

Q3 2025 ESG Working Group Scorecard

*As of 10/08/2025



Products & Services

GOAL	KPI	TARGET	CURRENT*
Grow products and capabilities to achieve \$50M in additional net sales by EOY 2025.	% of total sales from products with sustainability attribute(s). ¹	60%	58%
	% sales growth from customers engaged in sustainability services. ²	5%	17%
	% sales growth from products with recycled content. ³	15%	25%

¹Refer to p. 59 of Veritiv's Corporate Social Responsibility Report for more information on how Veritiv determines if a product has a sustainability attribute. ²Fortune 500 customers only. ³Fiber, Resin, and Attributes of Recycled Content (ARCs).



Facilities & Fleet

GOAL	KPI	TARGET	CURRENT*
Increase overall waste diversion rate to 65% by EOY 2025. ⁴	Waste diversion rate.	65%	66%
Decrease idle fuel consumption to less than 1.5% of total fuel consumption.	% idle fuel consumption.	< 1.5%	2.27%

⁴Legacy Veritiv locations only.



Environmental Health and Safety (EHS)

GOAL	KPI	TARGET	CURRENT*
Maintain Recordable Injuries Incident Rate (TIR), per OSHA, by EOY 2025.	TIR	0.8 (or below)	0.62
Maintain Lost Work Injuries Incident Rate (LWIR), per OSHA, by EOY 2025.	LWIR	0.4 (or below)	0.23
Reduce avoidable Motor Vehicle Accidents (MVAs) by 15% YoY through policies, procedures, training, and corrective actions, by EOY 2025.	YoY % Reduction of MVAs	15%	3%



Diversity, Equity & Inclusion (DEI)

GOAL	KPI	TARGET	CURRENT*
Promote Employee Resource Group (ERG) awareness by increasing total ERG membership to 12% of the overall employee population by EOY 2025.	% of employees that are members of an ERG.	12%	8%
ERGs hosting career development opportunities, with a total of 6 events offered by EOY 2025, to support retention and development of employees.	# of career development opportunities hosted across all ERGs.	6	2



Human Capital

GOAL	KPI	TARGET	CURRENT*
Achieve an individual contributor engagement score equal to or higher than the overall 2025 engagement score.	Individual contributor engagement score higher than the overall score.	2025 engagement survey closed 10/3 (results in process)	
Increase the % of salaried employees with an active Individual Development Plan (IDP) to 84% or more by EOY 2025.	% of salaried employees with an active IDP.	84%	80%
Increase recognition sent from people leaders in BRAVO! ⁵ to 65% when measured over a 12-month period.	% of people leaders who have sent 1(+) recognition	65%	60%⁶

⁵Refer to p. 26 of Veritiv's Corporate Social Responsibility Report for more information on our recognition platform, "BRAVO!" ⁶From January 2024 to December 2024.



Governance, Reporting & Corporate Compliance

GOAL	KPI	TARGET	CURRENT*
Improve EcoVadis score for 2025 assessment, achieving 74 or higher by EOY 2025.	EcoVadis Score	74 (or above)	2025 Assessment Underway



Community Relations

GOAL	KPI	TARGET	CURRENT*
Increase Veritiv's Corporate Social Responsibility (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 2025.	4,000	4,992
	# of employee volunteer touchpoints by EOY 2025.	2,000	1,413
Enhance the Delivering Goodness program by diverting at least \$1M of inventory to nonprofit partners through bulk donations, rapid response to emergency situations, and leveraging CSR expertise.	\$ value of inventory donations through the Delivering Goodness program by EOY 2025.	\$1M	\$766,000

