

CORPORATE & EMPLOYEE DONATIONS

Veris recognizes our responsibility as a good corporate citizen to support activities that enhance and serve the communities in which we live and work. We give back to both national and local philanthropic partners, including the Boys & Girls Club, American Red Cross, St. Jude Children's Research Hospital, Habitat for Humanity, local schools and more. Contributions of Company funds or other assets to political campaigns, causes or individuals holding or seeking government office, can only be made on behalf of the Company if authorized in writing by the Chief Executive Officer with advance notice to the Executive

Vice President, General Counsel and Corporate Secretary. During 2024, neither party received advance notices for contributions of this kind.

We also encourage our employees to give back, giving each employee an extra three days of paid time off or 'Charity Days,' which can be used to complete charitable work with one or more 501(c) 3 charitable organizations of the employees choosing. Moreover, Veris will match employee charitable donations of up to \$1,000 per employee each year. Political organizations, lobbying groups or charities that exclusively promote or support a specific religion are not eligible for this program.