by the end of 2023, and implement an environmental management system—which means setting up an individualized and measurable environmental impact game plan—for the majority of Veritiv facilities by the end of 2025. The plan also calls for increasing Veritiv's sales of sustainable products to 50% of its total revenue by the end of 2023, just to name a few. That is walking the walk.

Operational goals and metrics paint only one part of the picture. The real evidence of the company's focus on sustainability comes from our people.

For Martha Issa the importance of sustainability begins at home. Whether it be the consistent practice of recycling waste or turning off the shower while shampooing, Martha believes it is important to model good behavior and foster respect and appreciation for the natural world around us.

So when Veritiv asked her about taking on the newly formed role of Senior Director of Sustainability, Martha jumped at the opportunity. This is the fourth role that Martha has originated during her 15 years with the company, which, along with her background in consulting, engineering, and marketing, made her uniquely qualified to establish the role and set up Veritiv for sustainability success.

"In outlining our global sustainability strategy we have an awesome responsibility for our customers, employees, and the planet," Martha commented. "We take this call to action seriously. We know that aligning on the best long-term sustainability strategy will be imperative for the company's future success and to optimally support the communities we serve."

In her new role Martha is primarily focused on identifying what Veritiv's customers need to achieve their sustainability goals. Martha and her team will determine what products, solutions, measurement, and reporting tools customers require for sustainability success. Further, Martha and team will be actively engaged in timely responses to the more than 100 in-bound questions each month from customers wanting to learn more about what Veritiv is doing to positively impact the company's environmental footprint, both in the way we operate and the products we supply.

In creating Martha's new role, Veritiv has doubled down on our commitment to sustainability and created a mechanism for galvanizing the company at-large to engage. The call to action, however, is not for just one person or one team. To be successful all employees need to engage. But how, when, and where does that happen? Well, we're glad you asked.

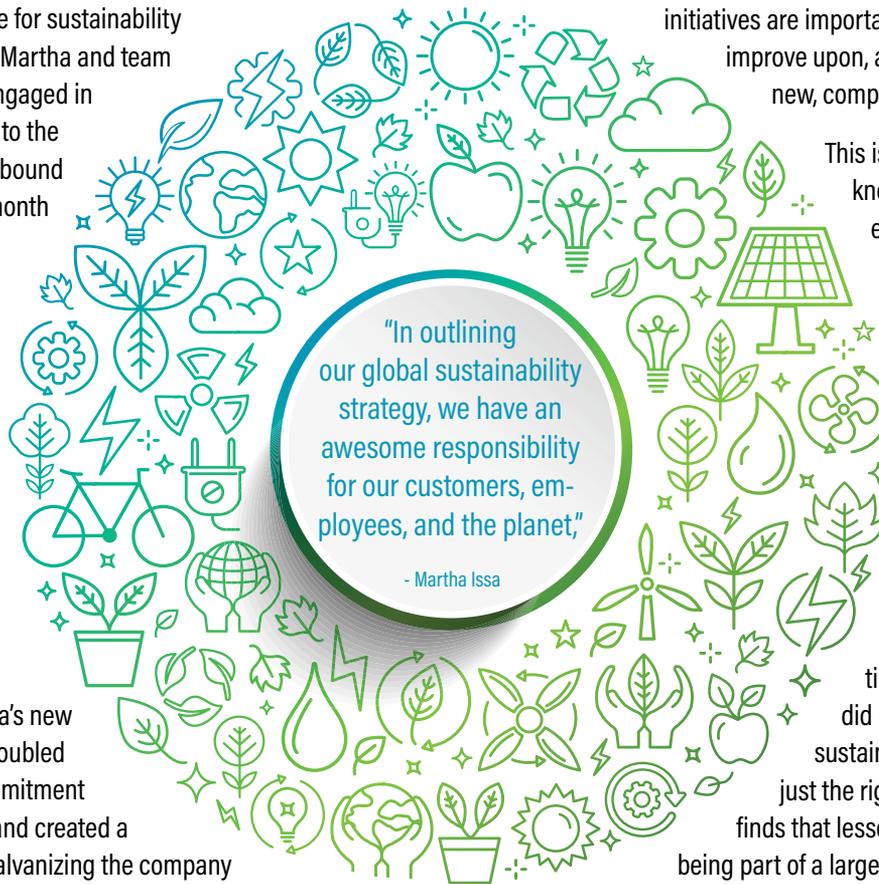
Sustainability comes to life as part of the company culture in a myriad of ways. For example, as of 2021 there are recycling bins in all Veritiv large people centers—a seemingly minor change that can have significant impact. The company has also made sustainability a critical lens through which we evaluate employee engagement. Whether it be DE&I, community service and engagement, talent recruitment or

employee retention, the goal is to create a culture that allows Veritiv employees to be their best selves at work and put our knowledge and resources together to serve our communities.

Susan Salyer has been thrilled by the number of employees, from every division and level, who have reached out wanting to know how they can engage in the company's sustainability efforts. Her advice is to get involved. If you haven't already, check out the Vibe Sustainability page and send a note to learn more about the groups, committees, and workstream engagement opportunities. Be persistent in asking questions and providing feedback as to what sustainability initiatives are important, what Veritiv could improve upon, and how we can create new, compelling programs.

This is a concept that Susan knows well. As one of eight children growing up on a farm, her parents instilled in her the importance of minimizing waste, taking care of what you have, and rolling up your sleeves and getting to work when there is a need. At the time, her parents did not consider these sustainability tenets—it was just the right thing to do. Susan finds that lessons learned from being part of a large family sharing limited resources directly correlate to her work driving Veritiv's environmental, social, and governance initiatives. It is the mindset of actively working to protect and preserve the environment, caring for what we have and those around us, and putting in the hard work to build a better future.

The same principles hold true for Veritiv. Sustainability is not a trendy concept. Rather, a long-term commitment to sustainability is doing the right thing to bring value to our company, customers, shareholders, and the world around us. At Veritiv, sustainability is an obligation and an opportunity that we proudly embrace.



## VISION AND VALUES

Veritiv's approach to sustainability and corporate responsibility aligns with our vision and values. We strive to be the most desired B2B design-to-delivery provider by serving our customers with sustainable solutions. This aspiration is embedded in our ESG Mission Statement and Key Tenets, which is discussed in the following section.

## ESG MISSION STATEMENT AND KEY TENETS

We collaborate with our customers and suppliers to create healthier, safer, and more sustainable communities through our responsible operations and the expertise of our diverse teams that deliver innovative solutions.

To carry out our sustainability mission in a way that aligns with our vision and values, we identified four key tenets of our sustainability strategy that guide (1) how we operate internally and (2) how we support our customers' sustainability goals.

### 1) Establish Veritiv as an ethical and responsible supplier and sustainable investment choice.

We know our customers want to partner with a supplier that operates in an ethical and responsible manner, as we receive inquiries everyday requiring us to demonstrate how we perform with respect to multiple environmental, social, and governance concerns. Similarly, we understand that our suppliers and the communities in which we do business expect us to operate in a manner that is consistent with environmentally sound and socially responsible business practices. We believe that by doing so, we support the long-term health of our company, which allows us to generate greater value for our shareholders and broader stakeholder community.

### 2) Leverage our product expertise, design, and global sourcing capabilities to meet customer end-to-end supply chain needs.

Veritiv has a team of sales professionals, packaging designers, and global sourcing experts that allow us to provide a total solution for our customers from concept to delivery. We have the capability to design and test packaging, source products from all over the world, and, combined with years of logistics experience, ensure those products reach our customers in an efficient manner.

### 3) Collaborate with customers and suppliers to identify innovative products and services that meet customers' emerging and future needs.

Many of Veritiv's customers are leading the way in sustainability by demanding sustainable products and processes. We work with large, well-established, and new and niche suppliers that provide innovative, cutting-edge, and sustainable products. We collaborate with these customers and suppliers to find new solutions as we strive to constantly offer more sustainable alternatives.

### 4) Attract and retain top talent through a collaborative, inclusive, and socially responsible culture.

Having the right team of people in place is critical to the success of our business. Our employees know that we place a high value on delivering the best customer experience possible. Creating a culture that is diverse, inclusive, and provides our employees with the training, development, and support they need allows our employees to be their best selves and in turn provide the best experience for our customers. Over the past year we have implemented several programs to enhance our culture which are discussed in more detail later in this report.

In 2022, we took actions to support each of these tenets to drive results against our Sustainability Scorecard (see page 49).

In the following sections of this report we will describe how these tenets drive how we operate with respect to ESG topics. Then, we will examine how we support the ESG journey of our customers through the products and services we provide.



Liang Chung and Amelia Ruiz, Kitting Associates.



VERITIV'S APPROACH TO SUSTAINABILITY

Veritiv Driver of the year, Ryan Canedy.

# HOW WE OPERATE

## GOVERNANCE

### A. Board and Executive Sustainability Oversight at Veritiv

Our Board of Directors provides direction and advice to the Senior Leadership Team and is responsible for the overall strategic direction and stewardship of the company. All non-management directors are independent under applicable Securities and Exchange Commission rules and New York Stock Exchange listing standards. We are committed to having a diverse Board with deep expertise and the highest standards of commitment and integrity. In 2022, we improved the gender diversity of our Board with the appointment of Autumn Bayles, who has significant experience in supply chain management, operations, and technology.

The Board has an active role in our overall strategies. The Board and management conduct an annual review of our corporate governance practices and include a review of environmental and social risks and opportunities as part of their review of the company's strategy. The Board is responsible for the company's risk oversight, which includes certain environmental, social, supply chain, and governance matters and receives periodic updates regarding our environmental- and social-related initiatives and progress. The Board maintains three committees: Audit and Finance, Nominating and Governance, and Compensation and Leadership Development, with the Nominating and Governance Committee having primary oversight for ESG matters. The responsibilities of each committee and the overall Board regarding environmental, social, and governance matters are set forth in the applicable Committee Charter and the Corporate Governance Guidelines, respectively. An overview of each committee's responsibilities regarding ESG can be found in the next column.

#### The Audit and Finance Committee is responsible for:

- Reviewing the use of ESG measures and metrics and how those measures are used to evaluate the Company's performance.

#### The Nominating and Governance Committee is responsible for:

- Reviewing and discussing with Company management ESG and corporate social responsibility policies, practices, and disclosures relating to the Company, its employees, and operations.
- Enhancing Board diversity
- Reviewing policies and procedures related to shareholder engagement

#### The Compensation and Leadership Development Committee is responsible for:

- Reviewing policies and strategies relating to human capital including succession planning, diversity, internal pay equity, recruiting, retention, and talent development
- Aligning compensation programs with ESG priorities and objectives

Our Senior Leadership Team, subject to Board oversight, structures, monitors, and adjusts our sustainability efforts in a manner that best serves the interests of the company and its stakeholders. Senior management reviews the long-term plans of our segments on an ongoing basis. These plans consider sustainability implications and the ability to meet evolving customer needs. Our General Counsel is a member of the Senior Leadership Team and has oversight responsibility for our sustainability initiatives and leading the Company's Sustainability Working Group.

### CORPORATE GOVERNANCE HIGHLIGHTS:

- Separate Chairman and CEO
- Wholly independent Audit and Finance, Nominating and Governance, and Compensation and Leadership Development Committees
- Annual election of Directors
- Independent Directors meet regularly in executive sessions without management present
- Director orientation and education program
- Annual Board and Committee evaluations
- 33% female Directors
- 22% racially and ethnically diverse Directors
- Pay-for-performance compensation philosophy
- Majority of Director compensation paid in stock

## B. Stakeholder Dialogue

### Customers

Our customers are at the forefront of our efforts. We receive feedback and input through quarterly customer business reviews (CBRs) and quarterly deployment of a Net Promoter Score (NPS) survey. In 2022, we conducted more than 7,500 CBRs to evaluate our partnerships and gather feedback.

### Suppliers

As we do with our customers, we conduct formal business reviews with our most important suppliers. These conversations allow us to uncover common goals and receive feedback on what is important for them. Our supplier partners are a key source of sustainable product innovation and are fundamental to driving our sustainability goals. Areas of collaboration include product innovation, sharing industry trends, product circularity, establishing recycling programs, and more.

### Employees

In 2022, we conducted our first Employee Engagement survey to listen to and understand employee feedback which, in turn, helps guide our strategy as we seek to meet the needs of our employee base. The survey was deployed to all non-union employees. We received participation from 66% of our employees, which includes 36% of our non-union hourly employees.

Our overall engagement score was 82, five points higher than the benchmark. Areas of strength receiving the highest ratings consisted of Role Fit, Culture, Team, and Manager Support. Development and Recognition were identified as improvement opportunities. Veritiv implemented several initiatives and programs after the survey launched that address these topics. Specifically, our new Recognition platform BRAVO! and our Chart Your Course initiative are explained in the Career Management section.

*BRAVO!*, our employee recognition and engagement platform supports our employee engagement efforts. The BRAVO! platform delivers employee recognition using peer-to-peer social recognition and manager-initiated point-based recognition to acknowledge when employees display exemplary behavior and hard work or celebrate personal and professional milestones. Through its newsfeed, the platform allows us to openly celebrate employee accomplishments



President of the Women's Employee Resource Group (ERG), Tricia Miller with Roenna Neal, President of the African-American and Allies ERG.

by detailing recent recognitions transparently within our company. In 2022 we achieved 100% activation of all company leaders and 89% activation for all employees.

We have identified an opportunity to connect more with our hourly workforce in our warehouses through the newly implemented Veritiv Cultural Alliance. We have Culture Allies representing various functions, job roles, genders, and ethnicities. Culture Allies were deployed in roughly 71% of our locations with the mission of increasing engagement and outreach to our un-desked employees. This is accomplished through allyship, advocacy, and action from the group. On average, locations that currently do not have an ally have 15 or fewer employees, and all Veritiv locations with 50 or more employees have an ally. To ensure that we engage our team members in China and Mexico, we have trained and deployed allies to multiple locations in both countries.

Allies were onboarded and trained in 2022 during a three-day training event. The training consisted of the following topics:

- Overview of Responsibilities and Expectations
- Overview of Company Strategic Priorities
- Diversity, Equity, and Inclusion (DE&I) Workshop
- Overview of Employee Resource Groups
- Communication Tools and Templates
- Employee Engagement
- How to Conduct Focus Groups
- Giving and Receiving Feedback
- Continuous Process Improvement
- Employee Recognition
- Effective Communication
- Presentation Skills
- Managing Conflict



Veritiv Cultural Allies with their completed Impact for Good “Hopeful Homes” activity which made and delivered 40 duffel bags of goodness to foster care youth.

Additionally, Veritiv continues to leverage the capabilities of Vibe, our interactive employee communications platform. Vibe enables our entire employee population to access company news, information, and resources. Employees can access Vibe through the mobile application or web-based platform that allows team members to stay engaged, informed, and connected. All employees are encouraged to share news across the platform, which supports greater collaboration and team unity.

Veritiv continues to conduct monthly all-employee webcasts where leaders share information and provide an opportunity for employees to ask questions that can be directly addressed by senior management. Topics covered vary throughout the year and include Financial and Business Updates; Recognition and Career Pathing; Customer Experience; Diversity, Equity, & Inclusion; Sustainability; and more.

Our Culture Club team, comprised of members in various roles across the company, continues to publish monthly stories that explore our employees and the various cultures they represent. The team interviewed and highlighted employees across the organization in monthly stories that explore how employees' diverse perspectives and experiences make our company stronger.

Finally, to promote the unique perspectives, experiences, and interests of our diverse employees, 2022 saw the launch of our Veritiv Voices, a magazine that is all about our people. A biannual printed publication, this feature-driven magazine aims to capture the human spirit of Veritiv. Testimonials

and spotlights allow our employees to share their voices, providing a unique insight to the passions of our people.

## Community

In fulfilling our commitment to give time, talent, and treasure, we encourage every employee to engage with their local communities. Members of our leadership team demonstrate this commitment by representing Veritiv on nonprofit boards and committees to authentically engage with communities and learn about pressing issues that Veritiv is uniquely qualified to address.

For example, our CEO, Sal Abbate, works with the Metro Atlanta and Sandy Springs Chambers of Commerce. Dean Adelman, our Chief Human Resource Officer, serves as a board member for Trees Atlanta, and our former Chief Financial Officer and now Senior Vice President Finance who is retiring in 2023, Stephen Smith, served as a board member of Junior Achievement of Georgia for seven years. Additionally, Kat Reynolds, our Manager of Community Relations, represents Veritiv as a board member of Corporate Volunteer Council of Atlanta and as a member of the Association of Corporate Citizen Professionals. In 2022, we continued our engagement with the Atlanta community on two projects relating to Diversity, Equity, and Inclusion: The ATL Action for Racial Equity and the CEO Action for Diversity and Inclusion.

Through these interactions Veritiv strives to enhance our communities by gaining valuable insights so that we can better understand local needs and effectively share our knowledge and resources.

Ultimately, Veritiv's goal is to **listen to** and **collaborate with** our community stakeholders to address sustainable change for local citizens.

## Shareholders

Our Investor Relations team communicates information via our corporate website, press releases, earnings reports, and direct engagement with our shareholders. During 2022, we contacted our top 20 institutional shareholders, representing approximately 80% of our outstanding shares, to provide an opportunity to speak directly with us. Of this group we spoke to two shareholders representing approximately 25% of our outstanding shares.

## C. Ethics and Compliance

Integrity is a key element of our corporate culture. We place a high value on honesty, fair dealing, and ethical business practices. Our Code of Business Conduct and Ethics is designed to communicate our core values and the standards that govern our business. These values and standards help Veritiv employees and affiliates understand what our company expects in terms of ethical and legal business conduct.

As part of our Corporate Compliance Program we have implemented rigorous policies and reporting procedures that clearly communicate how we will ensure adherence to our Code of Business Conduct and Ethics.

### Ethics and Compliance Oversight

The Audit and Finance Committee of the Board is responsible for the oversight of our Corporate Compliance Program. The General Counsel oversees our Corporate Compliance Committee which has primary responsibility for management of our Corporate Compliance Program. Members of the Committee include representatives from the following areas of our business:

- Legal
- Internal Audit
- Human Resources
- Information Technology
- Operating business segments

The Corporate Compliance Committee meets quarterly and works with subject matter experts within the company to address specific objectives and concerns. Responsibilities of the Committee include:

- Assisting the General Counsel in determining responsibility for compliance activities within the company and ensuring that adequate resources are allocated to compliance activities
- Providing guidance regarding priority of compliance concerns and approval of proposed mitigation and response plans
- Reviewing and approving relevant policies
- Promoting an organizational culture that encourages law abiding and ethical conduct

Our General Counsel reports to the CEO and provides quarterly updates to the Audit and Finance Committee.



Gary Starr, Brand/Graphic Designer .

## Compliance Training

Training is a key tenet of how we communicate expectations of ethical conduct to our employees. Compliance training ensures that all team members fully understand our ethical obligations and the need to comply with local, national, and global regulations. Similarly, the training explicitly communicates the procedure to report ethical concerns if they arise and where additional resources can be located. The Code of Business Conduct and Ethics and related training are provided in local languages where needed.

All Veritiv employees in all geographies are required to undertake Code of Business Conduct and Ethics training as part of the onboarding process and every other year thereafter. Employees at our U.S. locations were required to complete Code of Business Conduct and Ethics training in 2021. Employees in our non-U.S. locations were required to complete Code of Conduct training in 2022. Beginning in 2023, we intend to align training so that all geographies complete Code of Conduct training during the same year.

Total U.S. Employees Completing Code of Conduct Training in 2021 - 2022 (office and non-office based)	<b>4,232; 95%</b>
Total U.S. Office-Based Employees Completing Code of Conduct Training in 2021 - 2022	<b>3,338; 97%</b>
Total International Employees Completing Code of Conduct Training in 2022	<b>417; 80%</b>

Additional training on topics such as Anti-Corruption, Antitrust, Information Security, and Conflicts of Interest is provided based on the risks and needs of the business. This training can be provided online or through in-person training in connection with sales and other company meetings. Our approach to compliance risk assessments, which dictate the need for additional training, is explained in the following section.

## Compliance Risk Assessment

Veritiv's Internal Audit department conducts annual risk assessments when developing its annual business and information technology audit plans. Veritiv management considers risk in its budgeting and priority setting annually. Additionally, Veritiv has previously engaged a third-party company to conduct an independent risk assessment. We are further developing our internal risk assessment procedures and may engage an outside party from time to time to validate our practices. The Corporate Compliance Committee reviews these risk assessments with a focus on the compliance implications of the key risks identified and action items to address them.

Veritiv performs risk assessments in multiple functions to develop a detailed understanding of risks that the Company faces and formulate controls and mitigation plans to address them. A selection of risk categories covered by our assessments can be found below:

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

We have mapped compliance categories applicable to our business to the functional and business units responsible for each compliance area. The leaders within each of these functional and business units are responsible for determining the compliance risks applicable to their unit and developing policies and procedures to address these risks. The General Counsel and Corporate Compliance Committee facilitate approval of policies and procedures and assist with coordination of risk mitigation efforts, including prioritization of activities and allocation of necessary resources.

As part of its compliance training, Veritiv includes guidance to address concerns that arise when dealing with suppliers, consultants, service providers, and other third parties.

Information regarding due diligence practices utilized with our product suppliers and service vendors is discussed in the Supply Chain Stewardship section of this report beginning on page 36.

## Reporting

We encourage anyone to report ethical concerns or complaints regarding company or individual practices and we engage a third party to maintain a confidential helpline which is available in all local languages, 24 hours a day, seven days

a week. Individuals located within North America may call the secure helpline (888-312-2693 in the U.S. and 800-462-4240 in Mexico). A global reporting website is available at [veritivhelpline.com](http://veritivhelpline.com).

Employees who make such reports in good faith can do so without fear of retribution, retaliation or negative effects on their jobs. Veritiv does not tolerate retaliation. Furthermore, anyone who discourages or prevents a fellow employee from making a good faith report is subject to disciplinary action. All potential violations reported through the helpline are investigated by our Human Resources team and/or other appropriate senior leaders, and appropriate action is taken based on the findings. The Audit and Finance Committee receives a summary report of all matters reported via the helpline and other available channels such as our Human Resources and Legal departments.

## D. Business Resilience and Continuity

We are committed to business continuity and the resilience of our operations. Veritiv's Business Resilience and Continuity Program is designed to respond to a wide range of incidents, including those related to the impact of climate change, such as extreme weather events, natural or manmade disasters, significant disruption or shutdown of key facilities, site security threats, epidemics, pandemics, and IT security incidents, as well as other events that may significantly impact our operations, people, financial health or reputation.

### The Veritiv Business Resilience Program is made up of four primary components:

- 1 **Incident Management and Business Continuity Plan:** The corporate enterprise plan that establishes the overall incident management and business continuity frameworks and describes how components of the program interact
- 2 **Site Plans:** Specific to each Veritiv location
- 3 **Disaster Recovery Plan:** Specific to information technology-related incidents
- 4 **Corporate Communications Plan:** Provides clarity on communication process

The Business Resilience Program was developed utilizing an assessment, or Business Impact Analysis, applicable to the type of incident and/or location involved. Also considered in the program's development are critical functions and operating systems, key customers, vendors, and suppliers, as well as severity and probability of risks for each location. In 2022, our Chief Security Officer assumed responsibility of our Business Resilience Program and coordinates the oversight, annual review, and testing of the component plans with the Corporate Incident Response Team and operational leaders. The Corporate Incident Response Team consists of representatives from Corporate Security, Risk Management, EHS, Information Technology, Operations, Corporate Communications, Legal, and Human Resources. Plan execution is managed through collaboration between the Executive, Corporate, and Site teams.

Our Chief Security Officer meets periodically with our Regional Operations Leaders, Field EHS Managers, and other functional leaders to review the program and conduct tabletop drills. These exercises facilitate continuous improvement of our response plans. In 2022, the Chief Security Officer conducted tabletop drills with the leaders at each of our Mexico facilities. We intend to repeat these exercises at each of our Mexico facilities in 2023 as well as at five high-priority facilities in the United States.

The Business Resilience Program was utilized to address several situations that arose due to the particularly volatile weather events that occurred in 2022. On the following page is an example on how we were able to successfully prepare for and appropriately respond to a hurricane that affected our operations in Florida.

### The Veritiv Business Resilience Program is designed to:

- Identify those persons within Veritiv, at both the corporate and site level, who are responsible for incident response execution
- Determine and clarify the type of incident.
- Designate notification procedures
- Define procedures for interaction between the corporate and site teams
- Summarize where to find guidance to prepare for, and respond to, specific types of incidents
- Indicate the necessary key contact information when an incident occurs



Veritiv employees filling Comfort Kits for the American Red Cross

## Spotlight - Hurricane Ian

On September 28, 2022, Hurricane Ian made landfall near Cayo Costa, Florida, as “a dangerous, high-end Category 4 storm,” according to the National Environmental Satellite Data and Information Service (NESDIS).

After crossing over the Florida peninsula where it weakened to a tropical storm, Ian restrengthened to a Category 1 hurricane and made a second landfall near Georgetown, South Carolina. Ian’s landfall near Cayo Costa, Florida, brought maximum sustained winds of 150 mph, tied for the fifth strongest hurricane on record to strike the United States.

Locations across the southwestern coast of Florida were subject to storm surges of 12-18 feet above ground level, while other areas of the state received 1-in-1,000-year amounts of rain. The aftermath of Ian’s landfall left more than 4 million homes and businesses without power and caused between \$50-\$65 billion in insured damages, according to CNBC.

Through diligent planning and efficient communication, Veritiv was able to enact Hurricane Emergency Preparedness and Response Plans to mitigate Hurricane Ian’s impact on our operations. On September 24, 2022, Veritiv’s Business Resilience and Continuity professionals notified locations that were at risk of being impacted to activate their Hurricane Response plans. Location managers met with their teams

daily leading up to Ian’s landfall to discuss contingency plans and monitor the situation as conditions evolved. As a part of our situational awareness and monitoring efforts, Veritiv executed a Forecast Impact Summary for Ian to contemplate the potential impact the storm may have on our Florida locations caused by rain, wind, and storm surges.

As a result of our Business Resilience and Continuity Plan the dedication of our team members, and thorough communication, Veritiv navigated the impact of Ian with immense success. We are proud to say that our locations that were affected by Hurricane Ian were able to fulfill all customer deliveries, except for those that were unable to be received due to the customers’ facilities being closed.

Veritiv’s employees also came together to aid those affected by Ian’s destruction. Veritiv activated an American Red Cross microsite for employee donations for disaster relief in the state of Florida and committed to matching employee contributions up to \$10,000. More than \$32,000 in donations was raised by October 17, 2022. In addition to financial donations, a cross-functional team, comprised of Facility Solutions Product Management, Operations, and the Veritiv Connects teams collaborated to deliver six tractor-trailers full of cleaning, hygiene, safety, and food service donations to the Salvation Army in Tampa, Florida.

## E. Information Security

### Information Security Risk Oversight

Our operations rely upon secure Information Technology (IT) systems for data capture, processing, storage, and reporting. Veritiv's Chief Information Officer (CIO), who is a member of the Senior Leadership Team, oversees a team of Information Technology professionals who are responsible for developing and executing the company's overall IT strategy and managing Veritiv's IT systems. Our Chief Information Security Officer (CISO), who reports to the CIO, oversees our information security risk management program. The CIO and CISO provide regular reports to the Senior Leadership Team regarding the status of IT projects and concerns. The CIO provides an IT and cybersecurity update to the Board at least twice per year. Our Board also includes a member with more than 30 years of experience as an Information Technology professional including serving as Chief Information Officer for a large multinational corporation.

Our management regularly monitors best practices in this area and seeks to implement changes to the Company's security programs as needed to ensure that the Company maintains a robust data and privacy program.

### Information Security Risk Management

Veritiv's information security strategy employs an in-depth defense approach that includes people, processes, and technology. Information security risks are assessed annually via the IT budgeting process to fund projects that strengthen Veritiv's IT security posture. Information security risks, and initiatives to mitigate those risks, are assessed by Veritiv's IT Infrastructure, Network and Information Security Teams and implemented where appropriate. Additionally, Veritiv's Internal IT Audit Team conducts an annual IT risk assessment.

Veritiv IT is audited twice a year through internal and external audits. Veritiv's external auditor conducts a cybersecurity review inquiry as part of the year-end IT audit. The Company also has a network penetration test performed annually and any material items that have been noted are investigated and addressed in a timely manner. Veritiv's IT Control Framework is Control Objectives for Information and Related Technology (COBIT) based, and these controls govern Veritiv IT's processes and procedures. As a business-to-business distribution company Veritiv is not required to have a SOC 1, SOC 2 or ISO 27001 audits conducted.

Cybersecurity measures implemented at Veritiv include employee and third-party training, monitoring of networks and systems, patching, maintenance, and backup of systems and data.



Eugenia Astorga, Operations Manager - Ogden, Utah.

## Information Security Training

Veritiv offers IT security awareness training courses that address Phishing, Information Security Essentials, and Travel Security. The Introduction to Phishing course is included in new employee onboarding, and all three courses are available on demand throughout the year. The Information Security Team sends out reminders via companywide email, Veritiv's email-distributed newsletter, and articles in Veritiv's employee communications platform, Vibe. Updates are provided periodically throughout the year to keep IT security awareness top of mind with employees.

Additionally, Veritiv conducts regular end-user IT security awareness training by sending out periodic phishing email tests. These allow Veritiv to maintain employee IT security awareness of social engineering risks and how to safely handle emails, embedded links, and attachments.

## Personally Identifiable Information

Veritiv collects Personally Identifiable Information (PII) in its Human Resources system and has logical and physical controls to safeguard that data. Additionally, Veritiv collects some PII during normal business activities, and recognizes the importance of protecting customer and supplier PII such as email addresses and mobile phone numbers. Veritiv is committed to taking steps to protect PII from unauthorized access, usage or disclosure by following globally recognized privacy standards and building 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 that is collected. This framework includes the review of key IT service providers SOC 1 Type 2 reports annually to assess their IT controls status.

Additionally, Veritiv employs email screening software that intercepts most if not all emails that have a social engineering risk, so that end users do not receive them.

Veritiv team members have an obligation to ensure that the company's confidential information and trade secrets are adequately protected. Team members are entrusted to maintain the security and confidentiality of the information provided to them by the company, our customers, suppliers, and others.

## Privacy Policy

Veritiv's Privacy Policy can be accessed on our website.

## SOCIAL

### Health & Safety

#### Veritiv's Safety Program

At Veritiv, we are committed to providing all team members a safe and healthy workplace through continued refinement of our proactive safety culture. Veritiv emphasizes safety as a fundamental process and manages it at an equal level of priority as other core business processes. This commitment is reaffirmed in our Employee Health and Safety (EHS) Policy.

Veritiv uses the Safety Management System (SMS) approach to systematically manage safety, including organizational structure, identification of accountability, policies, and procedures. Elements of our Safety Program include:

- Safety plans
- Policies, procedures, and processes
- Training and induction
- Monitoring
- Supervision
- Reporting

Prompt response to and investigation of reported issues are what enable the Safety program to be effective. All information and compliance concerns identified through monitoring and auditing are documented and tracked until their resolution. Approaches and initiatives like Target Zero, SCORE, and MHE SAFE allow for consistent hazard identification, communication, and resolution.

Our Target Zero approach symbolizes our goal of zero unrecognized and unresolved hazards that have a potential to cause injury. This approach is a goal which Veritiv's Health and Safety professionals pursue daily. Through Target Zero we empower and engage all Veritiv employees in proactive identification of workplace hazards and the development of practical solutions integrated with business operations.

Our SCORE (Stop, Consider, Observe, React, and Execute) safety initiative continued to positively impact safety performance in 2022 by helping to reduce injuries. The program facilitates simple communication to workers about how to approach daily tasks safely, regardless of how routine the task may be. In addition, our material handling equipment

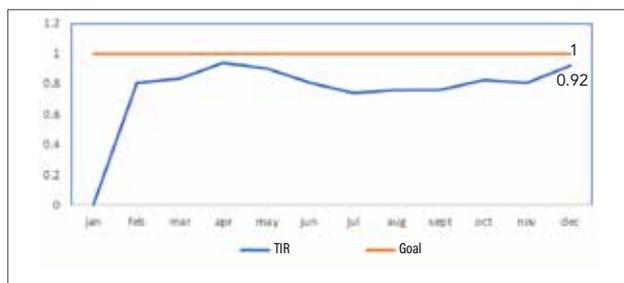
(MHE) initiative, MHE SAFE (Share, Address, Facilitate, Engage) reiterates fundamental safety practices to employees operating MHE.

In the pursuit of continuous improvement we monitor the type of injuries and near-injuries that occur to adapt safety training to address the most likely causes of injury. For example, based on our 2021 incident review, we focused on reducing shoulder and back injuries in 2022. Our newly implemented "Reach for the Stars" program focuses on injury mitigation through movement and stretching.

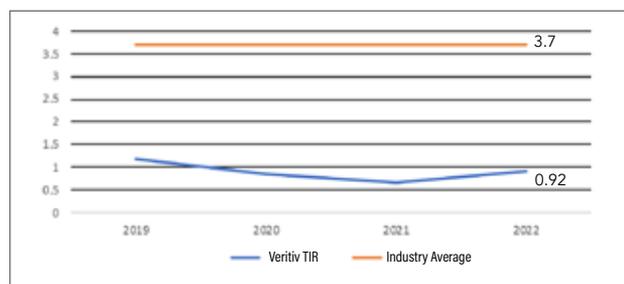
### Safety Performance Data

In 2022, our Total Injury Rate (TIR)<sup>1</sup> for our operations in the U.S. and Mexico was 0.92. We continue to be an industry leader in safety and maintain a TIR that is below the industry average.

Veritiv TIR Monthly TIR



Veritiv TIR Year Over Year



<sup>1</sup>TIR is calculated using the OSHA criteria for recordability and OSHA calculation methodologies, excluding positive COVID-19 results to reflect year over year change in injuries. TIR = Total Recordable Injuries x 200,000/Total Hours Worked. The 200,000 hours in the formula represent the equivalent of 100 employees working 40 hours per week, 50 weeks per year and provides the standard basis for the injury rate.

### Employee Health and Safety Audits

The Corporate Employee Health and Safety (EHS) Team regularly conducts EHS Audits at our facilities to validate workplace safety and compliance with environmental requirements. In 2022, the team conducted 40 facility audits



Teresa Harrison, Receiving

representing 46% of our distribution centers across the United States. On average, audit scores were 90% or higher. Each facility also conducts monthly and quarterly internal audits of safety, environmental compliance, and training completion rates. The results, which outline any hazards identified during the audit, are tracked until all corrective action items are closed. We examine the audit results to uncover trends which, in turn, 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, and other situations. 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 shared with local authorities and updated annually.

All plans roll up to the Corporate Business Resiliency and Continuity Plan which documents the steps Veritiv will take in each type of emergency. This enables a timely response that is tailored to each scenario 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.

### Safety Training

The EHS training our team members are required to complete is determined based on the role of the individual and the risks they encounter in the workplace. The EHS courses assigned to an individual are selected from an EHS training matrix that is reviewed at least annually by the Corporate EHS team. Training materials are updated and refreshed periodically to keep them current and to maintain employee engagement with training materials. Conformance with training requirements is regularly assessed to ensure consistent execution.

Monthly electronic safety material packets are deployed through the intranet by the Corporate EHS team. Each Regional EHS Manager conducts a monthly safety meeting during which year-to-date safety statistics, accident trends, safety materials, and training due to be completed for the month are reviewed. The packets include information on

safety and compliance activities, agenda items for monthly safety meetings, safety updates and alerts, and a variety of relevant awareness materials for sharing and posting. The monthly safety materials packet is also used to prompt recurring training, focused initiatives, and periodic self-inspections. Each June, for example, we recognize National Safety Month, during which weekly safety activities are presented to facilitate participation and engagement by all employees.

Posters and toolbox talks support each week's activities and foster the open dialogue that 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.

### Transportation Safety

In 2022 we continued to invest in our Driver Safety Program to promote safe driving for our Commercial Motor Vehicle Drivers, Sales Professionals, and Service Technicians. The Program is comprised of a Driver Safety Manual, annual Driver Safety training, and new hire training. We provide weekly communications on driver safety topics, monthly transportation safety meetings, and reporting metrics to measure performance. We track real-time driver behaviors to identify opportunities for coaching or retraining. All accidents are reported and tracked through our reporting data base. Each accident is investigated and reviewed by the Motor Vehicle Accident Committee. Recommendations and corrective actions are issued based on the results of the review and all locations receive a report on best practices and findings.



Katy, Texas, Commercial Truck Drivers—all certified Truckers Against Trafficking December 2022. From left to right - Michael Trosclair, Earnest Peel, Brandon Daniels, Larry Thompson, Jorge Arguello and Santos Vega.

Transportation Safety assessments of trucks, drivers, and facilities are conducted by our Corporate Transportation Safety Manager and have been implemented in the U.S. and Mexico. Virtual assessments occur monthly while physical assessments take place approximately every other year.

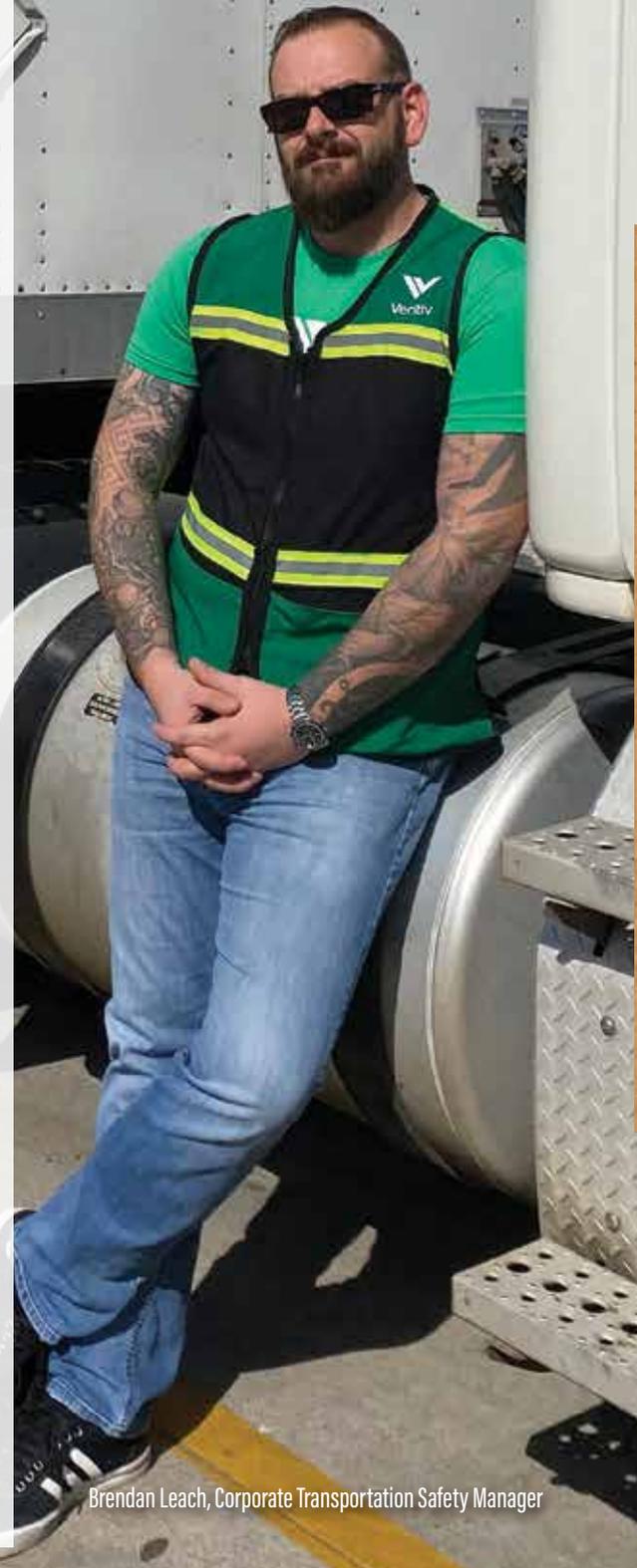
In 2022, Veritiv also partnered with the Federal Motor Carrier Safety Administration to launch the Truckers Against Trafficking certification training program. The impact of human trafficking has become evident to Veritiv as the city of Atlanta, the home of our corporate headquarters and one of the busiest airports in the country, has spotlighted the problem in our own community. We believe that Veritiv can play a leadership role in the fight against human trafficking as we maintain a large commercial fleet with drivers traveling throughout the U.S. and Mexico. During 2022, we provided training to over 200 of our drivers and our goal is to have all our commercial motor vehicle drivers in the U.S. and Mexico trained by the end of the third quarter in 2023. Our employees have embraced this effort and we will make training to all employees available in 2023.

**Brendan Leach**, Corporate Transportation Safety Manager (Commercial Driver Safety), pictured right joined Veritiv in September 2021 and has over 15 years of experience in transportation and safety.

Since joining the company, he has improved our Driver Qualification to an industry-leading 99%. Brendan is a member of the Board of Directors of the Commercial Vehicle Safety Alliance for North America and serves on the Human Trafficking Prevention and Hazardous Material Committee for that organization.

Our fleet is equipped with the following safety features:

- Forward- and driver-facing cameras
- Speed limiters set at 65 mph
- 2020 and newer trucks have collision mitigation systems that will apply the brakes automatically if a collision is imminent
- 2023 and newer trucks also will have lane departure and blind spot detection
- Disc brakes
- Daytime running lights
- Headlights automatically turn on when windshield wipers are engaged
- Hill assist – prevents the truck from rolling backwards when stopped on a hill and trying to take off



Brendan Leach, Corporate Transportation Safety Manager

## On-Site Contractor Safety

Veritiv has a responsibility to ensure we utilize contractors and vendors who have demonstrated good safety performance and adhere to regulatory requirements. Veritiv also strives to inform contractors of hazards they may encounter while working on site and holds these contractors accountable to Veritiv's safety program requirements. Veritiv's Contractor Safety Program vets contract companies' safety performance and insurance levels and requires contractors who work on site to review Veritiv's safety requirements and rules.

The highlights of the Contractor Safety Program include:

- Vetting contract companies' safety performance and insurance levels then approving or rejecting them as an approved vendor based on this data
- Requiring contractors to review safety rules, site emergency plans, and facility requirements with site manager before work starts
- Requiring personnel who hire contractors to hold contractors responsible for adhering to regulatory and safety requirements
- Prohibiting contractors from using Veritiv's equipment
- Requiring contractors to report all safety incidents to their Veritiv contact person immediately and establish measures to prevent recurrence of other incidents
- Requiring all contractors to follow U. S. Centers for Disease Control and Prevention (CDC) guidelines related to COVID-19 and site-specific requirements

## Audits and Risk Assessments

In 2022, we strengthened our EHS Audit Program to drive performance across our facilities and reinforce safety as a key part of our core values. We have comprehensive preventative programs to identify and mitigate the potential for serious incidents to occur in our facilities. Our safety program includes a set of front-line and management responsibilities and behaviors that must be proactively demonstrated, including guidance tools and indicators to recognize, evaluate, audit, and ensure that controls are in place to prevent such incidents from occurring.

Management commitment and strong employee engagement play an important role in creating a safe and healthy workplace and supporting a culture of learning and

improving, and all employees are our partners in embedding safe habits and strengthening our safety culture. We are also promoting a learning environment by continuing to engage directly with employees to uncover hidden safety risks and challenges and to champion transparency with our SCORE (Stop, Consider, Observe, React, Execute Safely) and Call a Play Programs.

We take safety seriously, and we provide processes for our employees and contractors to report all injuries, regardless of severity. After any preventable incident occurs or has the potential to occur, we conduct thorough learning sessions, develop corrective action plans, and share them across our facilities with our Safety Committees. A safe workplace is fundamental to our success as a company. Our objective is simple: Every day, our people should leave work as healthy and as safe as when they arrived. Inspired by our "Target Zero" vision, we work to identify and control preventable serious injuries in our system's facilities.

## COVID-19 Response

Throughout the evolution of the COVID-19 pandemic, we have been diligent in ensuring employee safety while also maintaining business continuity. We continue to monitor the global landscape and risks as new variants emerge, maintaining rigorous internal controls and following CDC recommendations and local requirements.

## Product Safety

As a distributor of packaging, facility solution, and commercial printing paper products, the majority of products that Veritiv supplies do not pose significant safety concerns. However, we take product safety seriously and strive to manage our product portfolio in a safe manner and supply products that support our customers' safety needs. Areas in which this is more relevant to Veritiv are direct food contact packaging, cleaning products, and kitting operations that involve food products.

## Food Packaging Safety

Food safety is a top priority for our company and part of our culture. Our mission is to develop, document, and maintain a comprehensive food safety program that strengthens our kitting and distribution capabilities. From selecting the best supplier partners to meet or exceed our customers' requirements, food safety is part of our commitment to our customers. With 10 FDA-certified facilities, we work every day

to make this commitment a central part of our culture. Food safety starts with our operations. Our food safety foundational training program is critical to our business. The completion of more than 2,000 hours of food safety-related training by our operations employees helps to further entrench our culture of food safety.

Each year we commit to conducting at least 20 mock recalls to challenge our recall program and team to identify and address areas of continuous improvement.

Our food safety audits are designed to verify our commitment to world-class food safety plans and procedures. These audits provide valuable feedback that allows for the assessment of current practices and gives direction for continuous improvement. We conduct self-audits led by our corporate and facility food safety teams. We also engage in third-party audits such as American Institute of Baking (AIB) International. AIB is a pioneer and leader in food safety auditing and education. The AIB inspection is conducted according 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

**In 2022 we had six facilities complete an AIB audit, all scoring 915 or higher—which is in the top 3%.**

### Cleaning Product and Hazardous Material Safety

As Veritiv is not a manufacturer, we do not handle raw chemicals to create finished goods. Rather, as a distributor, Veritiv sells the finished products which can be purchased off the shelf. Certain products like hand sanitizer may be considered hazardous waste after their expiration date. We utilize third-party providers to safely blend, treat, neutralize or dispose of all hazardous waste.



Jose Guadalupe Guerrero, Warehouse Worker.

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

When customers purchase any chemical product from Veritiv, a copy of the Safety Data Sheet (SDS) is provided. We also maintain third-party documentation management that can be utilized by our customers and employees to locate the SDS for any product sold by Veritiv. More information regarding our EMS can be found in the Environmental Management System section on page 40.

We commit ourselves to abide by the “Quality First” principle, and to improve the quality and reliability of our products in all our divisions, including Sales, Distribution, and Equipment Services. We place priority on the various measures required to ensure product safety. We work with reputable suppliers and utilize the supplier assessment process described at page 40 of this report to help ensure we supply products that meet all applicable safety standards.

## B. Attracting and Retaining Great People

### Rewards & Benefits

At Veritiv, we value the work our employees do each day to shape our success. We provide a Total Rewards package of pay and benefits to support the health and well-being of our employees and their families. The benefits provided to all our U.S. employees include the following:

- Medical Insurance (including a prescription drug plan)
- Dental and Vision Insurance
- Health Savings Account
- Flexible Spending Account
- Life and Accidental Death & Dismemberment Insurance
- Short Term Disability/Salary Continuance
- Long Term Disability
- 401(k) with generous matching program and financial planning tools
- Educational Assistance
- Holiday, Vacation, and Family Health & Wellness Paid Time Off
- Paid Parental Bonding Time
- Bereavement Paid Time Off
- Scholarship Fund
- Identity Theft Insurance
- Legal Services
- Aflac Supplemental Medical Insurance
- Home & Auto Insurance
- Corporate Discounts
- Employee Referral Program
- Employee Assistance Program (EAP)
- Flexible Work Arrangements

Veritiv employees in our non-U.S. location are also offered a variety of benefits designed to address their needs similar to the above but modified

to be consistent with customary standards applicable in each country.

### Educational Assistance

Veritiv is committed to assisting Eligible Employees in meeting their educational needs so they can increase their effectiveness on the job and their potential for career development within the Company. In 2022 Veritiv sponsored the education of 22 employees, totaling approximately \$90,000 in educational assistance.

Educational Assistance is granted to eligible employees to help pay for courses that:

- Help the Eligible Employee do his or her current job better
- Prepare the Eligible Employee for a job in the Company that will benefit his or her long-term career at Veritiv
- Are required to get a career-related undergraduate or graduate degree
- Are required to obtain professional certification in a field of interest

"Going back to school to earn my Executive MBA at Emory's Goizueta Business school has been a refreshing experience. Shifting my mindset to be successful in the classroom also translated to being focused and sharp in the office. Some of the customer experience enhancing programs we launched in 2022 were a direct result of applying the frameworks I learned in the classroom. Most importantly, my cohort was one of the most diverse groups of people I have ever worked alongside. Creating a psychologically safe environment where these diverse thoughts and perspectives can thrive is something I will carry forward in my career journey." Jeff Pfister, VP, Commercial Print Management - Executive MBA.

## Our Compensation Philosophy

Our compensation philosophy is to design programs to foster an environment of collaboration, enthusiasm, and drive, with a passion for success and an expectation to win, to enable us to create a successful company that meets our commitments to shareholders, customers and employees. We do this by:

**1. Aligning with Shareholders.** The interests of our shareholders are important to us, and our programs and practices are intended to align the interests of our executive officers and other senior leaders with the interests of our shareholders to ensure our programs are sustainable and align with our long-term goals.

**2. Driving a Pay-for-Performance Culture.** We reward employees based on performance and individual contributions that support our success. We motivate employees to strive to exceed performance targets by recognizing and rewarding our employees based on their individual performance, as well as their contributions to the overall success of the company. The pay of our executive officers and other senior leaders is linked to key performance measures and financial results to align with our long-term vision and growth.

**3. Aligning with Competitive Practices.** Our programs and pay are benchmarked against external market practices to ensure we pay competitively with similar companies to attract and retain key talent and outstanding leaders.

**4. Designing Cost-Effective and Affordable Programs.** We design our compensation and benefit programs to be cost-effective and affordable.

The Annual Incentive Program (AIP) and Profit-Sharing Plan (PSP) are Veritiv's most utilized short-term incentive programs for certain salaried and many hourly employees. They are target-type annual incentive programs that pay out based on Company performance results achieved for the goals established each year. AIP targets and payouts may vary by participant based on individual and/or business unit or function performance. We have added a scorecard performance metric to our AIP and PSP programs that considers Veritiv's overall performance against a variety of metrics including our Diversity, Equity, and Inclusion and safety objectives. In 2022, we set a target to hire 40% of new hires in mid- to senior-level roles from underrepresented groups. We exceeded

this goal with 57% of new hires from underrepresented groups.

Veritiv also maintains a Long-Term Incentive (LTI) Program for its senior leaders under which target LTI awards are established annually for each participant. These award levels are based on market benchmark studies conducted periodically with the assistance of Veritiv's outside consultants, and are subject to change from year to year based upon prevailing market practice, needs of the business, attraction, and retention concerns. Awards are made in the form of restricted share units and performance-based units which vest over time and are based on company performance and continued employment.

## Pay Equity

Inequitable pay creates barriers not only for employees, but also for the families and communities they support. Veritiv is committed to addressing these barriers through compensation policies and practices that reflect our values. Actions in support of that commitment include comprehensive pay equity assessments. Our compensation practices include continuous benchmarking based on the current market value of each role, identifying potential pay gaps, and making adjustments that will allow us to continue to drive equity and ensure that our employees can reach their full potential. All U.S. employees are paid above federal and state minimum wage standards.

"My experience at UGA was fantastic. The instruction from top-tier professors, coupled with the opportunity to learn from classmates with real-life experiences, was priceless. The vast array of topics covered through an executive lens left a significant impact on me, and I'm confident it will enable me to drive change and tackle challenges with my team and colleagues as we consistently challenge the status quo."

**Lynsey Atkinson, Regional Vice President, Operations - Executive MBA**



## Flexible Workplace Program

Flexibility in work locations can be an effective tool to provide support for work and families, energy conservation, environmental preservation, increased productivity, and sustained hiring and retention of a highly qualified workforce. Veritiv's flexible workplace approach allows managers and employees to agree on fixed office and non-office days, while still benefiting from regular in-person contact, collaboration, and development.

Most of the office-based employees at Veritiv have the option of some type of flexible work arrangement. The options include full remote working, hybrid remote working, and flexible work hours.

## Internships

We offer paid internship opportunities in a variety of industries and settings. Our internship experiences are

enhanced with professional development training, networking opportunities, community service projects, and opportunities to interact with senior leadership. Our internship program runs for nine weeks and includes:

- A two-day orientation,
- Weekly professional development training,
- Senior leadership interaction,
- Community service projects,
- Social events, and
- Culminates with two-day end-of-program presentations to senior leaders

In 2022 we increased our intern class by 9% to 23 interns across various departments. The class consisted of nine female and seven racially diverse students. Five interns went on to join us as full-time employees and four interns extended their internship to work for us part-time while in school.

"I chose an internship with Veritiv because I felt as though the company's culture and internship program would provide me with the most impactful and meaningful experiences compared to the other job offers I had at the time. Since moving into my full-time role as a Sustainability Analyst with Veritiv, I know I made the correct decision. Veritiv has equipped me with the necessary knowledge and tools to meet my career goals head on."

- Antonio Zizzo, Sustainability Intern



2022 Summer Interns

## Career Management

All employees participate in mid-year and annual development reviews. Effective Performance Management allows us to establish clear goals aligned to Veritiv's priorities, set clear expectations, and drive behavior aligned to our Veritiv Values and competencies, enabling a culture of continuous feedback and improvement and supporting our Pay for Performance culture. Through the performance review process each employee receives comprehensive feedback that includes the immediate manager's perspective and feedback from the manager and the employee's internal partners. This process provides a framework for recognition, encouragement, and improvement.

In 2022, we expanded our Talent Review process to assess potential and make succession nominations for all salaried employees, leading to broader succession candidate identification throughout the organization. In 2022, we developed potential succession slates that included one or more diverse candidates for more than 90% of identified critical roles. Our Talent Review efforts culminated with a Senior Leadership Team review of talent and succession across the entire organization.

We continued to build out the Chart Your Course channel on Vibe, which allows employees to explore various functions, roles, and pathways for careers at Veritiv as they think about growth and development toward their career aspirations. The Chart Your Course journey starts with each employee creating Individual Development Plans and Talent Profiles. It encourages regular one-to-one discussions between managers and employees to ensure alignment throughout the process. The channel also includes:

- Career Maps – Depicts a visual journey of the pathway to target roles within functions
- Career Stories – Shares insights and advice from fellow Veritiv colleagues through their unique career journeys
- Role Summary Cards – Explains responsibilities, background, skills, and personal traits necessary to be successful in a role

## C. Career Training and Development

### Training Needs Assessment

Training solutions are provided based on the priority talent needs of Veritiv's business. The Global Learning and

Development Team uses a learning needs assessment approach surveying the end users and the users' leadership. Analysis of the survey data helps align the learning solution and approach with the largest professional learning and skill gaps.

The Global Learning and Development Team uses a consistent approach to Training Needs Analysis:

- 1) Identify problem areas in the business and set priorities based on individuals' ability to achieve their goals and help achieve positive business outcomes. Based on business leader feedback, individual workers in priority roles receive an anonymous electronic survey to collect their feedback on their current-state knowledge and abilities to perform their role.
- 2) Collect and aggregate feedback data to identify key areas where targeted learning approaches can help support employee development and close identified gaps and build employee capabilities and confidence.
- 3) Propose learning solutions to leadership for review and feedback. Based on their guidance, the Global Learning and Development Team either generates the needed content or outsources to an instructional design provider to generate the learning collateral.
- 4) Guide learners through a customized learning experience, encouraged and supported by a Learning Lead and the feedback of their direct manager to apply Deliberate Practice to build the new skill or knowledge.
- 5) Survey both the learner and their leader for feedback about the experience and its relevancy and effectiveness to support the employee's professional growth and development. Where possible, business metrics are identified and collected pre- and post-training to identify impact to the business.

Other training needs are identified and communicated through the employee's Individual Development Plan (IDP). Veritiv launched a new IDP tool through Workday. All employees are encouraged to have IDPs in the system and are encouraged to review those plans with their managers. Currently approximately 15% of employees have an IDP in the system. IDPs include an employee's:

- Career Interests,
- Areas of Strength and Skills,
- Future Growth Opportunities, and
- Development Objectives

## How We Measure Training Effectiveness

The Global Learning and Development Team measures the effectiveness of each of its learning solutions in a holistic way. The Team consistently uses the Kirkpatrick Model to evaluate the results of the learning programs and other learning solutions offered. Below is a drill-down of how we apply the Model to our learning solutions:

- Learner feedback on the applicability and relevance of the learning to their Veritiv role is solicited throughout the learning process and at the conclusion of each learning solution. A benchmark of 80% satisfaction must be achieved in the following three areas: (1) overall effectiveness of the learning solution; (2) overall effectiveness of the learning content; and (3) overall effectiveness of the learning instructors.
- Leader feedback is collected to understand if the leader saw any change in performance because of the learning. The individual and aggregated data from these surveys help identify areas where the learning experience needs to be improved or validates that the learning approach supported employee development in the areas targeted for improvement.

Business metrics are used whenever possible to correlate the effectiveness of the learning solution to individual and functional performance. As an example, in the Master Class Sales Professional Development Program, the gross profit dollars for each participant are reviewed monthly. Sales Professionals enrolled in the Program must achieve a gross profit threshold of \$50,000 within nine months of enrolling in this accelerated development program.

## Training Programs Offered

Veritiv provides numerous employee professional 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 training to address job-specific and professional development opportunities.

Job-specific training solutions include topics such as:

- Business Resiliency
- Chain of Custody
- Commercial Driver Certification
- Customer Business Reviews
- Customer Service
- Digital Communication
- Fundamentals of Strategic Sourcing
- Inclusive Leadership
- Individual Development Plans
- Inventory Management
- Leading through Change
- Negotiation Skills
- New Leader Onboarding
- Product Training
- Prospecting Skills
- Sustainability
- Workplace Safety

Professional development programs include:

- **Atlas Program:** A new two-year onboarding program for frontline leaders providing them with foundational support to navigate Veritiv as a people leader
- **Fundamentals of Strategic Sourcing Micro-Credential Program:** A six-session learning series designed to support category and other sourcing professionals to help them source products strategically with a goal



\*Some employees attended multiple learning opportunities.

of embracing a disciplined process to vendor selection and contract management

- **Fundamentals of Negotiation Micro-Credential Program:** A six-session learning series that creates fundamental understanding of how to negotiate with customers for a win-win solution
- **Pathways Learning Channel:** A learning hub that serves as a resource for employees to learn what new learning solutions are available as well as the resource site for learning tools and professional development support
- **The Veritiv Leadership Academy:** A comprehensive, annual 60-day development program focused on Veritiv leadership competencies and skills
- **The ASCEND Program:** A 10-week foundational sales development program for new Sales Professionals, Specialists, and Sales Managers
- **The Elevate Program:** An eight-week sales development program for tenured Sales Professionals who need a refresher on job fundamentals
- **The SUMMIT Program:** A 12-week development solution for new-to-role Sales Managers and high-potential candidates who aspire to a future sales leadership role



“Having embarked on and completed LEAD, I can confidently say it was one of the most memorable, engaging and educational development experiences I’ve had in my career. The classroom content was very well aligned with Veritiv’s strategy and was extremely relevant and applicable to my current role, as well as any future role with the organization.”

- Kellen Gray, Regional Vice President, Sales

- **The Rise Program:** A nine-week development solution for tenured Sales Managers to build on their skills in critical areas: coaching, collaborating, and leading
- **The Base Camp Program:** A six-week program for sales onboarding supported by a learning lead with self-directed activities
- **The Trailblazer Guide:** A self-directed, manager-supported onboarding for new Sales Professionals, Specialists, and Sales Managers
- **Book Club:** A discussion group highlighting key sales leadership concepts; meets bi-annually
- **Canopy Guide:** A career development tool for Sales Professionals

**LEAD Program** – In 2022, we completed cohort two and kicked off cohort three of our LEAD Program, which prepares our top talent for future leadership roles. The LEAD Program was designed in partnership with the Terry College of Business at the University of Georgia and is an instructional program, including two full weeks of in-person training conducted by professional educators in collaboration with Veritiv’s Senior Leadership Team.

The LEAD curriculum is comprised of the following courses:

- **Business Strategy**
- **Business Analytics**
- **Customer Centricity**

- **Design Thinking & Leading Innovation**
- **Developing Emotional Intelligence & Resolving Conflict**
- **Diversity & Inclusion**
- **Service & Operational Excellence**
- **Team Effectiveness**

The LEAD Program culminates with the presentation of group projects completed by the students. Each cohort is given current, relevant business opportunities to solve. On the last day of the program each group presents a 30-minute overview of their findings and solution to the Senior Leadership Team.



“The micro-credentialing program has provided me with the tools needed to engage my customers in a deeper conversation about their sustainability goals.”

- Patti Evan

**Sustainability Training** – We want to be a trusted partner our customers can rely on to provide expertise and support in their own sustainability journeys. We have developed a Micro-Credential training series to educate our team with comprehensive sustainability knowledge. The training is designed to utilize both e-learning and instructor-led live sessions. Through this training we equip our sellers with the knowledge necessary to provide our customers with products and services that support our customers’ sustainability goals. The training topics include:

**Sustainability & Corporate Social Responsibility**

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

**Design for Sustainability**

- Veritiv Design for Sustainability Value Prop
- Optimize the Design
- Design for Recycling
- How2Recycle Labeling Program – SPC
- Compostable, Biodegradable, and Bioplastic
- Life Cycle Analysis Introduction

**Sustainable Product Offerings & Development**

- Sustainability Attributes Overview
- Sustainability Tools and Resources

**Environmental Advertising Guidance and Best Practices**

**C. Employment Practices**

**Freedom of Association and Right to Collective Bargaining**

As documented in our Human Rights Policy Statement, we recognize and respect our employees’ right to choose whether to join a labor union, participate privately in trade associations, and collectively bargain in accordance with local or national law. Discrimination and harassment for exercising these rights is prohibited.

**Policy on Non-Discrimination**

In our Equal Employment Opportunity Policy, Veritiv provides equal employment opportunity to all employees and applicants. Discrimination or any type of harassment of any Veritiv employee or job applicant because of any classification protected by law is prohibited. This policy applies to all aspects of employment from recruitment and hiring to development and compensation as well as promotion, discipline, and discharge.

**Work-Life Balance, Remote Work and Dependent Care**

Veritiv recognizes that remote work arrangements may be important to provide employees flexibility while maintaining work responsibilities and business objectives as well as supporting personal and professional development and has provided many of our office-based workers the availability for employees to work remotely for a portion of the workweek. We evaluate these practices periodically with a focus on meeting business and customer demands as well as employee needs. As part of our benefit package, our U.S. employees may choose from several benefits options including utilizing a Dependent Care Flexible Spending Account.

Veritiv has implemented the following policies to govern programs and benefits that provide employees with the flexibility and support they need to maintain a healthy Work-Life Balance:

**Flexible Work Arrangements**

- Depending on role, employees have the option to work remotely for part of their workweek or modify their work schedule

**Paid Parental Leave**

- Eligible birth mothers, non-birth mothers, fathers, adoptive parents, and foster parents can take three weeks of leave paid at 100% within six months of becoming a new parent.

**Paid Time-off From Work**

- Eligible employees receive paid Vacation, Family Health, Jury Duty, Bereavement and Voting time off

**Voluntary Unpaid Leave**

**Use of Temporary Labor**

Veritiv utilizes a limited amount of temporary labor from time to time as needed to support our operations; however, we directly employ over 97% of our U.S. workforce.

**D. Diversity, Equity & Inclusion (DE&I)**

**Our Commitment and DE&I Oversight**

We recognize that our people are critical to the success of our business and our continued ability to provide our customers with innovative solutions that deliver and delight. We strive to create a workforce and culture that reflect the diversity of people and stakeholders in communities globally where we live and work, and ensures that all employees have opportunities to grow, thrive, and advance.

Diversity, equity, and inclusion are core values in the success of our business. We value all people—regardless of sex, gender, race, color, religion, national origin, age, disability, veteran status, sexual orientation, gender expression or experiences.

Our Director of Diversity, Equity, and Inclusion reports to our General Counsel and provides regular reporting to our Senior Leadership Team regarding the company's DE&I initiatives and progress on our DE&I strategy. Our General Counsel reports to the Board regarding the status of our DE&I initiatives, and the Board and Compensation and Leadership Development Committee have primary oversight responsibility regarding the diversity, equity, and inclusion metrics that we monitor internally and that are included in this report.

In 2022, we continued to support our DE&I initiatives externally through our ongoing commitment to advancing diversity, equity, and inclusion within our workplaces and throughout our communities.

**- CEO Action for Diversity and Inclusion:** In collaboration with over 2,400 signatories of the CEO Action for Diversity and Inclusion pledge, we remain laser focused on creating and maintaining environments, platforms, and forums where our employees feel safe and comfortable reaching out to their colleagues to gain greater awareness and understanding of each other's experiences and perspectives.

**- ATL Action for Racial Equity:** ATL Action for Racial Equity leverages the power of our corporate headquarters' business community to advance racial equity through collective impact. We remain committed to this critical multi-year, multi-step effort to address the pervasive effects of systemic racism in the community and workplace. Alongside more than 250 companies across metro Atlanta, we are working diligently to carry out targeted actions, track our progress, and share lessons learned as we strive to leverage our size and scale to make metro Atlanta a more vibrant, equitable, and inclusive region.

**Our Workforce**

**WORKFORCE STATISTICS** (as of December 31, 2022)

Global Representation	Female	Male	Racially/Ethnically Diverse*	Race/Ethnicity Undisclosed
% Total Workforce (5,001 Employees)	31.30%	68.60%	28.70%	0.20%
% Hourly (1,302 Employees)	6.29%	93.70%	46.15%	0.00%
% Salaried Non- Management (3,031 Employees)	42.32%	57.60%	22.69%	0.30%
% Management** (668 Employees)	30.23%	69.76%	22.15%	0.10%

\* Racially/ethnically diverse includes Black/African, Hispanic/Latino, Asian, Hawaiian/Pacific Islander, American Indian, and those who identify as two or more races.

\*\*Management includes supervisory levels and up.



Our African American ERG coordinated a community engagement initiative in partnership with Feed More WNY to donate hundreds of pounds of nonperishable food to those impacted by the attack at Tops Friendly Markets grocery store in Buffalo, NY.

## DE&I Strategy

In 2022, the company developed a multi-year diversity, equity, and inclusion strategy with an emphasis on leadership and culture, talent acquisition, and enhancing the employee experience. This strategy, driven by a continued commitment from leadership, will allow us to refine our recruiting efforts, leadership accountability, performance management processes, and other practices to support our diversity, equity, and inclusion goals.

We believe that to continue advancing our efforts to create a more diverse and inclusive workforce, our actions must be guided by three overarching principles:

- **Leadership and Culture.** Veritiv's culture should recognize and support the value that diversity, equity and inclusion brings to the organization
- **Talent Acquisition.** Our employee base should reflect the demographic make-up of the communities in which we operate
- **Employee Experience and Advancement.** All employees should have consistent and equitable opportunities for development and advancement; performance assessments should be fair and unbiased

In 2022, for the first time as part of our Annual Incentive Program, we included a key measurable objective to increase representation of women and underrepresented groups in our hiring efforts. Our goal was to hire 40% of new mid- to senior-level managers from underrepresented groups. We are proud to have meaningfully exceeded this goal with 57% of new hires coming from these groups.

We are continuing those efforts in 2023 to include not only hiring, but also promotions for women and racially/ethnically diverse team members. These intentional efforts allow us

to measure what matters as we hold all people leaders accountable for creating and maintaining a robust pipeline of diverse talent.

## DE&I Training

We provide training to our leaders and employees to advance an understanding of the importance of building a diverse, equitable, and inclusive culture and to provide the tools necessary to ensure DE&I principles are meaningfully applied across our organization. Since we've started our journey our training efforts have included:

Unconscious Bias training for Senior Vice Presidents

- DE&I micro-learning for people leaders covering a wide range of topics, including Allyship, Emotional Intelligence, Leading with Empathy, Leadership Agility, and the Difference Between Equality and Equity
- Inclusive Leadership for all employees to better understand the six signature traits of an inclusive leader: Commitment, Courage, Cognizance of Bias, Curiosity, Cultural Intelligence, and Collaboration

We continue to evaluate additional learning solutions to equip leaders and team members in creating an inclusive culture and managing diverse teams.

## 2022 Training

14

Leadership Team Meetings Across U.S. and Mexico

400

People Leaders in Attendance

**Topics Covered** – Business Case for DEI, Courageous Conversations, Microaggressions, Inclusive Leadership, Unconscious Bias, Power of Privilege, Being an Effective Ally

## Employee Resource Groups

In 2022, with the full support of our CEO and Senior Leadership Team, we launched our first Employee Resource Groups (ERGs) to support our efforts to enhance our employee experience. These groups have provided likeminded employees a way to connect over a shared background and experience, as well as provided opportunities for employees to learn and grow through allyship. Our ERGs have helped to ensure that employee challenges and concerns are heard and brought to the attention of our Senior Leaders. In addition to providing safe spaces to connect and grow, these groups help to support mentorship and raise awareness through a variety of bold conversations and activities that are open to all employees throughout the company. In 2022, we launched our African American and Women's ERGs and began planning for the launch of our Hispanic/Latino and LGBTQ+ ERGs.

Research shows that ERGs can positively impact the community through involvement in volunteer programs, active involvement in community programs, and/or volunteer initiatives that help showcase the company's vision, mission, and values. With nearly 500 of our employees engaged as members, our ERGs contribute to the success of our employees and the organization.

While we have made strides in this space and have significantly more work to do, we continue to listen and use the voices of our employees to shape our culture, engage within our communities, and assist in improving our customer experience.

Vice President, D'Addra Huffman supports the Girl Scouts Cookie Rally, in partnership with the Community Engagement team, to help future women leaders practice sales pitches and understand 'why money matters.'



The Lead Team for the African American & Allies Employee Resource Group is joined by Executive Sponsor, Dan Calderwood, and SVP, Mike Walkenhorst to celebrate Martin Luther King Jr. Day with the Center for Civil and Human Rights of Atlanta, GA.



The Women at Veritiv Employee Resource Group Leadership Team at the Atlanta Corporate Office for Team Building.



## E. Human Rights Policy

Veritiv is committed to being a responsible corporate citizen. We comply with the laws and regulations of the states, provinces, and countries in which we operate. We also conduct our business operations in ways that seek to respect, protect, and promote the full range of human rights.

Our policies, standards, and practices -- including the Veritiv Code of Business Conduct and Ethics-- underscore our values, including those listed below specifically related to our commitment to human rights. We hold our suppliers and vendors to these same values through our Supplier Code of Conduct.

The following topics are covered in our Human Rights Policy Statement:

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

## F. Community Engagement

At Veritiv, giving back to our community is not simply a value-add, it is a core responsibility, one that contributes to the well-being of our people, our business, and our planet. Driven by our core values and Veritiv Connects, our community and philanthropy program, Veritiv proudly partnered with Junior Achievement, the American Red Cross and Girl Scouts in 2022 and supported over 100 additional nonprofits through direct volunteerism or financial support. At Veritiv, we focus our efforts on corporate giving and employee volunteerism to help shape the success of communities where we live and work.

### Objectives of Community Initiatives

The communities where we do business expect Veritiv to operate in a manner consistent with environmentally sound and socially responsible business practices. Included in this is how we are contributing to ensuring safe, sustainable, and viable communities. Working to ensure these objectives, Veritiv Connects refreshed its philanthropic mission in 2022 to focus on advancing programs that help individuals learn, grow, and thrive. We know thriving communities build a sense of comradery and neighborhood

partnerships, but what makes communities thrive? Veritiv believes access to employment and safe communities address that question. Moving into 2023 and beyond, Veritiv Connects will invest the company's time, talent, and treasure in the following areas:

**Mentorship** - We invest in mentoring opportunities that unlock new avenues for success and contribute to a healthy and vibrant workforce. We value workforce readiness and mentorship programs that develop careers in distribution solutions and beyond.

**Safe and Sustainable Neighborhoods** - We invest in programs that ensure safe and sustainable neighborhoods. Prosperous, healthy, sustainable, inclusive, and happy communities are important to Veritiv, our customers, and society.

### Community Engagement Partnerships

#### American Red Cross

Veritiv's team members volunteer with the American Red Cross to aid in relief efforts from hurricanes, tornadoes, wildfires, and other natural disasters. Veritiv utilized our Matching Gift program to raise tens of thousands of dollars to support disaster relief in direct response to Hurricane Ian. Looking forward, we will continue to engage with the Red Cross' "Sound the Alarm" campaign, where the American Red Cross installs free smoke alarms and helps families create escape plans in at-risk communities. Since the inception of the Home Fire Campaign in Georgia alone, American Red Cross has documented 1,583 lives saved, 32 percent of which are children under 18. Along with blood drives, emergency



Veritiv employees participate in the RaceTrac "Run for Research" in Atlanta, Georgia to benefit the Michael J. Fox Foundation.



Scott Dickerson, Director Print Category Management, takes time to mentor middle school students at Junior Achievement's Discovery Center.

kit packing, and home safety training courses, as well as onsite CPR training, our employees are well equipped to help not only the company, but also our community in times of need.

### Junior Achievement

In support of our Mentorship focus area, Veritiv has partnered with Junior Achievement since 2017 to provide middle and high school students with the knowledge and skills they need to plan for their futures. Teams of Veritiv employees volunteer at the Georgia-based Junior Achievement Discovery Centers (Gwinnett, Dalton, and Atlanta), where students experience work life beyond the classroom. Students apply business and personal finance concepts they discover in the classroom to real-world scenarios through a hands-on, learning experience. Additionally, for the fourth year Veritiv employees

supported 3DE by Junior Achievement, an initiative dedicated to reengineering high school education to be more relevant, experiential, and authentically connected to the complexities of the real world.

### Girl Scouts

At Veritiv, our power is in our people. Skills-based community engagement continues to play a critical role in connecting Girl Scouts to real-world experiences. To that end, our Women@Veritiv Employee Resource Group and VINE design team partnered with Girl Scouts of Greater Atlanta to design an interactive 2023 Cookie Rally Cookie Box to help young women prepare for cookie selling season.

Employees also participated in the Girl Scouts STEM Expo, where participants drop-tested specially created "Life

of A Box" rubber ducky boxes and learned about integrity of design and engineering careers. Finally, to amplify our efforts to help individuals learn, grow, and thrive, Veritiv continued to fund the Girl Scouts' Outreach Program, which focuses on serving girls from under-resourced communities. This is one example of how Veritiv can assist our nonprofit partners by enhancing their capabilities through sharing our unique skills and products to expand the organization's programmatic offerings.

**Volunteering:** Veritiv empowers our employees across North America and Mexico to take ownership of pressing needs in their local communities. Teams work closely together and enjoy giving back time and talent whenever possible to local community organizations. In 2022, our teams supported local and

national organizations through approximately 2,300 hours of volunteerism from nearly 1,000 employees. Veritiv engaged with over 115 charities by way of financial support, items from donation drives, in-person volunteerism, professional coaching or in-kind donations from our warehouses. We are proud that every week of the year at least one Veritiv employee was present in their community helping mentor individuals or enhance nonprofit missions which build safe and sustainable neighborhoods.

## Employee and Community Funds

**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 hardship as a result of unforeseen events such as natural disasters, medical emergencies or military deployment. Donations to this program support U.S. employees with tax-free grants when they are in need and facing the unexpected. International employees are also eligible for grants but may have different tax treatment based on local policies/laws.

**Veritiv Matching Gift Fund:** Giving back to our community is a core responsibility for Veritiv, so it is also important we support charitable organizations that are meaningful to employees. In 2022, we contributed \$3.5 million to the Veritiv Charitable Giving Fund, through which Veritiv supports 501(c)(3) charitable organizations.

Veritiv also matches dollar-for-dollar the amount employees personally contribute up to \$10,000 annually to approved 501(c)(3) charitable organizations in the U.S., subject to a total program matching contribution limit.

## Lobbying and Political Contributions

To date, Veritiv has not been engaged in lobbying or made political contributions and has no plans at this time to do so.

## G. Supply Chain Stewardship and Responsible Sourcing

Veritiv works with thousands of suppliers to source the products our customers need. We expect our suppliers to operate consistently with our values and support our sustainability goals. We have defined clear standards for our suppliers, created a process to assess and audit suppliers, and utilize a quality management system to ensure the



Veritiv Culture Allies gathering in Atlanta, Georgia for training on ongoing and future employee engagement initiatives.

products we supply meet our customers' requirements. We also partner with our suppliers to find innovative solutions. Sustainability is a challenge and an opportunity that can best be addressed through strong collaboration, communication, and a continuous improvement mindset.

## Standards Applicable to Our Suppliers

All Veritiv suppliers are expected to comply with the Veritiv Supplier Code of Conduct, as well as the Veritiv Code of Business Conduct and Ethics and all applicable laws and regulations.

Our Supplier Code of Conduct focuses on the following main areas of ethical sourcing:

### - Workplace, Labor and Human Rights

Veritiv's Commitment to Protect Human Rights is set forth in our Human Rights Policy and is further incorporated in our Supplier Code of Conduct. We select suppliers who embrace our Veritiv Values and expect our suppliers to be accountable to social impact requirements such as elimination of child labor, livable wages, workers' compensation insurance, and reasonable work hours.

### - Health and Safety

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

### - Environment

We require suppliers to comply with all applicable environmental laws, including those relating to hazardous materials, wastewater, solid waste and air emissions.

### - Business Ethics

We expect our suppliers to operate with the highest business ethics and specifically note compliance with anti-bribery, conflicts of interest, antitrust, intellectual property and data privacy laws as well as all applicable laws of the countries in which the supplier operates.

**- Accountability, Compliance and Reporting**

We expect our suppliers to monitor and document that their entire supply chains comply with our Supplier Code of Conduct and applicable laws and regulations. We maintain the right to audit our suppliers' compliance with the Code and utilize the supplier assessment process described below to do so. Additionally, any party may report direct questions or make reports of non-compliance with our Code by calling the Veritiv Help Line at (888) 312-2693 (U.S.) or (800) 462-4240 and then dialing (877) 556-5341 (Mexico), or via the online portal at <http://veritivhelpline.com>.

**- No Retaliation**

Suppliers shall assure that 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 who cooperates with any related investigation will not be tolerated.

In 2022, we continued to reach further into our supplier base to obtain signed acknowledgement of our Supplier Code of Conduct from our largest suppliers. We obtained signatures from suppliers representing more than 70% of our total product spend, confirming adherence to our code or confirming that the supplier follows principles in the suppliers' own code of conduct that are consistent with the Veritiv code.

**Supplier Assessment and Compliance**

We initially focused our supplier assessment efforts on geographies that were considered as higher risk for compliance failures and have utilized a well-established supplier assessment process for suppliers located in Asia since 2010. In 2022, we developed the evaluation process for our U.S.-based suppliers and completed a total of 22 assessments.

We focused first on our largest suppliers as measured by amount of spend, with a target to complete an assessment of our top 100 suppliers representing approximately 70% of all products we purchase by the end of 2023. From there we will continue to expand the assessment process and follow established procedures as we onboard new partners.

Our Supplier Management Program<sup>1</sup> provides a system for the:

- Setup and approval of suppliers
- Evaluation and monitoring of suppliers
- Supplier Change Notification

Through our Supplier Management Program, we designate roles and responsibilities in the process of onboarding new suppliers, monitoring and performance assessment processes, and mechanisms of escalating changes and non-conformance. All stakeholders involved in the program are trained regarding their role and the importance of following the procedures set forth in the program.

As part of our supplier setup and performance monitoring, suppliers are required to complete a self-assessment checklist that is then reviewed and scored by our Quality Management team. The evaluation was modeled using broadly accepted requirements for social and environmental responsibility. This process gives us insights into both new and existing suppliers. Any supplier with a score less than 75% is deemed High Risk and corrective actions are required. If those are not sufficient or acceptable, suppliers are then subject to be removed and deactivated from our ordering system.

The process audits our supplier compliance to key ESG attributes and drives key performance indicators for readiness, compliance, and risk. This comprehensive checklist includes the following areas:



**Management & Corporate Social Responsibility**

- Management Commitment, Veritiv Supplier Code
- Systems, Data-Based Decision Making
- Risk Evaluation & Management
- Supplier Management
- Product & Consumer Safety



**Sustainability**

- Substances of Concern
- Environmental Health & Safety
- Waste Reduction / Recycling
- Sustainable Products
- Sustainability and Corporate Social Responsibility Reporting
- Environmental & Energy Management



**Quality Management System**

- Training - Processes, Quality Control
- Incoming Materials Control
- Facility, Storage, and Packaging
- Document & Specification Control
- Planning for Change, Control, & Communication
- Traceability, Regulatory Requirements



Robert Garcia, Driver.

Veritiv is also a member of Sedex Advance, an online platform for managing and sharing responsible sourcing data. As a Sedex member, Veritiv is part of a collaborative platform for driving supply chain responsibility and sustainable business practices. Sedex is one of the world's leading ethical trade service providers, working to help companies improve their sustainable business practices and source responsibly in global supply chains.

Additionally, Veritiv has a team of customs compliance professionals that support our supply chain operations by ensuring that Veritiv remains compliant with import and export rules and regulations governing international trade. This team screens suppliers and vendors located outside the United States against the U.S. Department of Commerce Consolidated Screening List.

### Diversity within our Supply Chain

Sourcing materials is at the heart of what we do, doing this responsibly and with the right mix of partners is front of mind. In 2022, we continued our commitment to seek diversity within our supplier base, intensifying our process to verify the diversity status of identified partners. Through this effort we were able to further classify them in key categories, making it possible to establish a strategy for both our direct and indirect spend.

Working fairly and effectively to ensure success of our suppliers and contractors we:

1. Evaluate products and services on their merits, giving impartial consideration to all suppliers
2. Award contracts based on highest quality, best delivery, and most competitive cost
3. Review the performance of our suppliers and contractors to enhance their ability to provide products and services that exceed industry standards
4. Assure inclusion of all small business categories as part of our procurement opportunities

We verify diverse status of our suppliers on a quarterly basis by utilizing data enrichment from reputable third-party companies that verify validity of certificates and expiration dates from more than 400 data sources.

In 2022, Veritiv sourced the following spend as part of its supplier diversity program :

	# of Suppliers	Spend (\$ Million)	% Total Spend*
DIVERSE ONLY	116	\$94.4	2.1%
DIVERSE & SMALL	513	\$106.0	2.4%
SMALL ONLY	469	\$125.3	2.8%
TOTAL	1,098	\$325.7	7.3%

To accurately quantify and understand the impact our spend is making on diverse suppliers, we broke down the data above into three categories of diverse suppliers: Minority Owned, Women Owned, and Veteran Owned businesses. In 2022, Veritiv sourced the following spend in each aforementioned category as part of its supplier diversity program:

	# of Suppliers	Spend (\$ Million)	% Total Diversity Spend
MINORITY OWNED	208	\$115.2	35.4%
WOMEN OWNED	260	\$61.9	19.0%
VETERAN OWNED	80	\$2.8	0.8%

Our goal is to increase diverse spend by approximately 50% by the end of 2025 relative to our 2022 diverse spend amount. This represents an increase of about \$170M in three years.

\*This scope of this spend and percentage of total spend is U.S. distribution business only. It excludes our international and publishing businesses.

## ENVIRONMENT

### A. Our 2022 Focus Areas

As a leading North American distribution solutions company, we are keenly aware that our businesses have an impact on the environment. Operational and product efficiency initiatives contribute to a lower environmental impact by reducing greenhouse gas emissions.

In 2022, we focused on (i) efforts to reduce our Scope 1 and Scope 2 greenhouse gas emissions across our operations, (ii) enhancing our environmental management system to align with ISO 14001 standards, and (iii) optimizing our waste diversion and recycling programs.

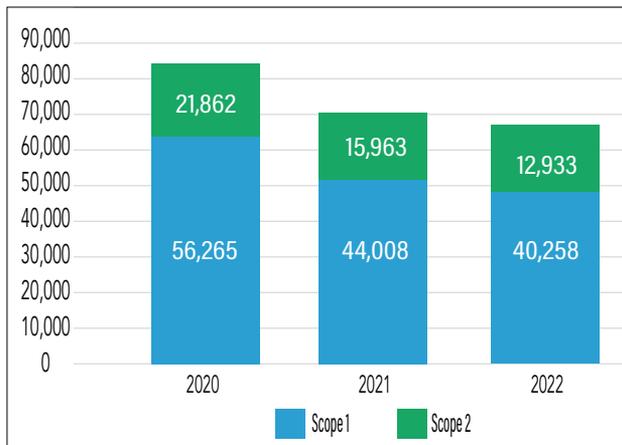
### B. Making Progress Toward Greenhouse Gas (GHG) Reduction Goals

We partner with Engie Impact to determine Veritiv's carbon emissions. In 2021, we established a goal to reduce our total Scope 1 and Scope 2 emissions by 50% from the 2020 baseline by the end of 2030. During 2022, we underwent a strategic divestiture of our Canada business which triggered the need to recalculate our baseline for 2020.

As a result, our adjusted 2020 baseline levels are below:

SCOPE 1	56,265 MTCO2e
SCOPE 2	21,862 MTCO2e
TOTAL	78,127 MTCO2e

Total Market-based Emissions Summary (MTCO2e)



In 2022, we reduced our total Scope 1 and Scope 2 emissions by 28% and 41%, respectively, relative to the new baseline.

2022 Emissions Breakdown by Site Type (MTCO2e)

Site Type	Scope 1	Scope 2	Total	% of Total
Fleet	28,584	0	28,584	54%
Office	235	925	1,160	2%
Store	24	1	25	0%
Warehouse	11,415	12,007	23,422	44%
<b>Total</b>	<b>40,258</b>	<b>12,933</b>	<b>53,191</b>	<b>100%</b>

Our fleet of approximately 600 trucks is the largest source of greenhouse gas emissions, therefore, we prioritize efficiency enhancements for this group. These enhancements included upgraded routing software to improve the daily planning of truck deliveries and reduce total miles travelled. Our logistics team uses advanced routing software to create an optimal delivery plan and hold our drivers accountable for making deliveries in the order in which they were planned. This enables more efficient routing of our trucks, which reduces miles driven, fuel used, and emissions. Through delivery optimization, Veritiv was also able to drive a total of approximately 370,000 fewer miles in 2022 than in 2021 while delivering product to customers. Additionally, Veritiv was able to remove eight tractors and 70 trailers from the U.S. fleet.



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.

#### 2022 Fleet Efficiency Highlights

- Partnered with Volvo to pilot a Class 8 electric truck in California
- Partnered with Hylion to pilot a Class 8 hybrid electric truck
- Converted ~10% of our truck fleet to renewable diesel fuel
- ~75% of fleet fuel consumption from renewable fuels
- Added 2 Compressed Natural Gas (CNG) trucks to our fleet

## C. Facilities Operations

### Green Certified Facilities

Veritiv views green certifications as potential indicators of efficiency and as opportunities to lower our carbon footprint. As noted above, our warehouses are our second largest source of greenhouse gas emissions. Most of our property footprint is represented by 95 distribution centers comprised of approximately 14.1 million square feet. Ten distribution centers representing approximately 2.3 million square feet are LEED or EnergyStar certified facilities.

We will continue to pursue green certified facilities as we look to align our warehouse footprint with our next-generation supply chain initiative.

### Resource Efficiency

Veritiv takes a strategic approach to reducing our buildings' impact on the environment. We aim to improve energy efficiency across our operations through retrofit projects and the use of efficient equipment and technologies. Veritiv also partners with ENGIE Impact to assess and optimize our energy usage in all North American facilities. In 2022 we:

- Installed 31 High Volume Low Speed (HVLS) fans to reduce energy by circulating air to regulate temperature in warehouses
- Reduced energy consumption via LED lighting retrofitting of two facilities - Columbia, South Carolina, and Fairbanks, Alaska
- Reduced total U.S. footprint by nearly 565,000 sq. ft., including the reduction of 10 buildings
- Purchased renewable energy certificates (RECs) through an existing windfarm in Texas. These RECs are anticipated to be retired in June 2023. The commitment Veritiv is making will fully offset the scope 2 emissions from the electricity used in our Houston and Dallas facilities for 36 months. RECs are Green-e Certified
- 28M kilowatt-hours (kWh) consumed in the U.S. in 2022, a reduction of 15% from 2021
- We reduced our U.S. energy consumption from .23 kWh/ sq ft in 2021 to .19 kWh/ sq in 2022

### Water Use

In our role as a distributor, our water needs are lower than those of a manufacturing company. We are mindful of our

water use in our operations and seek to minimize our usage wherever possible. In 2022, we used approximately 25 million gallons of water across properties encompassing approximately 6.7 million square feet. In 2023, we look to leverage ENGIE Impact to determine the water usage for our entire U.S. footprint.

### Waste Management and Recycling

Through our environmental program we continually assess and seek to minimize the environmental impact of our facilities and products, for the benefit of our customers, employees, neighbors, and communities. Our commitment extends beyond expected compliance with environmental laws; it includes the incorporation of sound environmental practices into our business decision-making processes. Our environmental commitment also extends to the work we do. Minimizing the environmental impact, recycling, and repurposing waste and industrial co-products is a core focus of our business.

In 2022, Veritiv continued our focus on waste management and recycled 32% of waste generated. This exceeded our goal by 2 percentage points. In 2023, we will look to improve these programs through increased employee communications, optimization of onsite equipment for more efficient recycling, and continuing to work with outside partners to seek recycling solutions. Our goal is to increase our diversion rate to 40% by the end of 2023.

These initiatives have provided a roadmap that is reducing carbon emissions by optimizing waste hauls, minimizing waste creation through employee engagement, and initiatives to help promote recycling, reuse, and composting.

## D. Environmental Management System

In 2022, Veritiv developed an Environmental Management System (EMS) in accordance with International Standards Organization (ISO) 14001:2015 requirements. An EMS is a set of processes and practices that enable an organization to reduce its environmental impacts and increase its operating efficiency. We completed an assessment of environmental impacts and developed mitigation, training, and audit procedures as part of the program. We piloted our EMS at our Norcross, Georgia, facility and completed the ISO 14001 certification process for that facility in August, 2022.

As we are a distributor, we do not use the same level of energy or water that a manufacturer would, therefore, improvements in those areas are not as impactful for Veritiv. Based on our review, we determined that focusing our EMS effort on facilities where we have hazardous waste would be the most meaningful for Veritiv. From time to time, we generate hazardous waste generally in the form of expired or unsold chemicals. In 2022, flammable liquids, primarily consisting of hand sanitizer, represented the majority of our hazardous waste. We utilize third-party providers to safely blend, treat, neutralize or dispose of all hazardous waste.

We implemented EMS at 10 of our U.S. facilities in 2022 and will continue implementation at 25 additional facilities in 2023. Our overall goal is to have EMS implemented at over 80% of all our warehouses by the end of 2025.

### Elements of our EMS

- Review Veritiv's environmental goals;
- Analyze environmental impacts and compliance obligations (legal and other requirements);
- Set environmental objectives and targets to reduce environmental impacts and conform with compliance obligations;
- Establish programs to meet these objectives and targets;
- Monitor and measure progress in achieving the objectives;
- Ensure employees' environmental awareness and competence; and,
- Review progress of the EMS and achieving improvements.

Veritiv's environmental program is executed by our Environmental, Health, and Safety (EHS) team and supported by other Company functions and external consultants. The EHS team, in coordination with our operational 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 with responsibility at all levels to meet regulatory requirements, regulations, to protect our employees and the communities in which we operate. We have implemented policy, procedures, training, communications, audits, reporting, and tracking of corrective actions to be compliant. Veritiv has implemented weekly, monthly, and quarterly assessments to identify gaps and immediately implement action plans.

### E. Our Supply Chain and the Environment

We realize our suppliers have an important impact on the environment and we strive to work with suppliers who mirror our values. As discussed above, through our supplier assessment process we obtain information regarding our suppliers to ensure they are operating in a manner that supports key ESG metrics. Additionally, we partner with suppliers to share best practices and find solutions that can assist Veritiv, our suppliers, and our customers in minimizing environmental impacts and meet sustainability goals.

## OUR PRODUCTS AND SERVICES

### ENVIRONMENTAL IMPACT OF PRODUCTS

Veritiv is a full-service provider of packaging, print, JanSan and hygiene products, services, and solutions. We understand that sustainability is both a responsibility to provide products and solutions that result in a lighter footprint, and an opportunity for growth for our customers and stakeholders. Our supplier relationships include

best-in-class worldwide manufacturers that are at the forefront of sustainability. This alignment allows us to bring industry-leading solutions in a variety of substrates and designs. A consistent process of preset business reviews with our trusted partners helps us uncover the latest trends and innovative solutions to ensure we continue to push for continued improved solutions for the environment.

Our products and solutions play a direct role in supporting and improving the communities where we work and live both directly and indirectly. Ways in which our products impact the environmental and social objectives include:

- **Promoting Equity** - We are helping to promote equity by sourcing products from diverse and underrepresented suppliers

- **Reducing Poverty** - We are helping reduce poverty by supporting the non-profit sector with product support and monetary donations
- **Combating Hunger** - Our food-related packaging solutions help combat hunger by supporting hygienic storage options and reducing food waste and loss with protective packaging
- **Clean and Healthy Work Places** - The Facility Solutions segment helps to support clean and healthy working environments with hygiene and sanitation products
- **Education** - We foster education in our communities by providing products to schools and universities to keep them clean as well as supporting STEM education within the packaging industry
- **Gender Equality** - Veritiv supports gender equality through its purchases from Women Owned Businesses and donations of feminine products to various non-profits

<b>\$224M</b>	Delivered \$224M in Food Packaging & Food Service products
<b>~5,000</b>	Serviced nearly 5,000 customers in food-related industries
<b>10</b>	10 dedicated Food Packaging Specialists helped optimize and reduce packaging waste

## OUR APPROACH TO SUSTAINABLE PRODUCT SOLUTIONS

We understand sustainability cannot be addressed through a one-size-fits-all approach. We consider all aspects of the supply chain from design through delivery while offering alternative, more sustainable products to our customers.

From sustainable design to minimizing emissions with efficient logistics to supporting our communities, we have sustainability in mind in everything we do.

- Materials:** Identify new products through material-neutral expertise and sourcing that have a lighter environmental impact
- Design and Testing:** Research, design, and develop cost-effective packaging and cleaning solutions that minimize environmental impact. Provide state-of-the-art testing and prototyping
- Life Cycle Analysis (LCA):** Comparing and prioritizing projects based on LCA assessments
- Operations and Logistics:** Integrate automation and logistics solutions with the end goal of having a product producing a lighter footprint in the environment
- Continuous Improvement:** Collaborate with our customers to build continuous improvement plans that demonstrate progress towards challenging sustainability goals
- Facilities:** Recommend packaging and cleaning products and procedures to reduce waste and create healthier and more efficient operations

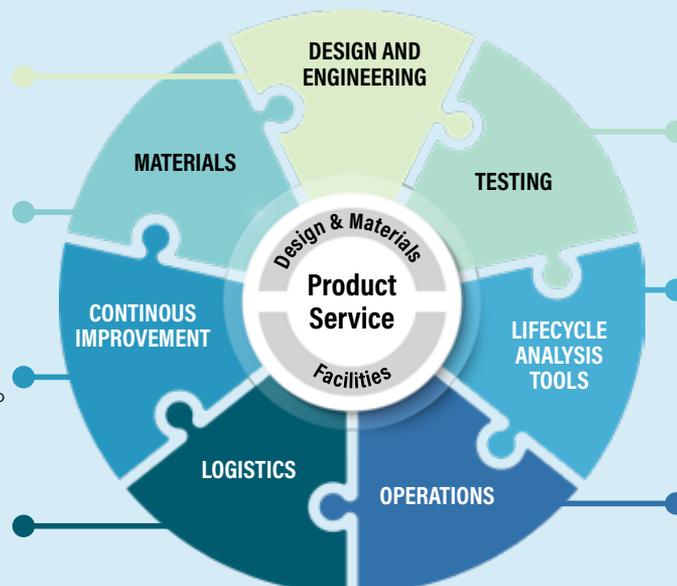
## SUSTAINABLE PRODUCTS AND SERVICES

- Right-sizing and light weighting
- Productivity improvement
- Footprint and freight optimization
- Damage and return minimization

- Access to deep selection
- Global and local suppliers
- Chain of Custody (CoC) Certified
- Sustainable attributes
- Fiber based alternatives

- Continuous Improvement and LEAN principles applied to everything we do
- Team of specialists trained in Continuous Improvement processes

- Warehouse and transportation
- On time delivery
- Inventory Management



- 4 ISTA-certified testing labs
- Amazon Packaging Support & Supplier (APASS) network
- In-house prototyping
- Total supply chain analysis

- COMPASS® LCA Tool
- Manufacturing
- Conversion
- Distribution
- End-of-life Impacts

- Labor savings utilizing automation
- Team of equipment specialists to design best options
- Support with parts and services
- Green Cleaning Advising towards LEED Certification

## OUR PRODUCT PORTFOLIO

### Sustainability Attributes

To provide more sustainable products we focus on sourcing products that have one or more sustainability attributes. When we refer to sustainability attributes, we are referring to products that have received a third-party certification, contain at least some alternative fiber or resource content or that are considered recyclable due to being produced from recyclable fiber, wood or resin. Our target is to achieve 50% of our net sales from products that have one or more sustainability attributes by the end of 2023.

The sustainable attributes that we count towards our target are rooted in the definitions of sustainable packaging published by the Sustainable Packaging Coalition® (SPC). Based on this, we selected the following attributes that closely align to those criteria: →



Edgar Barraza, Product Manager

<b>FOREST PRODUCT CERTIFICATION</b>	<ul style="list-style-type: none"> <li>Programmed for the Endorsement of Forest Certification (PEFC)</li> <li>Sustainable Forestry Initiative (SFI®)</li> <li>Forest Stewardship Council (FSC®)</li> </ul>
<b>THIRD-PARTY CERTIFICATION</b>	<ul style="list-style-type: none"> <li>Green Seal</li> <li>Cradle to Cradle</li> <li>EPA (Environmental Protection Agency) Comprehensive Procurement Guideline Program (listed)</li> <li>Fair Trade Certified Rainforest Alliance Certified</li> <li>Rainforest Alliance Certified</li> <li>Green-e</li> <li>UL Eco Logo</li> <li>UL Green Guard</li> <li>Green Good Housekeeping Seal</li> <li>EPA's Environmentally Preferable Purchasing Program</li> <li>EPA's Safer Choice -formerly EPA Design for the Environment (DfE)</li> </ul>
<b>PRODUCTS CONTAINING RECYCLED CONTENT</b>	<ul style="list-style-type: none"> <li>Recycled Content (PCR, PCW, PIW)</li> <li>Recycled Paperboard Alliance RPA-100% Certification</li> </ul>
<b>PRODUCTS CONTAINING ALTERNATIVE FIBER/RESOURCES</b>	<ul style="list-style-type: none"> <li>Alternative Fiber/Resources</li> </ul>
<b>PRODUCTS CONTAINING BIO-BASED POLYMERS</b>	<ul style="list-style-type: none"> <li>Bio-based polymers (PBAT, PCL, PLA, PHA, PBS, Starch Blends, etc.)</li> <li>USDA Certified Biobased Product</li> </ul>
<b>RECYCLABLE PRODUCTS</b>	<ul style="list-style-type: none"> <li>RECYCLABLE - FIBER- / WOOD-BASED (general all corrugated items, folding carton, and other paper packaging items)</li> <li>RECYCLABLE - RESIN BASED</li> <li>RECYCLABLE - OTHER (How2Recycle)</li> </ul>
<b>REUSABLE PRODUCTS</b>	<ul style="list-style-type: none"> <li>REUSABLE</li> </ul>
<b>COMPOSTABLE PRODUCTS</b>	<ul style="list-style-type: none"> <li>Other compostable products certifications</li> </ul>
<b>CIRCULAR ECONOMY</b>	<ul style="list-style-type: none"> <li>Zero Waste Closed-Loop</li> <li>SCS Global Services Certified Social Plastics</li> <li>Energy-saving Water-saving Waste reduction</li> <li>GHG Emissions reduction</li> </ul>

OUR PRODUCTS AND SERVICES

## Chain of Custody Certification

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

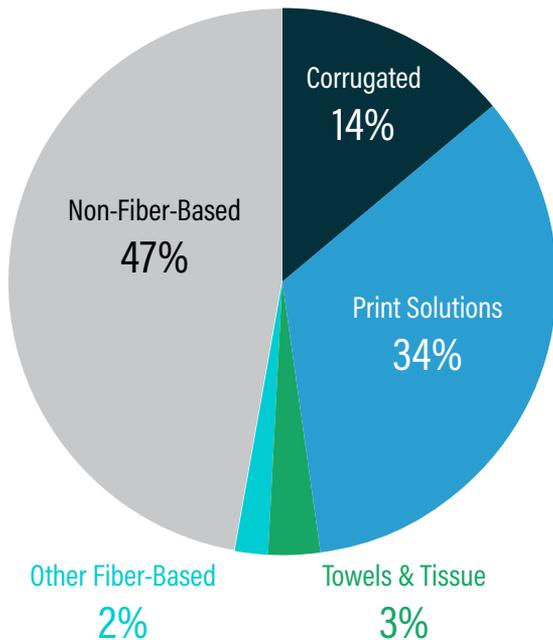
Veritiv sells products certified to the following Chain of Custody certifications:



## OUR PRODUCT MIX

More than half of our product offering is manufactured with natural fibers and plant-based materials. Fiber-based materials in our portfolio include corrugated boxes, printing paper, paper towels and tissues, paper bags, paper tapes, and other molded fiber packaging products.

### FIBER-BASED PRODUCT MIX



In some cases, fiber-based products are not recyclable due to coatings or additives applied to the product. These are typically food-grade products such as napkins, cups, and to-go boxes.

Non-fiber-based products include a variety of packaging films, rigid containers, personal protection equipment, and miscellaneous janitorial supplies. Our customers count on us providing these materials to keep them performing at their best. We will continue to collaborate with them to find the best alternatives for the environment and their bottom line.

To address non-fiber-based products we are actively working with our suppliers and leading organizations to bring innovation to the marketplace. In 2022 we took the following actions:

- Continued collection of sustainable attributes of all our existing items to expand our portfolio
- Introduced the Sustainability Program Management role to support sustainable product innovation and sales
- Identified and promoted 1,800+ new SKUs in our portfolio of Packaging and Facility Solutions. These new SKUs were a combination of new sustainable attributes introduction, new innovations, and existing products previously not identified
- We continue to partner with NextWave. As members of this consortium, we are committed to assisting in diverting a minimum of 25,000 metric tons of plastic—the equivalent of more than 2.7 billion single-use plastic water bottles—from entering the ocean by the end of 2025
- As members of the Sustainable Packaging Coalition, we are part of the Compostable Packaging Collaborative to help promote, educate, and innovate to bring more compostable products to market
- We continue to explore innovation in stretch film. In 2022, net sales of stretch film with at least one sustainable attribute<sup>1</sup> grew by 32% and involved the introduction of more than 80 SKUs



In aggregate, approximately 45% of our net sales were generated from products with at least one sustainability attribute<sup>1</sup>.

<sup>1</sup> 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. The percentage of Net Sales is based on total sales for our U.S. merchant business only and does not include sales from our Mexico and Bulkely Dunto business units.



Adrian Carlson, Testing Engineer; Dullip Balasuriya, Senior Testing Engineer; Earl Lee, Test Engineer Manager

## Single-use Plastics

Veritiv is aware of the environmental impact that single-use plastics have on our environment. While we do offer single-use plastic products to our customers, we also offer alternatives with lighter impact on the environment when available. In some cases, such as in the pharmaceutical and healthcare industries, single-use plastics must be used as there are currently no alternatives that meet safety and hygiene requirements.

We realize that we cannot eliminate single-use plastics unless viable alternatives are available. Therefore, we work with our customers and suppliers to reduce the amount of plastic and offer recyclable products while continuously searching for plastic alternatives. Through this approach we collaborate with our customers in a continuum to reduce the impact of single-use plastics by:

- 1) Reducing the amount of resin utilized in current products utilizing tools like Secure Wrap analysis and LEAN principles applied to can liners.
- 2) Increasing the number of products containing post-consumer and post-industrial recycled resin. In 2022, we introduced EARTHSENSE by Berry Global made out of 50% recycled content. Other products include our TUFFflex poly mailers, with 50% recycled content that can be store drop-off recycled.
- 3) Offering alternative substrates that can either be easier to recycle, compost, and/or assimilate by the environment.

Products like Sigma VANISH continued to gain share in our stretch film portfolio, as well as Storopack Starch insulated panels that are rapidly replacing EPS cooler containers.

- 4) Partnering with associations that are innovating in this space such as NextWave and the Sustainable Packaging Coalition's Recycle Materials Standard.

As our customers and governments move away from single-use plastics, we will continue to look to offer sustainable alternatives to meet their needs.

## PACKAGING DESIGN AND TESTING

It's a cliché, but we really do think outside, inside, and beyond the box. We really understand that sustainability starts with a good design. Through our network of Packaging Design Centers, Veritiv researches, designs, and develops new packaging with leading manufacturers. Veritiv can identify new sustainable products and facilitate a first-to-market advantage.

We have a dedicated team of packaging designers, working in five design centers and three studio centers, who support our customers in making packaging and manufacturing processes more sustainable.

Testing is a critical part of the design process. We'll share samples or create fully functioning prototypes so customers can see how the package will look and work. Prototypes can be tested at one of Veritiv's ISTA-certified testing labs

to help ensure the concept meets customer requirements before moving to production.

### Reducing Plastic with a Re-Designed, Reusable Package for GoPro

GoPro cameras capture and share outdoor experiences and therefore strive to reduce impacts on the environment. To better align with its sustainability goals GoPro challenged Veritiv to eliminate the use of plastics in its direct-to-consumer packaging. By partnering with Veritiv, GoPro successfully removed single-use plastics in its camera packaging and continues the momentum in all areas.

Knowing the goal, the quest began by decreasing the number of materials, resulting in a 50% reduction in the depth of the packaging. This

made a large impact on the plastic consumption, in addition to reducing the weight, which decreases transportation and supply chain impacts. But there was more work to be done to accomplish the ultimate goal. The team went back to the drawing board and stripped the remaining plastic components. The end design culminated in removing plastic cases, bags, and protective films and replacing each with fiber-based materials—exciting GoPro users and exceeding sustainability goals.

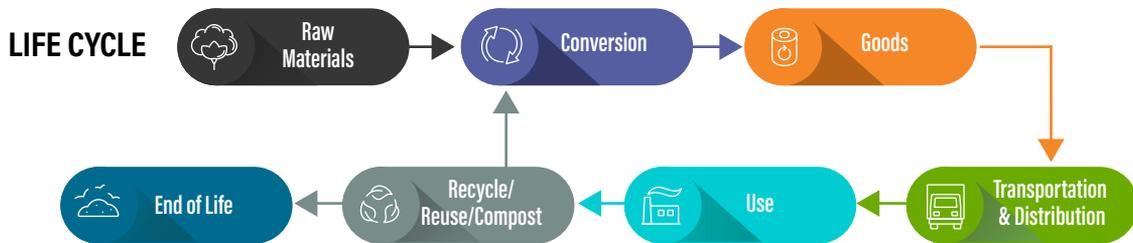
Customers love the new packaging from the moment they open it. It is reassuring to know that the materials are sourced sustainably to help protect our land, water, and air. In total, GoPro has reduced its total carbon footprint equivalent by 7 million miles driven by cars. reduced water usage equivalent

to 108 million gallons of water, and reduced energy equivalent to 455,000 homes powered per day\*. GoPro strives to be a force for positivity and their new sustainable packaging is an example to be followed.

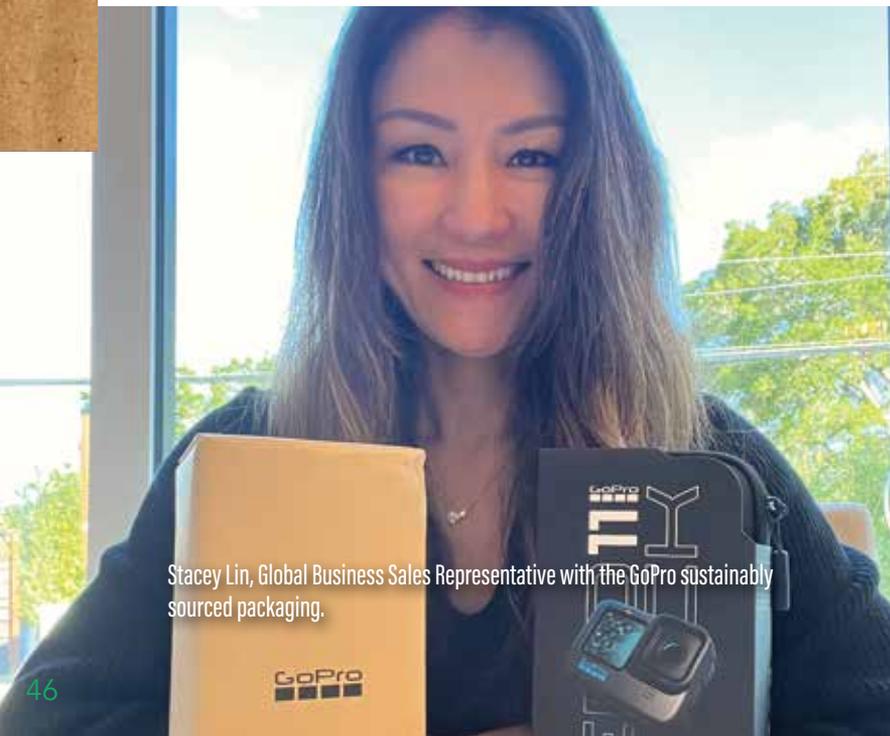
### Life Cycle Analysis

In a Life Cycle Analysis (LCA), Veritiv evaluates the whole product life from start to finish from an environmental viewpoint to assess the ecological impact of product packaging. We partner with Trayak to provide a cradle-to-grave analysis that calculates environmental impacts for all stages of the life cycle of a package, including:

- Raw Material Sourcing
- Manufacturing or Conversion
- Supply Chain Logistics
- End-of-Life Impacts



\* Between the GoPro HERO8 and HERO9 and beyond—going from jeweled case to reusable, soft case





"I am passionate about what I do every day. The cost of poor quality can be very high. It impacts Veritiv, and our customers, financially and environmentally, with returns and claims that could be preventable."

- Tracy Kirby

### Operations and Logistics

Our services include other areas where materials alone can't help:

- Facilities Green Cleaning and Process Improvement
- Automation
- Warehouse and Logistics

### GREEN CLEANING AND PROCESS IMPROVEMENT

A facility can operate at its best only when it's clean. Backed by the expertise of our LEAN Advisors, our facility services and strategies make our customers more competitive by improving productivity, sustainability and efficiency.

Our team of LEAN Advisors conduct walk-throughs of our customer's facilities utilizing the 5S methodology

to analyze workflow, product usage and other areas to uncover hidden waste and opportunities for efficiency improvements. Following the walk-through, our LEAN advisors help implement changes and make sure the improvements are sustained.

Our EcoScore™ sustainability tool works in parallel with our customers' LEAN cleaning program to analyze our customers' paper, can liner, chemical and skincare purchases, and processes against LEED® v4 O+M standards.

### QUALITY MANAGEMENT

As a distributor, our focus is on service excellence and on partnering with world-class manufacturers with strong quality management capabilities. In addition to our core services, Veritiv offers more complex services in select locations, including kitting,

packaging design, and formal quality management systems. To ensure we uphold our quality commitments to our customers, we have developed a Quality Statement and built a Quality Management System (QMS) toolkit based on ISO 9001 requirements. The toolkit is available for our locations that may need to go above and beyond our core business processes and implement a formal program in response to specific customer needs.

Veritiv is committed to meeting customer expectations by:

- Consistently delivering solutions on time while conforming to customers' quality requirements
- Driving continual improvement to achieve operational excellence
- Shaping success through exceptional service, innovative people, and consistent values



Jacksonville, Florida employees participate in a volunteer beach cleanup.

Veritiv has ISO 9001:2015 certification and a formal quality system at select locations based on customer needs and products being handled in such locations:

- Veritiv locations in Livonia (Detroit) MI, Grand Rapids MI, and El Paso TX maintain ISO 9001:2015 certified quality management systems
- Veritiv locations in Columbia SC, Kent WA, and Wichita KS maintain ISO 9001:2015 and AS9120-B certified quality management systems for purchasing and distribution of Certified Products for Aerospace use
- Veritiv Mexico maintains ISO 9001:2015 certification at eight facilities: Chihuahua, Juarez, Tijuana, Guadalajara, Queretaro, Reynosa, Matamoros, and Monterrey

These locations represent approximately 10% of our total square footage.

By the end of 2025 our goal is to expand these processes and implement a consistent Quality Management System (QMS) that:

- Follows a standard Quality Manual format defining the structure of Veritiv's QMS
- Centers on risk-based thinking (core principle of ISO 9001:2015)
- Is applicable and easily customizable for each location
- Aligns with ISO 9001:2015 principles
- Incorporates the voice of the customer

By implementing these procedures, we are establishing our commitment to satisfy our customers while reducing product returns and defects that might cause further impact to the environment.

## WHAT'S NEXT – OUR GOALS FOR 2023 AND BEYOND

We realize that Sustainability is a journey and although we are very proud of the progress we have made, we are just getting started and know there is much more to be done. We will continue to look for innovative solutions that support our customers' goals and improve our own operations. We value our customers, suppliers, employees, shareholders,

and communities and want to be a true partner with our stakeholders to create value and preserve the beautiful world we all share. To realize this vision, we have identified the goals on the next page for 2023 and beyond.

# ESG SCORECARD\*

WORKING GROUP	GOAL	KPI	TARGET	CURRENT MEASUREMENT <small>As of December 31, 2022</small>
<b>PRODUCTS AND SERVICES</b> 	Grow line of products with sustainability attribute(s), from 40% of Net Sales (U.S. Merchant Business) in 2021, to 50% by the end of 2023.	% of Net Sales	50%	45%
<b>FACILITIES AND FLEET</b> 	Increase diversion rate to 40% by the end of 2023	% of Waste Diverted	40%	32%
	Improve fuel efficiency of truck fleet to 7.9 MPG through the introduction of newer and more fuel-efficient vehicles.	MPG	7.9	7.35
<b>ENVIRONMENTAL HEALTH AND SAFETY</b> 	Implement Truckers Against Trafficking training/certification, in accordance with FMCSA, for all U.S. Commercial Motor Vehicle drivers by the end of 2023.	% of U.S. Drivers Trained & Certified	100%	80%
	Implement Environmental Management System (EMS) Program in all U.S. facilities which handle hazardous waste by the end of 2025.	# of Required Facilities with EMS Program Implemented	84	10
<b>DIVERSITY, EQUITY AND INCLUSION</b> 	Increase employee engagement with Employee Resource Groups (ERGs)	% of ERG Members vs. All Employees	8%	8.25%
	Develop and deploy DEI Learning Modules by the end of 2Q2023	# of DEI Learning Courses Offered and % Employee Participation	3/25%	Starting 2Q-2023
<b>HUMAN CAPITAL</b> 	Implement programs that define our culture by maintaining (or increasing) the current number of Veritiv Cultural Allies (VCAs) throughout the 2023 ally term.	# of VCAs	129	129
	Implement programs that improve the employee experience by increasing the percentage of monthly active users on BRAVO! by the end of 2023.	% Monthly Active Users	65%	69%
<b>COMMUNITY RELATIONS</b> 	Increase talent engagement of employee volunteers	# of Skills-Based Volunteers in 2023	2,000	244
	Increase time engagement of employee volunteers	# of Volunteer Hours in 2023	4,000	650
<b>GOVERNANCE AND REPORTING</b> 	Earn "Bronze Medal" rating from EcoVadis by the end of 2023.	EcoVadis Score	50-64	48

WHAT'S NEXT

\*Please see our 2022 Corporate Social Responsibility Report for additional information regarding how these metrics are calculated.

# ABOUT THIS REPORT

## DATE OF INFORMATION

Information provided in this report is given as of and for the year ended December 31, 2022, unless otherwise stated.

## REFERENCE TO SASB METRICS

Information provided in this report was informed by 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 dedicated to improving the effectiveness and comparability of corporate disclosures on environmental, social, and governance factors. See index below for a listing of where to find information responsive to the SASB standard.

## 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 Corporation’s (the “Company”) future operating results, performance, strategy, business plans, prospects, and guidance, statements related to customer demand, supply and demand imbalances, the expected competitive landscape, the expected impact of COVID-19. 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 the risks and other factors described under “Risk Factors” and elsewhere in our Annual Report on Form 10-K and in the Company’s other publicly available reports filed with the Securities and Exchange Commission (“SEC”). Such risks and other factors, which in some instances are beyond the Company’s control, include: 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; adverse impacts from the COVID-19 pandemic, 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.

## APPENDIX A

### Non-GAAP Measures

We supplement our financial information prepared in accordance with U.S. GAAP with certain non-GAAP measures including Adjusted EBITDA (earnings before interest, income taxes, depreciation and amortization, restructuring charges, net, integration and acquisition expenses and other similar charges including any severance costs, costs associated with warehouse and office openings or closings, consolidation, and relocation and other business optimization expenses, stock-based compensation expense, changes in the LIFO reserve, non-restructuring asset impairment charges, non-restructuring severance charges, non-restructuring pension charges (benefits), fair value adjustments related to contingent liabilities assumed in mergers and acquisitions and certain other adjustments) and other non-GAAP measures such as the Net Leverage Ratio (calculated as net debt divided by trailing twelve months of Adjusted EBITDA) and Return on Invested Capital (calculated as Net Operating Profit After Tax divided by the sum of net working capital and property and equipment. Net Operating Profit After Tax is defined as Adjusted EBITDA less depreciation and amortization times 1 minus the standard tax rate<sup>1</sup>). We believe investors commonly use Adjusted EBITDA and these other non-GAAP measures as key financial metrics for valuing companies. In addition, the credit agreement governing our Asset-Based Lending Facility (the ABL Facility) permits us to exclude the foregoing and other charges in calculating "Consolidated EBITDA," as defined in the ABL Facility. Consolidated EBITDA and ROIC are also used as a basis for certain compensation programs sponsored by the Company.

<sup>1</sup>The Company uses a standard tax rate of 26% due to the historic volatility of the Company's effective tax rate.

Adjusted EBITDA and these other non-GAAP measures are not alternative measures of financial performance or liquidity under U.S. GAAP. Non-GAAP measures do not have definitions under U.S. GAAP and may be defined differently by, and not be comparable to, similarly titled measures used by other companies. As a result, we consider and evaluate non-GAAP measures in connection with a review of the most directly comparable measure calculated in accordance with U.S. GAAP. We caution investors not to place undue reliance on such non-GAAP measures and to consider them with the most directly comparable U.S. GAAP measures. Adjusted EBITDA and these other non-GAAP measures have limitations as analytical tools and should not be considered in isolation or as a substitute for analyzing our results as reported under U.S. GAAP. Please see the following tables for reconciliations of non-GAAP measures to the most comparable U.S. GAAP measures.

#### VERITIV CORPORATION RECONCILIATION OF NON-GAAP MEASURES

##### NET INCOME (LOSS) TO ADJUSTED EBITDA; ADJUSTED EBITDA MARGIN

(in millions, unaudited)

	Year Ended December 31	
	2022	2021
Net income (loss)	\$337.9	\$144.6
Interest expense, net	17.7	17.2
Income tax expense (benefit)	94.0	52.9
Depreciation and amortization	45.6	55.2
EBITDA	495.2	269.9
Restructuring charges, net	2.0	15.4
Gain on sale of businesses	(29.7)	(3.1)
Facility closure charges, including (gain) loss from asset disposition	0.0	0.1
Stock-based compensation	9.5	7.4
LIFO reserve (decrease) increase	32.1	43.6
Non-restructuring severance charges	4.3	7.8
Non-restructuring pension charges (benefits)	(2.1)	0.5
Other	6.6	1.0
Adjusted EBITDA	\$517.9	\$342.6
Net sales	\$7,146.3	\$6,850.5
Adjusted EBITDA as a % of net sales	7.2%	5.0%

##### NET DEBT TO ADJUSTED EBITDA

	Year Ended December 31
Amount drawn on ABL Facility	\$229.2
Less: Cash and cash equivalents	(40.6)
Net debt	\$188.6
Last Twelve Months Adjusted EBITDA	\$517.9
Net debt to Adjusted EBITDA	0.4X

## SASB INDEX

Category	Accounting Metric	Code	Veritiv Disclosure
<b>Energy Management in Retail &amp; Distribution</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-MR-130a.1	See page 40 for total kilowatt-hours consumed
<b>Data Security</b>	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	See pages 17 - 18
	(1) Number of data breaches, (2) percentage involving personally identifiable information, (3) number of customers affected	CG-MR-230a.2	No identifiable data breaches
<b>Labor Practices</b>	Average hourly wage and percentage of in-store employees earning minimum wage, by region	CG-MR-310a.1	See pages 24 - 25 for general compensation practices
	Voluntary and involuntary turnover rate for in-store employees	CG-MR-310a.2	Voluntary turnover rate across all locations and functions for 2021 was 13.6%
	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.
<b>Workforce Diversity &amp; Inclusion</b>	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	CG-MR-330a.1	See page 31
	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.
<b>Product Sourcing, Packaging &amp; Marketing</b>	Revenue from products third-party certified to environmental and/or social sustainability standards	CG-MR-410a.1	See page 44 for estimated percentage of sales from products with one or more sustainability attributes
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR410a.2	See pages 40 - 41 regarding Veritiv Environmental Management System for Veritiv facilities. See page XX regarding product safety management
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	See pages 42 - 45

Please visit the links below for additional public disclosures.

- [2022 Annual Report](#)
- [2023 Proxy Statement](#)
- [Veritiv Sustainability Website](#)
- [Environmental Health and Safety Policy Statement](#)
- [Human Rights Policy Statement](#)
- [Code of Business Conduct and Ethics](#)
- [Supplier Code of Conduct](#)
- [Equal Employment Opportunities Policy](#)



Jae Park, Total Rewards Coordinator and Michael White, HR Generalist volunteer with Trees Atlanta.



# Veritiv®

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