

WESTROCK COMPANY DIVERSITY SEARCH POLICY

The board of directors (the “Board”) of WestRock Company hereby adopts a policy for increasing the gender, racial and ethnic diversity of the Board and the Company’s executive management. Pursuant to this policy, initial lists of candidates from which new management-supported director nominees and chief executive officers recruited from outside the Company are chosen by the Board or a relevant Board committee (each, an “Initial List”) will include qualified female and racially or ethnically diverse candidates. Further, any third-party consultant engaged by the Board or a relevant Board committee to furnish an Initial List will be requested to include such qualified female and racially or ethnically diverse candidates.