

## Products & Services

| GOAL   | KPI  | TARGET | CURRENT* |
|--|--|--------|----------|
| Grow products and capabilities to achieve 8% in additional net sales, by EOY 2024. | % of Total Sales from products with Sustainability Attribute(s)    | 55%    | 53%      |
|  | % Sales Growth from customers engaged with Sustainability Services | 8%     | 1.7%     |
|  | % Sales Growth from products with Recycled Content <sup>1</sup>    | 10%    | 5%       |

<sup>1</sup> Fiber, Resin, and Attributes of Recycled Content (ARCs).

## Facilities & Fleet

| GOAL  | KPI  | TARGET | CURRENT*                |
|---|--|--------|-------------------------|
| Increase overall waste diversion rate to 60% and implement Near-Zero Waste program, with certification, at 5 locations by EOY 2024. | Waste Diversion Rate                             | 60%    | 58%                     |
|   | # of "Near-Zero Waste" Certified Facilities      | 5      | 1                       |
| Reduce YoY Scope 1 and Scope 2 emissions by 8% by EOY 2024 in pursuit of long-term goal of 50% reduction by 2030.                   | YoY % Reduction of Scope 1 and Scope 2 Emissions | 8%     | Data Available EOY 2024 |

## Environmental Health and Safety (EHS)

| GOAL  | KPI   | TARGET         | CURRENT*      |
|---|---|----------------|---------------|
| Implement the Environmental Management System (EMS) program at all required facilities <sup>2</sup> by EOY 2024.              | # of Required Facilities with EMS Implemented | 65             | 65            |
| Maintain Recordable Injuries Incident Rate (TIR) and Lost Work Injuries Incident Rate (LWIR), per OSHA, by EOY 2024.          | TIR and LWIR                                  | 1.0 (or below) | 0.62/<br>0.29 |
| Reduce Motor Vehicle Accidents (MVAs) by 10% YoY through policies, procedures, training, and corrective actions, by EOY 2024. | YoY % Reduction of MVAs                       | 10%            | On Track      |

<sup>2</sup> Facilities that generate hazardous waste are considered required facilities. Target number of required locations is subject to change based on evolving business needs.

## Diversity, Equity & Inclusion (DEI)

| GOAL  | KPI  | TARGET | CURRENT* |
|---|--|--------|----------|
| Increase organizational participation and engagement with Employee Resource Groups (ERGs) by aligning ERGs with organizational priorities and creating community for employee engagement by EOY 2024. | # of Career Development Opportunities hosted across all ERGs | 9      | 3        |
|   | % of Employees that are Members of an ERG                    | 15%    | 15%      |

## Human Capital

| GOAL   | KPI   | TARGET | CURRENT*        |
|--|---|--------|-----------------|
| Engage and retain talent by focusing on programs that result in the achievement of both our annual Employee Engagement and Internal Net Promoter Score survey targets in 2024. | Internal Net Promoter Score (NPS) <sup>3</sup>    | 50     | 35              |
|  | 2024 Employee Engagement Score                    | 88     | Results Pending |
| Focus on engagement and development of new hires <sup>4</sup> by increasing the percentage of new hires completing their Career Hub career profile by EOY 2024.                | % of Salaried New Hires with a Career Hub Profile | 75%    | 75%             |
|  | % of Hourly New Hires with a Career Hub Profile   | 25%    | 32%             |

<sup>3</sup> U.S. Internal NPS Score only. <sup>4</sup> Employees with 2 or less years of service at Veritiv.

## Governance, Reporting & Corporate Compliance

| GOAL   | KPI                 | TARGET                    | CURRENT*           |
|--|---------------------|---------------------------|--------------------|
| Improve EcoVadis score for 2024 assessment, achieving a 58 or higher by EOY.   | EcoVadis Score      | 58 (or above)             | 57                 |
| Publish regular communications regarding upcoming packaging regulations, with the first publication by the end of Q2 2024. | Monthly Publication | Before the end of Q2 2024 | Review In Progress |

## Community Relations

| GOAL  | KPI   | TARGET | CURRENT*    |
|---|---|--------|-------------|
| Increase Veritiv's CSR commitments to the communities where we live and work to increase tenure and satisfaction of employees by quantifying annual engagement of Time, Talent & Treasure.  | # of Volunteer Hours by EOY 2024                          | 4,000  | 3,878       |
|   | # of Employee Volunteers by EOY 2024                      | 1,500  | 1,305       |
|   | \$ Value of Treasure Engagement <sup>5</sup> by EOY 2024. | \$1.1M | \$1,235,075 |
| Enhance the Delivering Goodness program by diverting at least \$500k of inventory to nonprofit partners. Thereby, producing operational savings of \$100k through monthly bulk donations, rapid response to emergency situations, and leveraging CSR expertise. | \$ Value of Inventory Donations                           | \$500K | \$679,978   |

<sup>5</sup> Corporate giving, excess inventory donations through the Delivering Goodness program, matching gifts, and volunteer rewards are considered "Treasure."