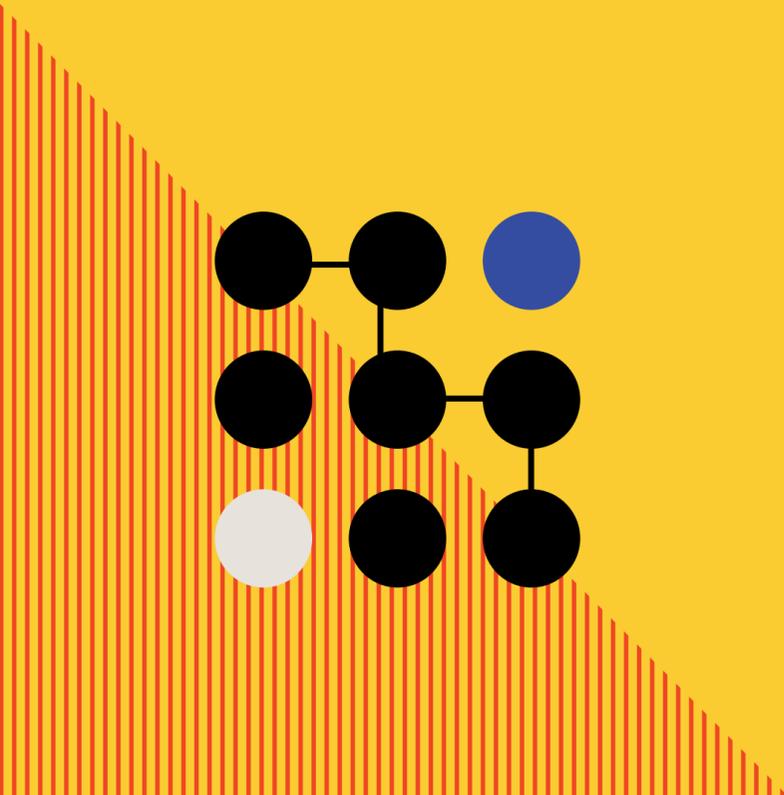


# Evolve. Inspire. Sustain.

2024

SUSTAINABILITY REPORT





# Intro

GOVERNANCE

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PLANET

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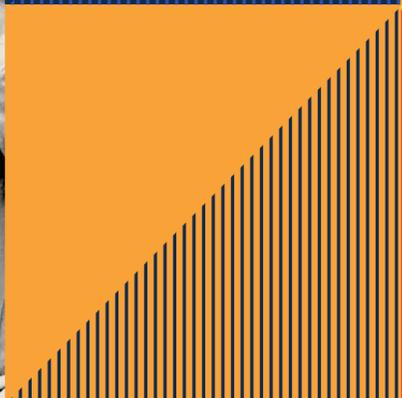
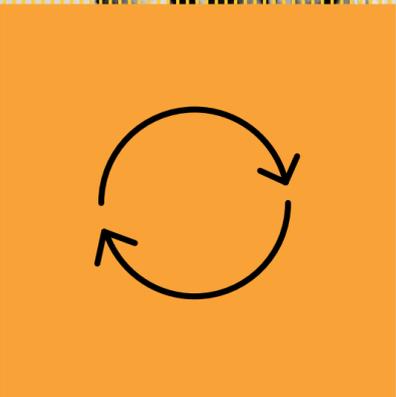
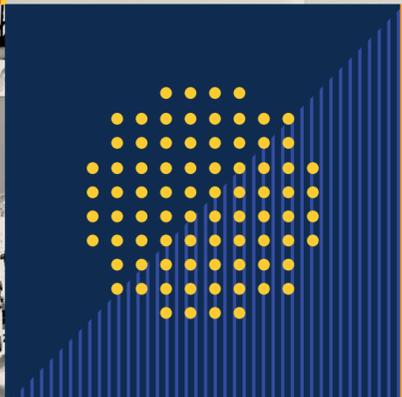
PEOPLE

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PROSPERITY

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SASB INDEX



# A Word From Our CEO

At The ODP Corporation, we are immensely proud of our 5C Culture—**Customer, Commitment, Change, Caring, and Creativity**—which forms the bedrock of everything we do and has guided our actions and unwavering dedication to responsible business practices. It is in this spirit that I'd like to reflect on our accomplishments and share our vision for our People, Planet and Prosperity, our triple bottom line approach to sustainability.

Our continuous focus on **customer-centricity, innovation, and operational efficiency** has enabled our success in a rapidly evolving business landscape. Our realigned business unit structure has helped us to create a more dynamic, capable company, allowing us to focus on operational excellence for our B2B and B2C customers.

I am pleased to share that we **continue to make progress towards our Sustainability commitments and goals**. Additionally, we successfully earned validation from the SBTi of our science-based targets for scope 1, scope 2 and scope 3 greenhouse gas (GHG) emissions. This significant milestone demonstrates our commitment to environmental sustainability and aligns with our ongoing efforts to combat the effects of climate change. Our dedication to

We are immensely proud of our 5C Culture, which forms the bedrock of everything we do and has guided our actions and unwavering dedication to responsible business practices.

## OUR 5C CULTURE



CUSTOMER



COMMITMENT



CHANGE



CARING



CREATIVITY

sustainability is driven by our focus on the long-term well-being of our planet and society and is fundamental to our strategy and decision-making processes.

People are at the heart of our 5C Culture, and we remain committed to promoting a **safe, trusting environment where our associates, customers and vendors feel valued, respected, and accepted**. We celebrate differences in perspectives and experiences and believe that open dialogue and feedback are core to our success as a company. The ODP Corporation is committed to the personal and professional growth of all of our associates, and we work together to make a positive impact in the communities where we live and do business.

I would like to acknowledge our exceptional team of associates for their **dedication and commitment to excellent customer service** and their focus on exceeding our customers' expectations. Our industry-leading Net Promoter Score (NPS) reflects the trust and loyalty our customers have placed in us. I was thrilled to announce a major company milestone in May 2023 when we achieved a year-to-date NPS score of 70 for the first time as a total company. This achievement is a testament to our team's relentless pursuit of customer satisfaction.

Looking ahead, we remain committed to building on our successes. We understand that the journey of continuous improvement is never-ending, and we continue to embrace the challenges it presents.

**70** YEAR-TO-DATE  
NET PROMOTER  
SCORE  
achieved for the first  
time as a total company

**The ODP Corporation  
remains committed to  
building on its successes.**



**Together, we will continue  
working toward creating  
a thriving and sustainable  
future for our company,  
our communities, and  
our planet.**

**Gerry Smith**  
CEO, THE ODP CORPORATION



# Highlights

## PLANET

# 36%

REDUCTION IN SCOPE 1 & 2 EMISSIONS since 2019



# 6.7%

PLASTIC REDUCED since 2022



# 92%

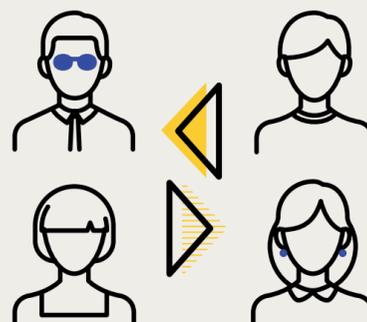
WASTE DIVERSION RATE ACHIEVED across all distribution centers



## PEOPLE

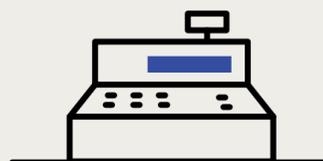
# 10

ASSOCIATE RESOURCE GROUPS (ARGs)



# \$5.6M

MILLION RAISED via Point-of-Sale fundraising to support Title 1 schools



# 7K

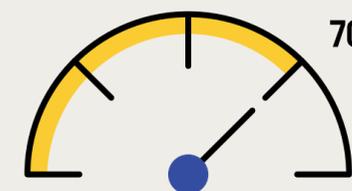
VOLUNTEER HOURS logged in 2023



## PROSPERITY

# 70

NET PROMOTER SCORE



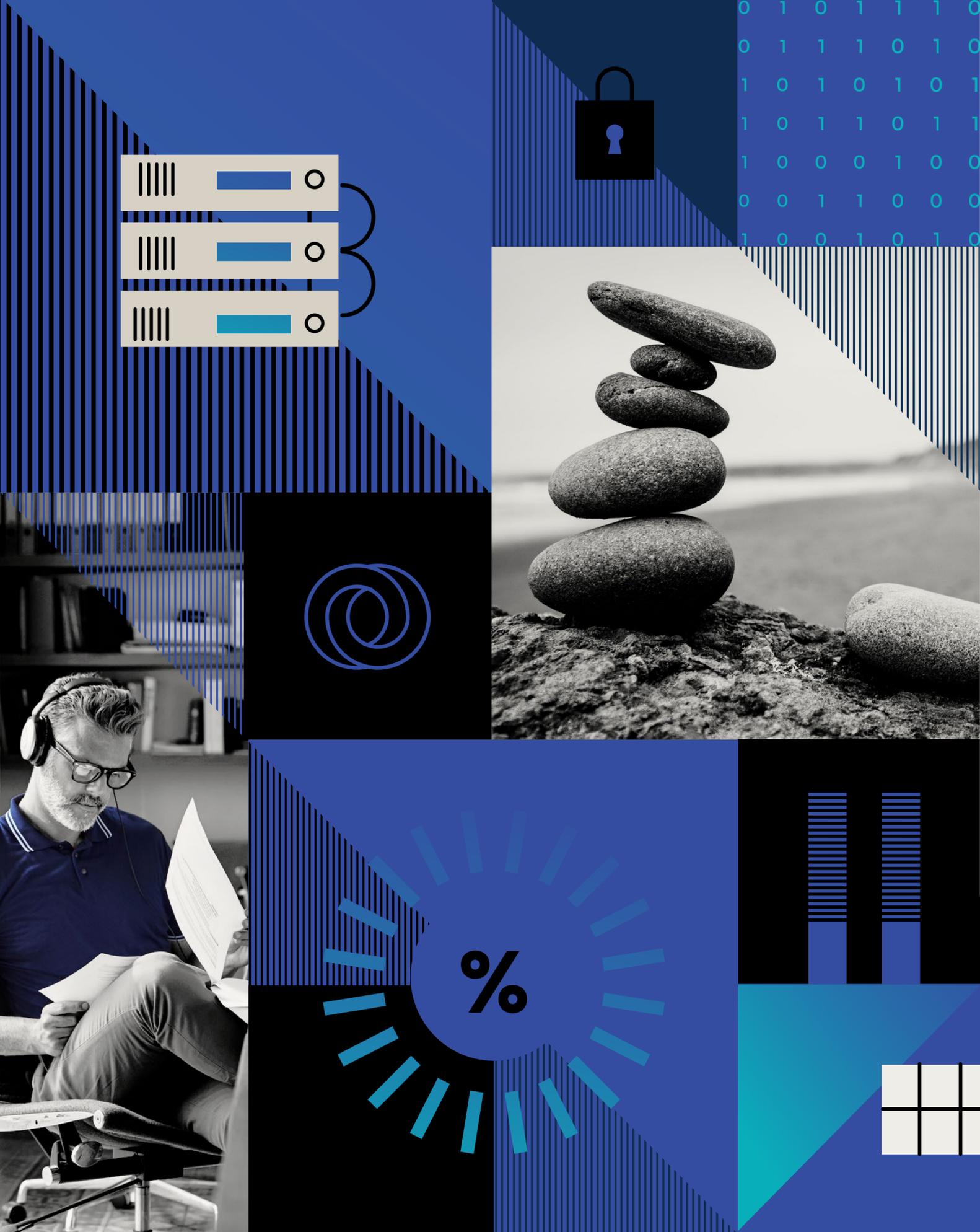
# 29%

INCREASE IN DIVERSE SUPPLIER SPEND

# 459

GRANTS AWARDED to Black and Hispanic small business owners since 2021





INTRO

# Governance

PLANET

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PEOPLE

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PROSPERITY

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SASB INDEX

# Governance & Oversight

The Board of Directors recognizes the importance of sustainability and ESG (Environmental, Social, and Governance) and provides oversight while management works to integrate our program into the company's strategy, products, services, and operations. The Committees as part of the Board of Directors review our sustainability and ESG efforts including corporate social responsibility, environmental sustainability, disclosures, talent development, and compensation. We prioritize preserving the environment and providing a safe workplace. Our Sustainability Governance Council represents key departments and drives initiatives to achieve our sustainability goals and progress.

**7** Board members<sup>1</sup>



**28%**

ETHNICALLY DIVERSE



**43%**

FEMALE

The Board of Directors is committed to strong governance practices. We are proud to have a Board comprised of talented Directors with diverse skillsets, perspectives, experiences, and backgrounds along with diversity in gender and ethnicity.

<sup>1</sup>As of February 28, 2024

## OVERSIGHT

### Board of Directors

Compensation & Talent Committee

Corporate Governance & Nominating Committee

Audit Committee

## MANAGEMENT

Executive Vice President,  
Chief Legal Officer and  
Corporate Secretary

Executive Vice President,  
The ODP Corporation and  
President of VEYER

Vice President, Sustainability and Supplier Diversity

## PROGRAM IMPLEMENTATION

### Sustainability Governance Council

Sustainability Operating Committee

ESG Steering Committee

# Business Unit Model

In 2022, The ODP Corporation completed a transformation of its operations, under its holding company structure, into a synergistic four-business unit model.

The realignment of the operating businesses enables management teams to focus on meeting their respective customers' needs while implementing channel-specific strategies.



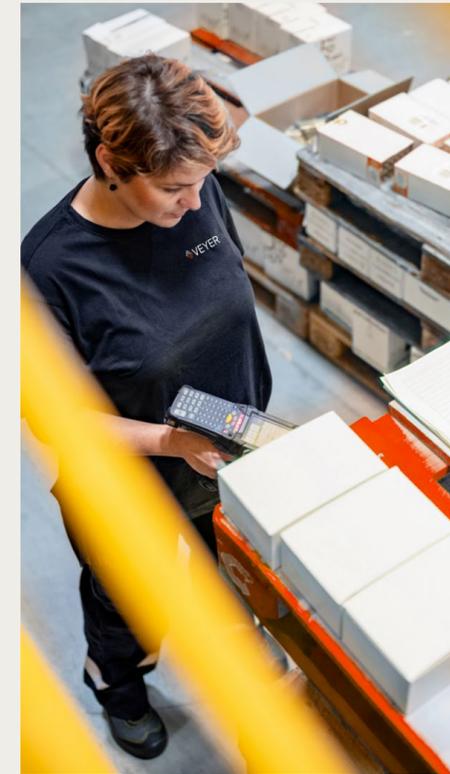
**Office DEPOT**  
**OfficeMax**

Leading omnichannel retailer dedicated to helping its small business, home office, and education clients live more productive and organized lives through innovative products and services.



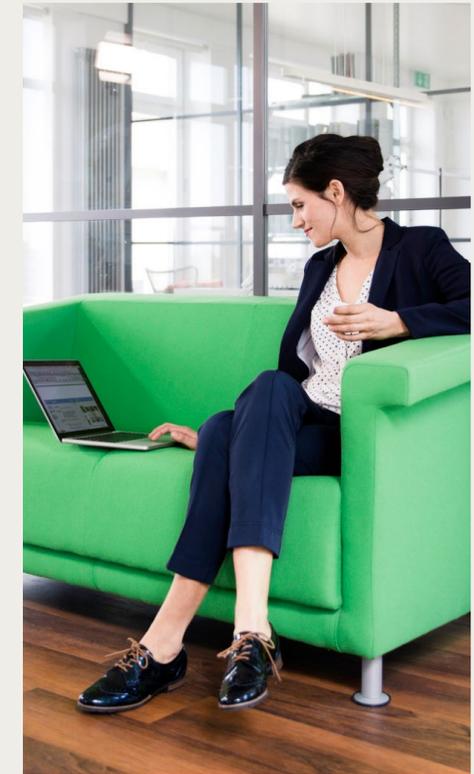
**odp**  
BUSINESS SOLUTIONS™

Leading provider of B2B workplace and technology solutions, combining an extensive range of products and services with a national footprint and experienced business advisors.



**VEYER**

A provider of best-in-class supply chain services, forward-thinking logistics solutions, and cost-effective operational efficiencies to meet the business challenges of today and tomorrow.



**VARIS**

Innovative-driven B2B technology platform business that is transforming the complete procurement ecosystem for buying organizations and suppliers.



# Supply Chain

The ODP Corporation aims to partner with suppliers who meet internationally recognized standards around safety, equality, fair treatment of employees, environmental awareness, and supply chain security in their operations.

We manage a consistent, effective, and comprehensive monitoring system that allows us to measure the progress and achievements of our compliance policies and programs. We work closely with our suppliers to continuously improve and enhance our supply chain and proactively address any potential issues within it.

# 233

ACTIVE 3RD PARTY FACTORIES

# 100%

of Direct Import and Private Brand factories have completed ODP's Social Compliance review

## 51%

HAVE APPROVED  
Certification, Collaboration,  
or Shared audit waivers<sup>2</sup>

## 49%

AUDITED BY  
an independent third-  
party audit provider

<sup>2</sup> We have increased our acceptance of Certifications and Shared Audits that comply with our Company standards. This reduces the turn around time to qualify a factory for production and improves speed to market.

# Social Compliance and Security Audits

We work extensively with independent, impartial, accredited third-party audit partners to conduct onsite Social Compliance and Security Audits. These audits are an effective way to monitor the operations of our factories for compliance with our social responsibility, security and environmental standards, and all applicable laws and regulations. They also help maintain Private Brand factory compliance, minimizing brand reputation risks.

We actively train and work with our suppliers to implement sustainably responsible solutions, and to identify and address the root cause of any detected violations during factory inspections.

## FACTORY PERFORMANCE

### SOCIAL COMPLIANCE

**79%**

SATISFACTORY/MINOR PROGRESS NEEDED

**21%**

NEEDS IMPROVEMENT

### CTPAT SECURITY

**98%**

SATISFACTORY/MINOR PROGRESS NEEDED

**2%**

NEEDS IMPROVEMENT

**10%**

**DECLINE** in Social Compliance factory performance due to factory consolidations, relocations, replacements, and new factory onboarding. We provide enhanced training to our suppliers to promote sustainable continuous improvements in their management systems.



# Cybersecurity

The ODP Corporation is committed to creating and maintaining high standards of cybersecurity. We have a comprehensive approach to cybersecurity and risk mitigation that includes vigorous protection of customer personally identifiable information (PII) and company confidential information.

The foundation of our cybersecurity program aligns with the internationally-recognized **ISO/IEC 27001** industry security standard. We deploy a multifaceted, in-depth data security defense program that is led by our Chief Information Security Officer and implemented by a team of trained cybersecurity professionals to address data security risks, vulnerabilities, and to protect all company assets. Through people, process, and technology, The ODP Corporation works to identify risks and apply risk mitigation and treatment to each risk based on defined policies and procedures.

The ODP Corporation has information security and privacy policies in place that are informed by regulatory requirements. These policies are reviewed periodically for alignment with current state and federal laws and regulations. We also comply with applicable industry security standards, including the Payment Card Industry Data Security Standard (PCI DSS).

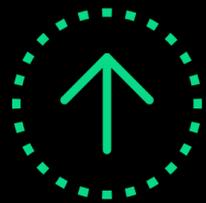
Our technology systems and security program are subject to regular audits by our Internal Audit Team and independent external auditors. Cybersecurity updates are provided to the Board of Directors through quarterly updates to the Audit Committee.

The ODP Corporation maintains a comprehensive, global training and cybersecurity awareness program designed to equip our workforce with relevant information on cybersecurity topics and Company policies. This program fosters a security-conscious workforce by empowering our associates to incorporate security considerations into their everyday duties and make well-informed computing decisions.

## The ODP Corporation has a comprehensive approach to cybersecurity and risk mitigation.

### SECURITY PROGRAM INCLUDES

- ✓ Multifactor authentication protocols
- ✓ Antivirus/anti-malware software
- ✓ Security operations center
- ✓ Internal/external penetration tests
- ✓ Periodic risk assessments
- ✓ Phishing simulations
- ✓ Bug bounty program
- ✓ Firewalls



INTRO

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GOVERNANCE

# Planet

PEOPLE

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PROSPERITY

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SASB INDEX



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# Energy and Emissions

In 2023, we earned validation from SBTi of our science-based targets, to reduce greenhouse gas emissions. Earning validation is a significant milestone and a testament to the growth and progress of The ODP Corporation's sustainability journey. Monitoring our emissions against science-based targets helps us make informed decisions around reduction activities, in alignment to limiting global temperature rise to 1.5 degrees Celsius.

## 2030 NEAR-TERM TARGETS

### SCOPE 1 & 2

# 46.2%

**REDUCTION**  
in absolute GHG emissions from a 2019 base year.

### SCOPE 3

# 55%

**REDUCTION PER UNIT<sup>3</sup>**  
in GHG emissions from downstream transportation and use of sold products.

# 75%

**OF SUPPLIERS**  
by spend, will have science-based emissions targets by 2027.

<sup>3</sup> USD Value Added



We are incredibly proud to have our science-based targets validated, as it underscores our commitment to make meaningful changes in our environmental impact. With the reductions we've achieved so far in Scope 1 and 2, we are on track to achieve our commitments.

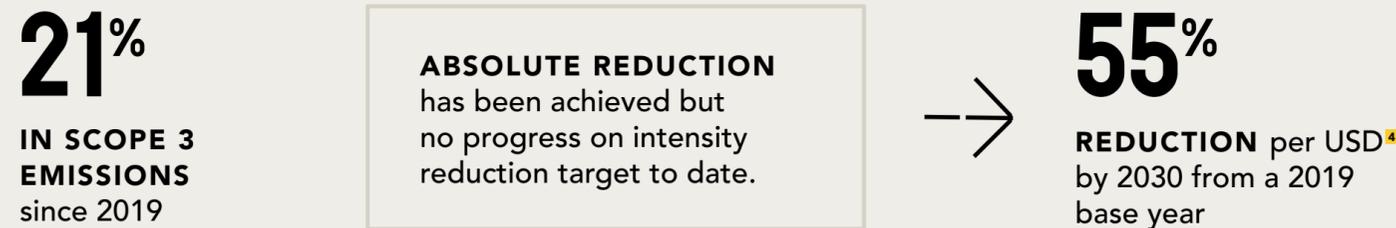
**SHANNON HUNTER**  
VICE PRESIDENT, SUSTAINABILITY AND SUPPLIER DIVERSITY, VEYER, LLC



**GHG**

# Near-Term Target Progress

REDUCTION TO DATE      PROGRESS TO DATE      SCIENCE-BASED TARGET

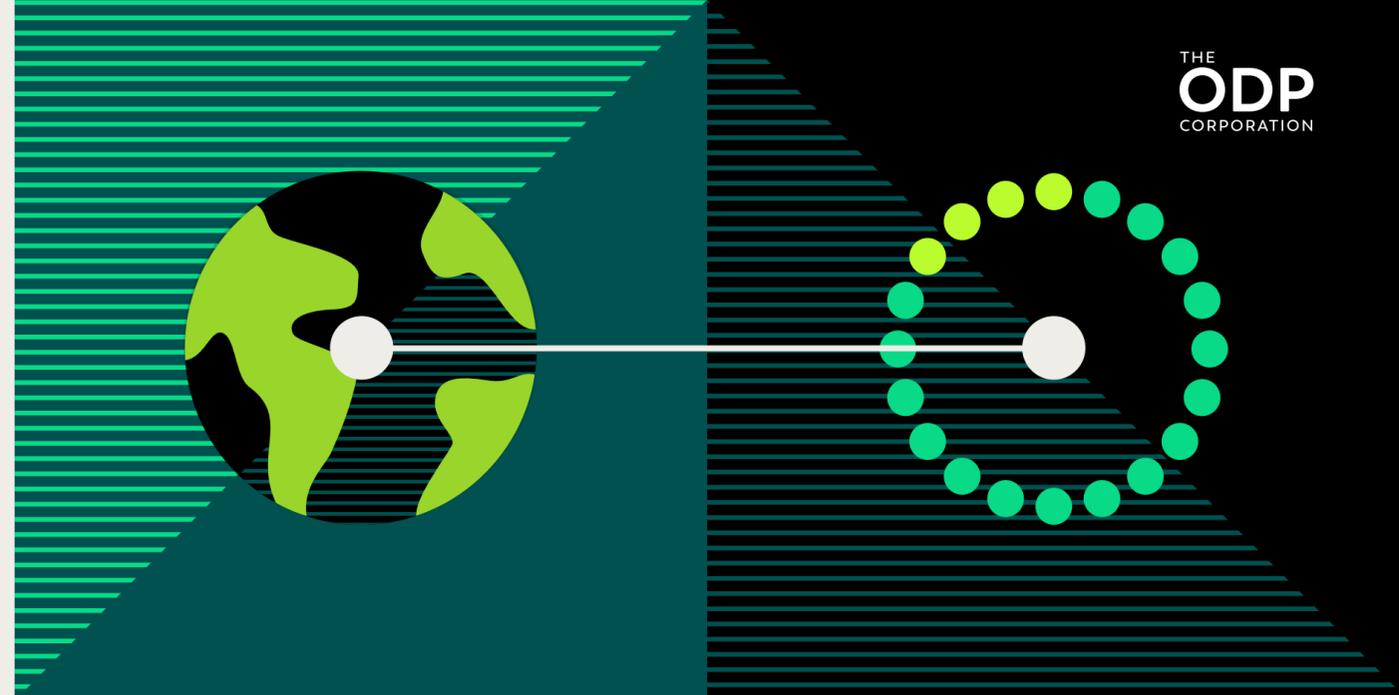


PROGRESS      GOAL

**SUPPLIER ENGAGEMENT**



<sup>4</sup>Value added from downstream transportation and distribution and use of sold products



The United Nations Sustainable Development Goals (SDGs) address the challenges we face globally, such as inequality, environmental degradation, and educational access. The ODP Corporation has chosen to focus on the areas where we can have the most impact.

ASSOCIATED SDGS

- 03 Good Health and Well-being
- 11 Sustainable Cities and Communities
- 07 Affordable and Clean Energy
- 13 Climate Action

# GHG Emissions (MT CO<sub>2</sub>e) <sup>5</sup>

SCOPE 1		REDUCTION FROM 2019	
44,202		32%	
SCOPE 2			
94,342	95,926	38%	39%
LOCATION BASED <sup>6</sup>	MARKET BASED	LOCATION BASED	MARKET BASED
SCOPE 1 & 2			
138,544	140,128	36%	
LOCATION BASED	MARKET BASED		
SCOPE 3 <sup>6</sup>			
5,310,692		21%	
		ABSOLUTE REDUCTION	
Total			
5,450,821		21%	

<sup>5</sup> GHG calculations were made for calendar year 2022, not fiscal year.

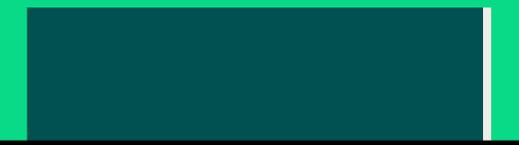
<sup>6</sup> Location-based emissions reflect the average emissions intensity of the grids in which energy consumption occurs, while market-based emissions take renewable electricity procurement into account.

# Energy Use

2023

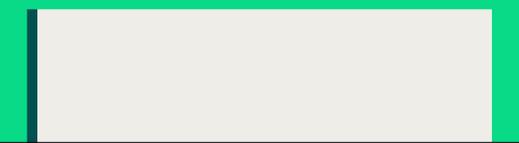
# 1,202,944

GJ TOTAL ENERGY CONSUMED



# 99%

GRID ELECTRICITY

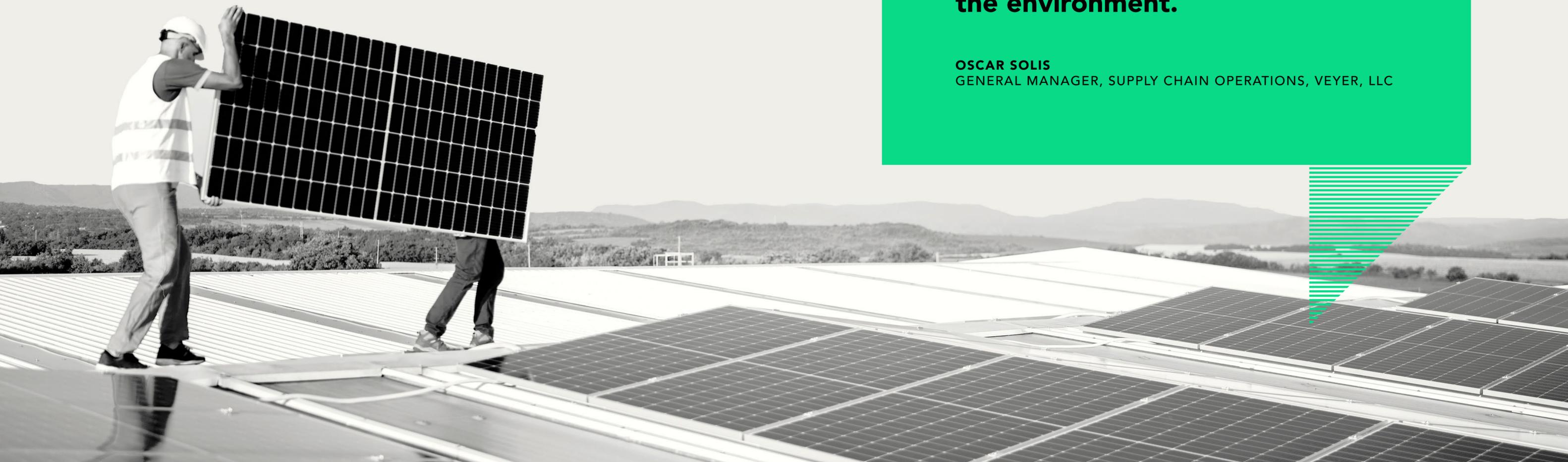


# 1%

FROM RENEWABLE  
SOURCES

# Going Solar

One of the ways we plan to achieve our goals is through our latest milestone in sustainability: a solar roof on one of our largest distribution centers. This exciting development will significantly reduce our GHG emissions at this facility by tapping into renewable solar energy, and marks a major stride towards achieving our environmental goals.



**I am thrilled about the installation of our first solar roof and eagerly anticipating the positive impact this transformative project will have on our organization and the environment.**

**OSCAR SOLIS**  
GENERAL MANAGER, SUPPLY CHAIN OPERATIONS, VEYER, LLC

# Accelerating with Zero100

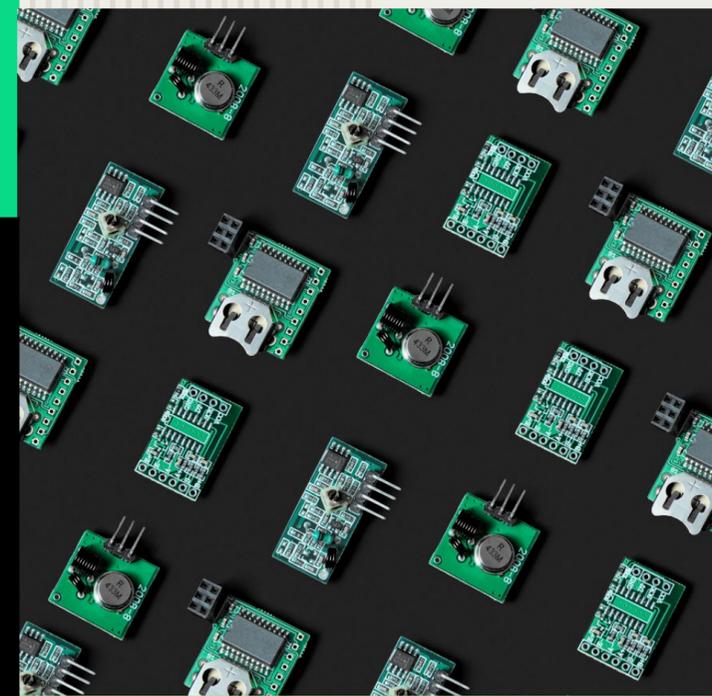
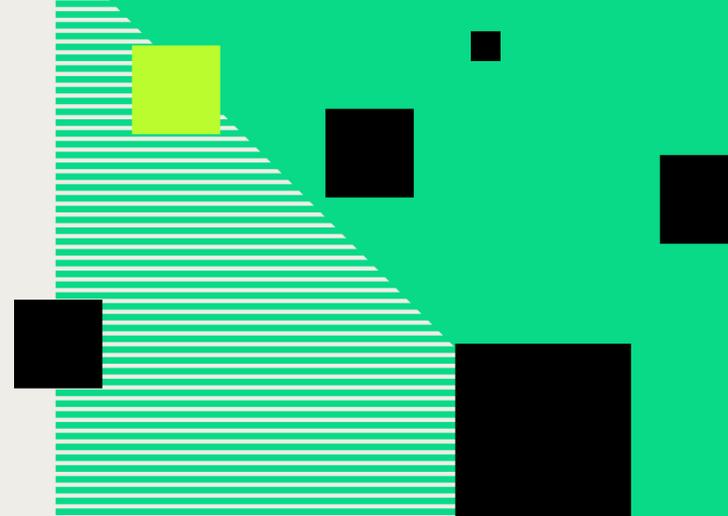
In 2022, CEO Gerry Smith was appointed to the Zero100 Advisory Board, a hand-picked coalition of the world's most influential CEOs, chief supply chain officers, and chief operations officers working to unlock the value of AI and digital technology for consumers, shareholders, and the planet.

ODP also joined Zero100 as a member. Zero100 is a research and insights company convening leaders to power growth, resilience, and sustainability through digital supply chain transformation.

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**Through access to data-driven content and insights, expert and personalized advice, unique events, and fresh perspectives from thought leaders across industries, ODP is accelerating our path to lower GHG emissions.**

"We are delighted to have companies who share the same values as we do such as The ODP Corporation as part of the Zero100 Community," said Olly Sloboda, co-founder and CEO, Zero100. "Through cross-functional and cross-industry collaboration, we can accelerate the adoption of AI and digital technologies to ultimately deliver zero percent carbon, 100% digital supply chains."



# Waste Management

Providing and promoting initiatives and processes that divert waste from landfills plays a large part in reducing our environmental impact. Our continued focus on waste prevention activities has resulted in another high landfill diversion rate in 2023. As part of these efforts, we also empower associates to practice responsible waste management through company recycling events.

## 2023

**67%**

**WASTE DIVERSION RATE**  
across the company

**92%**

**WASTE DIVERSION RATE**  
across all distribution centers

## 2025 GOAL

**30%**

**OF DISTRIBUTION CENTERS**  
achieve zero waste <sup>7</sup>

## ASSOCIATED SDG

**12 Responsible Consumption and Production**

<sup>7</sup>“Zero waste” focuses on waste prevention through the conservation of resources through responsible production, consumption, reuse, and recovery.



## VEYER Tech Recycling Drive

Recycling electronics promotes the reuse of valuable materials and the proper disposal of potentially toxic materials.

This year, VEYER held a Tech Recycling Drive for associates to recycle their old or broken electronics.



 VEYER®



## SustainABILITY ARG Recycling Event

The SustainABILITY ARG celebrated **America Recycles Day** by partnering with Fayetteville Elementary School in Fayetteville, Georgia and their local Office Depot store. The event offered educational information to students and parents on the benefits of recycling, and parents were able to place acceptable items in the **Tech Recycling Boxes** donated by the SustainABILITY ARG, which will be processed and recycled in partnership with local Office Depot stores.

# Products & Packaging

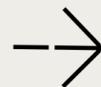
We are committed to making a positive impact on the environment, and one of the ways we are achieving this is through our transition to reducing plastic in our Private Brand packaging and e-commerce shipping. We have also added the How2Recycle Label® to our Private Brand products to assist our customers in their sustainability efforts by providing clear recycling instructions, promoting responsible disposal practices, and ultimately contributing to the reduction of waste.

## How2Recycle® Label

### 2025 GOAL

**100%**

IMPLEMENTATION of How2Recycle® label in Private Brand Products<sup>8</sup> (where space allows)



### PROGRESS

**48%**

Within our Private Brand assortment, we conducted evaluations on 50% of the SKUs. Out of these evaluations, we were able to successfully add the H2R label to 48% of the SKUs.

<sup>8</sup>Stocked SKUs, actively replenished

## Plastic Reduction

### REDUCTION

**6.7%**

PLASTIC REDUCED since 2022<sup>9</sup>

### PROGRESS TO DATE



ACHIEVED towards goal

### 2027 GOAL

**20%**

REDUCTION in Private Brand packaging and e-commerce shipping

### PRIVATE LABEL PACKAGING

**7.1%** REDUCTION in 2023

### E-COMMERCE SHIPPING OPERATIONS

**4.8%** REDUCTION in 2023

### ASSOCIATED SDGS

- 06** Clean Water and Sanitation
- 11** Sustainable Cities and Communities
- 12** Responsible Consumption and Production
- 13** Climate Action
- 14** Life Below Water
- 15** Life on Land

<sup>9</sup>For private label, we will divide the total amount of plastic packaging (in metric tons) by the total units received from suppliers. For e-commerce shipping, we will divide the total amount of plastic dunnage and envelopes (in metric tons) used by the total packages shipped.



**Plastic pollution has become a pressing environmental issue. Plastic waste is infiltrating our oceans, harming marine life and polluting our lands. As we recognize this urgency of this crisis, plastic reduction becomes a critical initiative. By eliminating plastic from our packaging, we are contributing to reducing the overall demand for plastic production and helping to combat the global plastic crisis.**

**MARJOLIJN ELBERT**  
SR. MANAGER, CREATIVE ASSETS, MERCHANDISING, VEYER, LLC



# Customer Solutions

We take pride in our ability to provide customers with solutions that help them meet their sustainability goals. From our extensive **Greener Purchasing Program** to our GreenerOffice™ Delivery Service and robust recycling solutions, customers are equipped with environmentally conscious options for purchasing, transporting, and responsibly disposing of products.

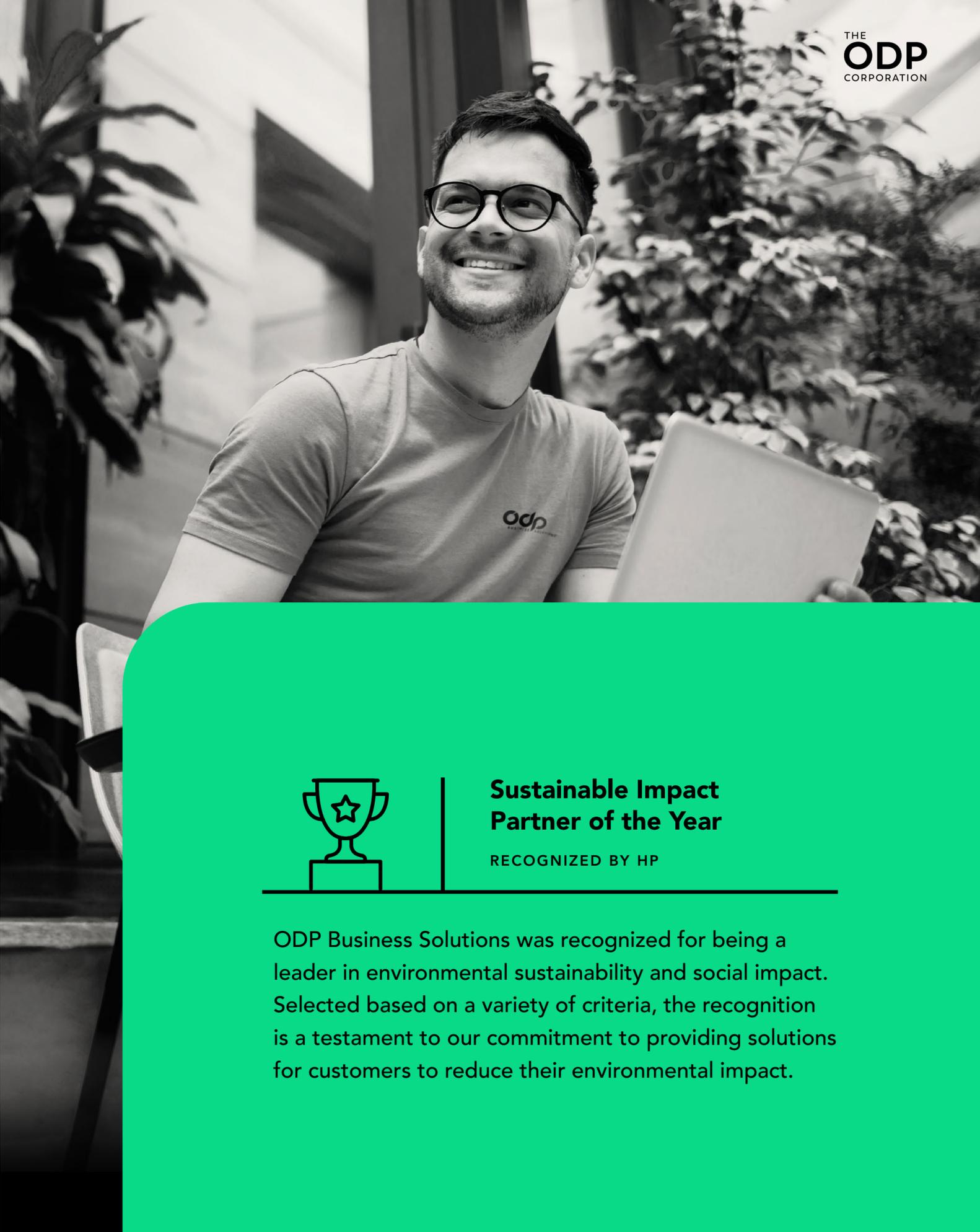
- 01 GreenerOffice™ Products and Delivery Service**
- 02 EPEAT**
- 03 Recognizing Sustainability Champions**
- 04 Customer Recycling**



## Sustainable Impact Partner of the Year

RECOGNIZED BY HP

ODP Business Solutions was recognized for being a leader in environmental sustainability and social impact. Selected based on a variety of criteria, the recognition is a testament to our commitment to providing solutions for customers to reduce their environmental impact.



# GreenerOffice™ Products and Delivery Service

In the spirit of inspiring others to make sustainable choices, our GreenerOffice™ program continues to provide our customers with products and solutions that reduce their environmental footprint.

The **GreenerOffice™ Web Store** includes an extensive array of products that have green attributes and ecolabels, simplifying the process for customers to make informed and more sustainable decisions.

ODP Business Solutions customers can also participate in the **GreenerOffice™ Delivery Service** to minimize the amount of packaging waste of their purchases. Orders are shipped in paper bags instead of cardboard boxes—reducing the number of boxes used for deliveries and the need for air pillows. This program is another step in reducing the amount of unnecessary packaging materials in our operations and providing customers with opportunities for sustainable choices.

<sup>10</sup>Products with at least one meaningful greener attribute or ecolabel.

<sup>11</sup>Products that have been certified by an impartial third party based on environmental leadership criteria.



# 38%

OF TOTAL SALES  
were greener products <sup>10</sup>

# \$2.2B

IN REVENUE  
from products third-party certified to environmental and/or social sustainability standards

# 28%

OF TOTAL SALES  
were from products with an ecolabel <sup>11</sup>



# EPEAT

This year, we collaborated with the Global Electronics Council (GEC) to provide customers with access to their EPEAT Benefits Calculator.

EPEAT, a Type 1 ecolabel, sets high social and environmental criteria for technology throughout the product life cycle. Their Benefits Calculator helps organizations demonstrate the impact of their sustainable procurement decisions and communicate to internal and external stakeholders using familiar metrics like reduction in energy use, greenhouse gases, and water consumption, as well as cost savings.

This partnership provides our customers with key data on their purchases and enables more comprehensive sustainability reporting.

In 2023, we have helped our customers collectively save:

EQUIVALENT TO SOLID WASTE FROM

**1,614**

U.S. HOUSEHOLDS

WEIGHT EQUIVALENT TO

**1,649**

BRICKS IN TOXIC SUBSTANCES

ENOUGH WATER TO FILL

**9.3**

OLYMPIC-SIZED SWIMMING POOLS

**560M<sup>+</sup>**

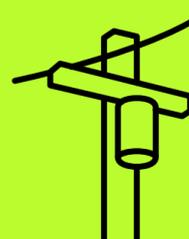
KWH IN ENERGY



ENOUGH TO POWER

**46,152**

U.S. HOUSEHOLDS FOR A YEAR



**370M<sup>+</sup>**

KG CO<sub>2</sub>E IN GHG EMISSIONS



EQUIVALENT TO REMOVING

**79K<sup>+</sup>**

AVERAGE US CARS OFF THE ROAD



# Recognizing Sustainability Champions

To promote the use of EPEAT, we introduced the EPEAT Leadership in Greener Purchasing award, recognizing the customer with the highest spend on EPEAT-registered products.

As part of the Greener Purchasing Program, we continue to celebrate ODP Business Solutions customers who go above and beyond to demonstrate their commitment to purchasing greener products. This year we awarded 23 customers this special recognition.

## Customer Recycling

ODP Business Solutions and Office Depot continue to offer customers e-waste recycling services and ink and toner cartridge recycling solutions to correctly dispose of these materials once they reach their end of life.

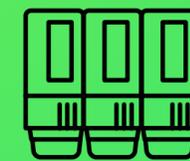
# 23

CUSTOMERS RECOGNIZED  
for their commitment  
to purchasing  
greener products



# 900K+

LBS. OF E-WASTE  
collected from customers  
for recycling



# 7.8M+

INK AND TONER CARTRIDGES  
collected from customers  
for recycling

# Environmental Activities

The ODP Corporation participates in several Environmental activities throughout the year that reinforce our commitment to protecting the environment. This year, some of those included:

## Seed to Start workshops and Dig Ins

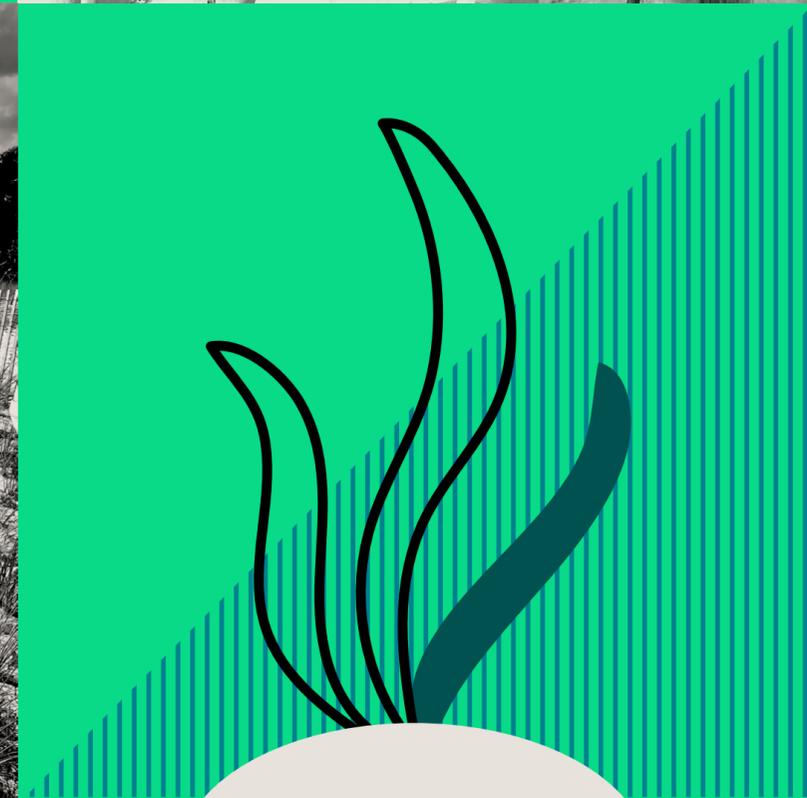
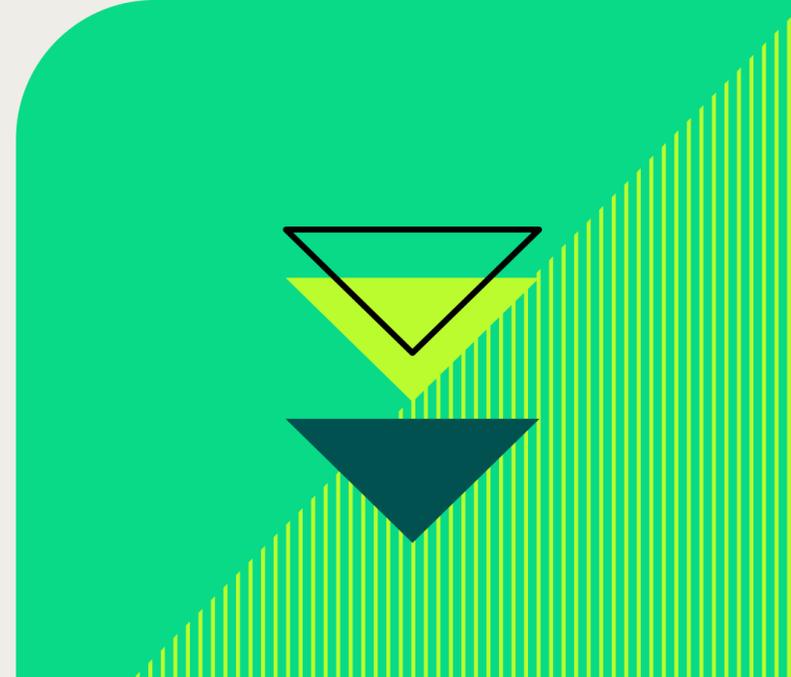
A collaboration with the Green Corn Project that educates Central Texans in growing organic food gardens.

## International Coastal Clean Up Day

Associates united to clean our coastlines, making a significant impact on marine life and the environment by gathering and disposing of trash.

## Ecological Restoration of Atlantic Dunes Park & South Beach Park (FL)

A collaboration with the Institute for Regional Conservation where associates helped to restore the two local ecosystems and preserve biodiversity.



# Earth Month Ecochallenge

The ODP Corporation participated in the Earth Month Ecochallenge for a third consecutive year, which focused on the collective impacts of our individual action in reducing our environmental impact, raising awareness, and educating associates on behavioral changes we can all make. This year, 133 associates saved 11,555 pounds of CO<sub>2</sub>, earning The ODP Corporation fourth place out of 337 participating organizations.

Impact numbers reported by [ecochallenge.org](https://ecochallenge.org).

**109,917**  
MINUTES SPENT OUTDOORS

**95,563**  
MINUTES NOT SPENT IN  
FRONT OF A SCREEN

**11,555**  
LBS. OF CO<sub>2</sub> SAVED

**39,556**  
MINUTES SPENT LEARNING

**2,637**  
MILES TRAVELED BY CARPOOL

**133**  
ASSOCIATES PARTICIPATED



# Sea Dunes Restoration

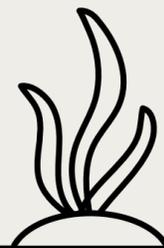
For the past five years, The ODP Corporation has partnered with the City of Boca Raton and the YEA (Youth Environmental Alliance) to help restore and protect our Southern Florida coastline. Since 2018, we have planted 34,898 sea oat plants and other native species to help stabilize the coastline from erosion and storms, and enhance native biodiversity.



2023

# 30

VOLUNTEERS  
participated

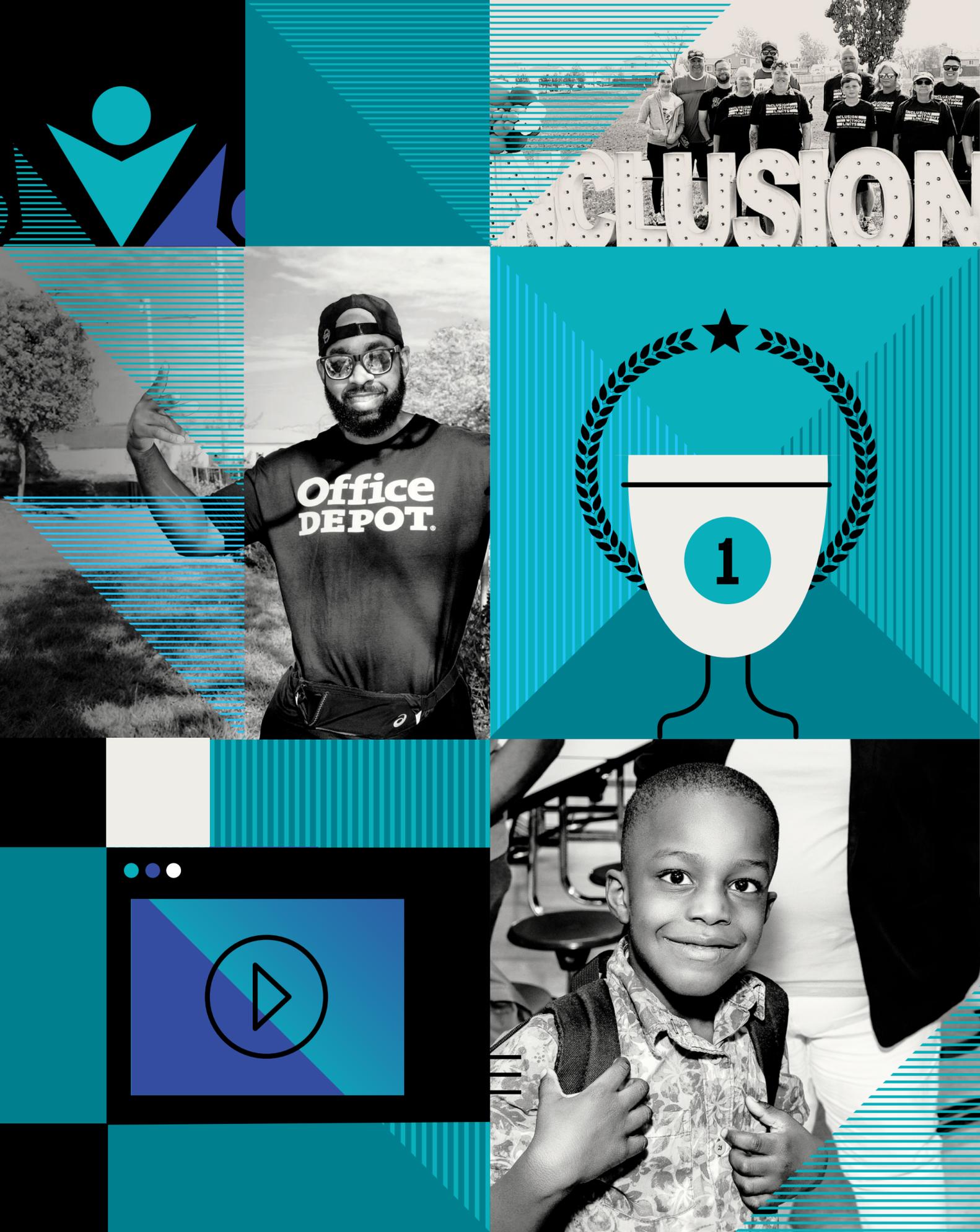


SINCE 2018

# 34,898

SEA OATS AND OTHER NATIVE SPECIES  
planted along the Florida coastline





INTRO

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GOVERNANCE

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PLANET

# People

PROSPERITY

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SASB INDEX



# Culture & Engagement

The ODP Corporation seeks to create an environment that values inclusivity, equity, and individuality. We supplement our initiatives and strategic objectives by gaining knowledge and insight on how best to create an equitable workforce environment.

## Surveying for Insights

We continually seek feedback from our associates and foster open communication through various channels, such as engagement surveys, regular roundtables, quarterly check-ins, one-on-one discussions, and staff meetings.

We leverage this feedback to drive our transformation efforts by improving today, adapting for tomorrow, and evolving for the future by assessing the effectiveness of our action plans.



# Driving Workforce Effectiveness

Workforce effectiveness is supported throughout the organization through collaboration with key stakeholders and helps drive associate engagement and external benchmarks. It enables and guides us in refining process, updating systems, and optimizing communication.

At no point do these aspirations and initiatives impact individual employment decisions, nor may they be considered as a positive or negative factor in the employment decision. Nor are these aspirations and initiatives a mandate; their purpose is to ensure equal employment opportunity for all applicants and employees. We will always comply with applicable law in employment decisions and train our decision-makers to do the same.



## IT IS A SAFE SPACE

Fostering a psychologically safe and inclusive environment to celebrate, understand, and address the needs of all associates.



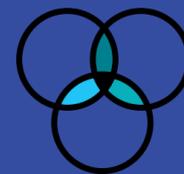
## THE POWER OF EDUCATION

Leveraging our vast knowledge base to drive an effective and engaged workforce.



## FEEDBACK IS A GIFT

Giving associates access to multiple platforms and forums to provide feedback helps establish benchmarks for best practices.



## REPRESENTATION MATTERS

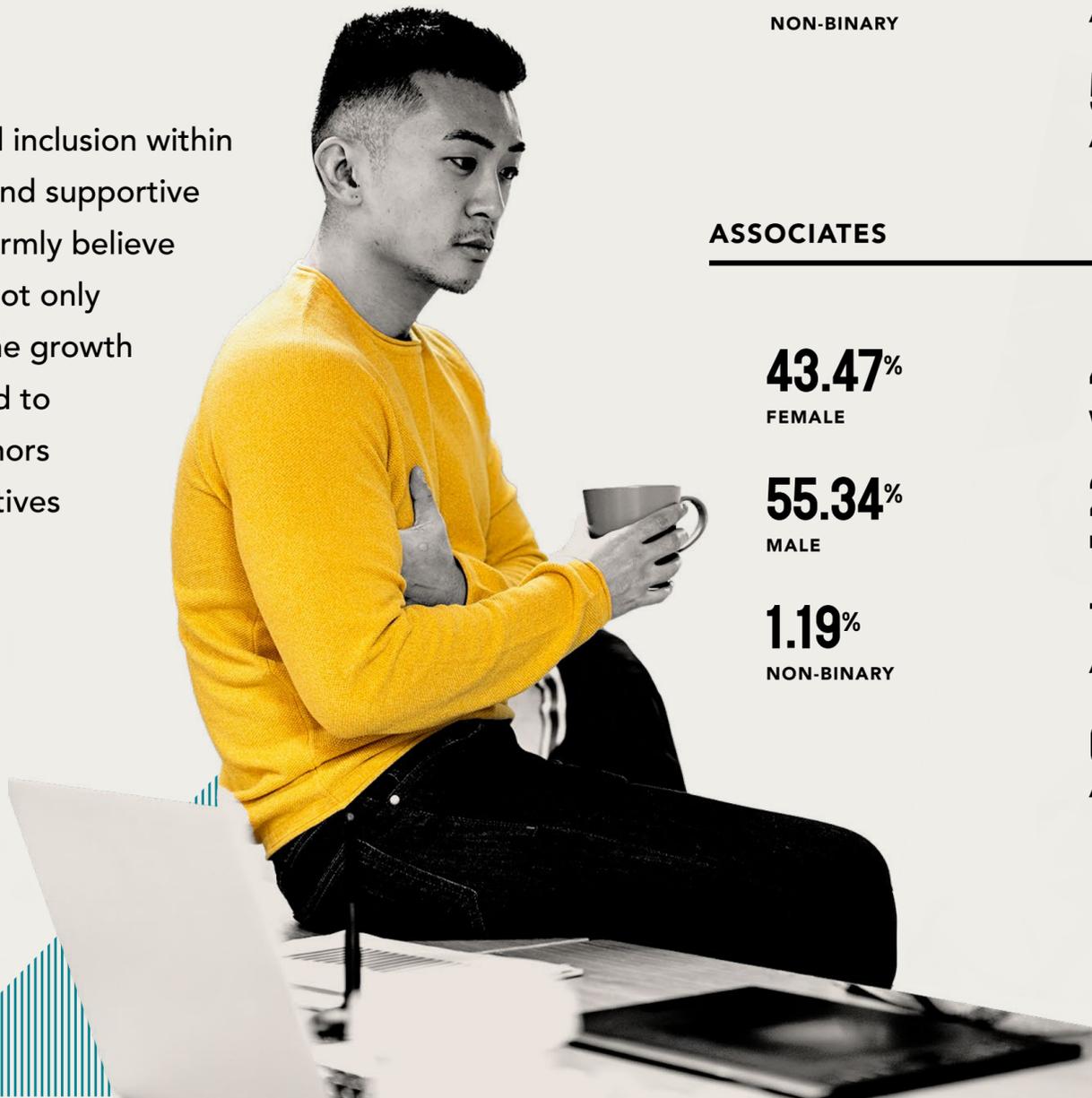
Expanded and consistent outreach and recruitment efforts to attract a diverse applicant pool and build a comprehensive understanding of our workforce to develop an inclusive and engaged associate culture.



# Workforce Diversity & Inclusion

At The ODP Corporation, we embrace diversity and inclusion within our team. Our dedication to fostering an inclusive and supportive workplace is embedded in our 5C culture, and we firmly believe that an equitable and inclusive company culture is not only essential for business success, but also crucial for the growth and well-being of our people. We remain committed to creating a work environment that cherishes and honors the unique backgrounds, experiences, and perspectives that each of our associates brings to our company.

2023 U.S. workforce data provided here is based on our employees' voluntary self-disclosure of gender and race/ethnicity. The information does not include data from our Federation companies, which continue to operate as separate entities. At no point are individual employment decisions (hiring, promotions, assignment planning, retention) made on the basis of race, gender, ethnicity, nor any immutable characteristic, nor may they be considered as a positive or negative factor in the employment decision. We will always comply with applicable law in employment decisions and train our decision-makers to do the same.



## MANAGEMENT

**36.19%**  
FEMALE

**63.74%**  
MALE

**0.07%**  
NON-BINARY

**63.30%**  
WHITE

**16.00%**  
HISPANIC/LATINX

**10.41%**  
AFRICAN AMERICAN

**5.08%**  
ASIAN

**2.83%**  
TWO OR MORE RACES

**0.26%**  
AMERICAN INDIAN  
OR ALASKA NATIVE

**0.26%**  
NATIVE HAWAIIAN  
OR PACIFIC ISLANDER

**1.86%**  
NOT DISCLOSED

## ASSOCIATES

**43.47%**  
FEMALE

**55.34%**  
MALE

**1.19%**  
NON-BINARY

**45.33%**  
WHITE

**22.85%**  
HISPANIC/LATINX

**18.17%**  
AFRICAN AMERICAN

**6.80%**  
ASIAN

**3.55%**  
TWO OR MORE RACES

**0.58%**  
AMERICAN INDIAN  
OR ALASKA NATIVE

**0.70%**  
NATIVE HAWAIIAN  
OR PACIFIC ISLANDER

**2.02%**  
NOT DISCLOSED

# Associate Resource Groups

Our ARGs continued to raise awareness, educate, and engage our workplace on important issues. To enhance member involvement and learning experiences, we facilitated professional development workshops that encouraged collaboration across ARGs, fostering a greater sense of belonging and deeper engagement.



# 2023 Awards

## America's Top Corporations for WBEs

Women's Business Enterprise National Council (WBENC)

## Women of Color ARG 2023 Community Cares Award Recipient

PACE Center for Girls

## Best of the Decade 100 for Outstanding Supplier Diversity Programs

WE USA (Women's Enterprise) Magazine

## Doing Well While Doing Good® Humanitarian Award

Florida State Minority Supplier Development Council

## Anthony Scaglione Named Turnaround Achievement CFO Award Honoree

South Florida Business Journal



**Jorge Rivera received the Buyer of the Year Award**

**Damian Flores nominated for the Buyer of the Year Award**

**Carmen Deale nominated for the Advocate of the Year Award**

Florida State Minority Supplier Development Council



**EQUALITY  
100 AWARD**

**Leader in LGBTQ+ Workplace Inclusion**

Human Rights Campaign Foundation

**12<sup>th</sup>**

**YEAR IN A ROW**

**ACCOLADES FROM LATINA STYLE MAGAZINE**

## Top 50 Best Companies for Latinas to Work

**FOR IN THE U.S.**

**SOMOS ARG**

## Top 15 Hispanic Employee Resource Groups

**HONORABLE MENTION**

**ZULEMA LEDESMA**  
DIRECTOR OF SUSTAINABILITY,  
VEYER, LLC

## Top 16 Corporate LATINA Style Executives of the Year



# Learning & Development

By providing tools and resources for learning and development, our associates are empowered to cultivate growth in areas of interest to them—both personally and professionally. We're continuing to refine our current training programs, ensuring they evolve in response to associate requests and shifts in technology, market, and industry standards.

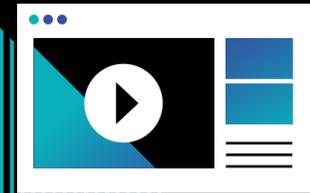
## Aspire Learning Platform

Our associates are able to utilize Aspire to access content through books, videos, audio books, job-specific and required training, assigned courses, "live" seminars, and custom programs like career path and management training. The platform is continuously updated to provide the most up-to-date information.



# 100,000+

HOURS SPENT learning



# 175K+

COURSES, VIDEOS,  
PODCASTS, AND  
ARTICLES AVAILABLE



## GreenerOffice™ Certification

To support promotion and use of our GreenerOffice™ products and services, ODP Business Solutions launched a GreenerOffice™ Certification program.

Associates who complete the program receive a badge, recognizing their knowledge and commitment in assisting customers in meeting their sustainability goals.

### 2024 GOAL

# 100%

ACCOUNT  
MANAGERS  
certified



## ESG Training

In 2023, we developed and launched a training on relevant ESG metrics for Office Depot retail associates. Understanding ESG concepts helps associates appreciate the positive impact our company can make, building support and alignment toward sustainability goals and commitments.



# 12,000+

ASSOCIATES  
completed ESG training



# 55

CHAMPIONS CERTIFIED  
in one month

# Community Investment

We take pride in our enduring commitment to being an outstanding corporate citizen, as we strive to amplify our impacts in three key areas.

## THREE KEY AREAS

- 01 Empowering Education**
- 02 Championing Entrepreneurship**
- 03 Strengthening our Communities**

## Doing Well While Doing Good®

This year, The ODP Corporation received the **Doing Well While Doing Good® Humanitarian Award** from the Florida State Minority Supplier Development Council. This award celebrates our contributions and commitments to the community by focusing on empowering education, championing minority entrepreneurship, and strengthening communities.

We are proud of our associates across all four business units whose dedicated efforts were key in earning this award.

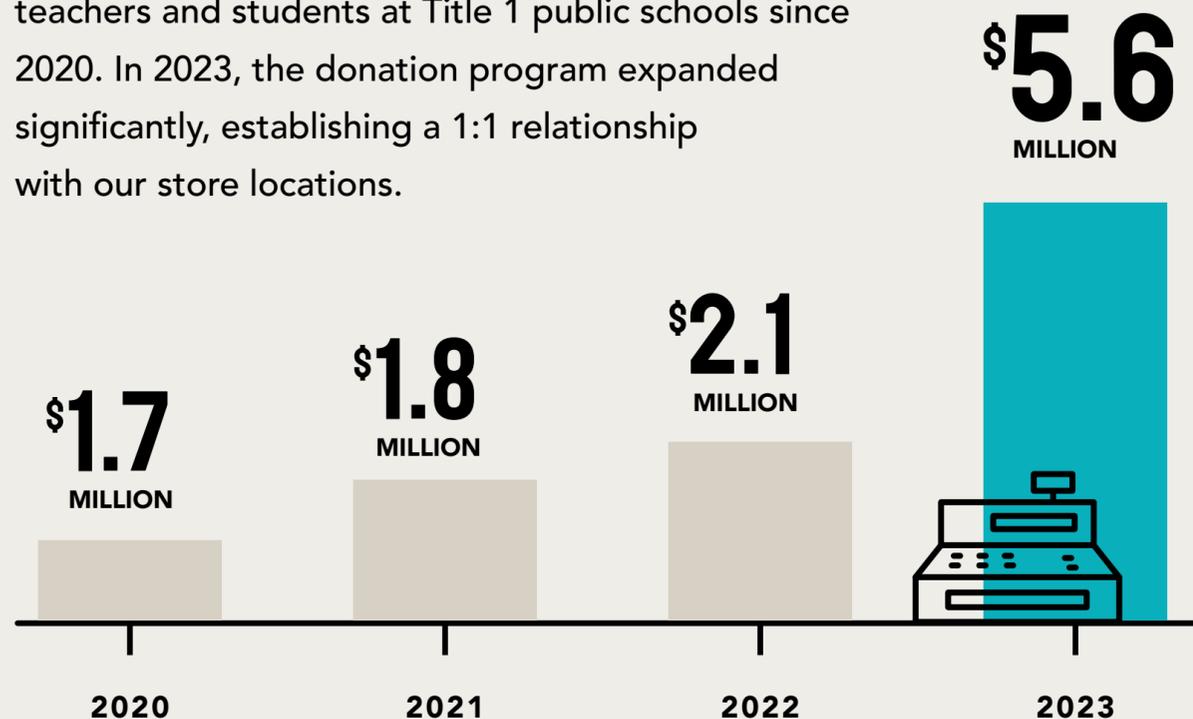


# Empowering Education

We're passionate about providing students and teachers with the resources they need for a successful learning experience.

## Point-of-Sale Fundraising

Thanks to the generosity of our customers and our partner, Round It Up America®, Office Depot and OfficeMax stores have invested \$11M+ in support of teachers and students at Title 1 public schools since 2020. In 2023, the donation program expanded significantly, establishing a 1:1 relationship with our store locations.



# Championing Entrepreneurship

## Elevate Together®

Our Elevate Together® program provides mentorship, technical assistance, access to new business networks and customers, and aid to Black- and Hispanic-owned small business owners. Providing these resources can make the world of difference for entrepreneurs and accelerates the creation, growth, and prosperity of minority-owned small businesses.

## Elevate Together® University

We continued to offer Elevate Together® University, our free online platform that offers virtual webinars—in both English and Spanish—on topics such as digital marketing, finance, legal, and becoming a certified business.



## Selfmade Scholarships

In 2023, we again partnered with Brit + Co. on Selfmade—an interactive virtual community and membership program that enables women to start or grow their own business. The ODP Corporation sponsored scholarships throughout the year, focusing on women from underrepresented communities.

# 1,800

**BUSINESS SCHOLARSHIPS  
GRANTED TO WOMEN**

from underrepresented communities



# Strengthening our Communities

Associates and family members of The ODP Corporation actively engage in volunteer activities within their local communities. They contribute their time, energy, and skills to make a positive impact and help address various needs and challenges.

By volunteering, they extend the reach of the company's commitment to social responsibility beyond the workplace, fostering connections, creating meaningful change, and making a difference in the lives of others.



# 500+

ASSOCIATE VOLUNTEERS

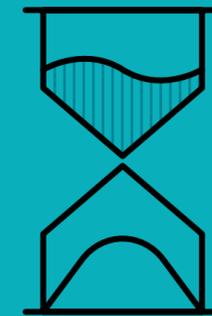


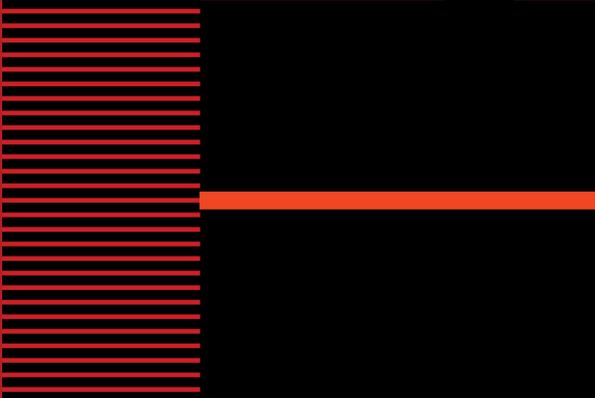
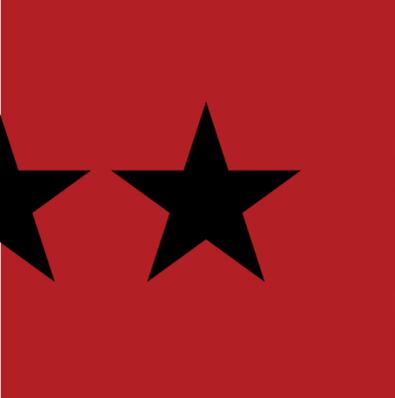
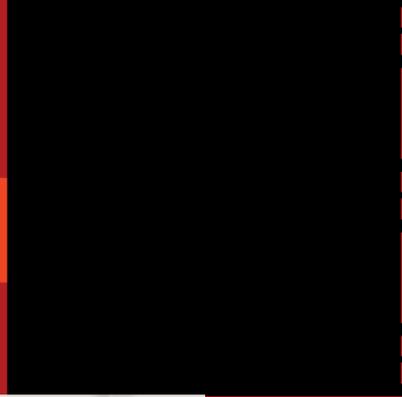
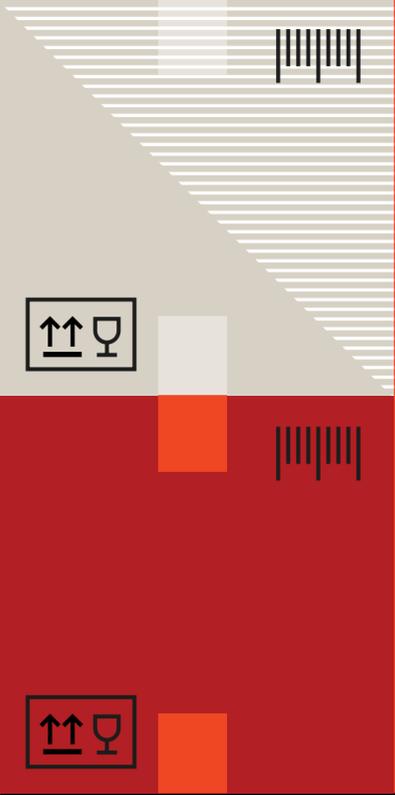
# 16

PROJECTS NATIONWIDE

# 7K

VOLUNTEER HOURS





INTRO

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PEOPLE

# Prosperity

SASB INDEX



# By the Numbers

As we elevate the importance of integrating sustainability principles into our operations, internal programs and initiatives, and community activities, we continue to create value for our people, our planet, our organization, and the communities around us.

---

**It is through a business model that fully embraces sustainability that we can shape products, services, and partnerships that balance sustainability while creating value for our shareholders.**

# \$7.83B

TOTAL ANNUAL SALES

# 62

DISTRIBUTION  
CENTERS AND  
CROSS DOCKS

# 9M+

SQUARE FEET  
of distribution centers

# 70

NET PROMOTER  
SCORE

# 916

RETAIL LOCATIONS

# 20.3M

SQUARE FEET  
of retail locations

4.99



# Harnessing Technology

The newly launched ODP Personal Assistant tool leverages Microsoft's Azure and OpenAI's ChatGPT to optimize customer experiences and drive internal operations at The ODP Corporation.

Operational Efficiency and Sustainability further underscore the effectiveness of the Personal Assistant. The tool's widespread adoption highlights its versatility and significant contribution to operational efficiency. This efficiency also has a direct impact on sustainability, optimizing resource allocation and minimizing waste.

Additionally, newly curated knowledge bases deliver specialized and accurate information that has accelerated decision-making and task completion, enhancing overall efficiency.



## AI Bootcamp

This year, we partnered with the Mark Cuban Foundation to sponsor the AI Bootcamp Initiative, which hosts free introductory courses to underserved high school students on artificial intelligence (AI) to increase AI literacy and understanding.

# Supplier Diversity

Supporting and promoting diverse companies fosters equal opportunities, resonates with customers' desires, and contributes to the economic success of communities and the larger economy.

For our customers, supplier diversity allows us to identify and deliver innovative, high-quality products and services, offering the advantage of choice, collaboration, and innovation.



## 29%

INCREASE IN  
diverse spend



## 83%

INCREASE IN  
Tier II spend



## 500+

DIVERSE AND  
SMALL BUSINESSES

## Diverse Supplier Catalog

Every year we curate a **Diverse Supplier Catalog** to aid businesses and organizations in achieving their supplier diversity goals while also elevating the visibility of small and diverse businesses.

# 1,800+

PRODUCTS from diverse suppliers



# Supplier Development Sponsorships

Supplier Development is a vital component of our Supplier Diversity program. As part of this commitment, The ODP Corporation is helping lower financial barriers by allocating \$50,000 to the **Diverse Supplier Grant Initiative**, sponsored by JP Morgan Chase and program managed by Local Initiative Support Corporation (LISC).

This collaboration aims to empower diverse small businesses by providing capital access and technical assistance, aiming to help them expand their operations, align with corporate supplier guidelines, and secure new contracts. This initiative is expected to foster long-term growth and success within our supplier community.



2023

**WBENC Top Corporation for  
Women Business Enterprise**

**Best of the Decade**



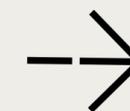
## WBENC Conference Sponsorship

The ODP Corporation was honored to sponsor the Women's Business Enterprise National Council (WBENC) Conference and The WBENC Pitch Academy in 2023, deepening our partnership with this outstanding organization. The annual conference provides a platform for Women's Business Enterprise's (WBE) to gain momentum, learn innovative best practices, discover industry trends, and celebrate accomplishments. The conference plays a vital role in fostering diverse supply chains and expanding business opportunities for women entrepreneurs.

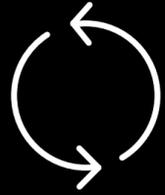
The WBENC Pitch is an event featuring a series of competitions and educational sessions to help WBEs hone their business pitch, gain meaningful exposure, and compete for grants and other prizes to invest in their business.

**\$50K**

CONTRIBUTED BY  
THE ODP CORPORATION



AWARDED TO WOMEN  
ENTREPRENEURS



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# SASB Index

# SASB Index

The Sustainability Accounting Standards Board (SASB) connects businesses and investors to the financial impacts of sustainability. The ODP Corporation reports in accordance with the SASB Standard for Multiline and Specialty Retailers and Distributors. The ODP Corporation will continue to examine ways to adjust its disclosures as these topics change over time.

## ENERGY MANAGEMENT IN RETAIL & DISTRIBUTION

ACCOUNTING METRIC	UOM	CODE	RESPONSE
1. Total energy consumed ●	Gigajoules (GJ)	CG-MR-130a.1	<b><u>Energy &amp; Emissions</u></b>
2. Percentage grid electricity ●	Percentage (%)		
3. Percentage renewable ●			

## LABOR PRACTICES

ACCOUNTING METRIC	UOM	CODE	RESPONSE
1. Voluntary and ●	Rate	CG-MR-310a.2	62.17%
2. Involuntary turnover rate for in-store employees ●			19.05%

CATEGORY ● Quantitative ● Discussion & Analysis



**CYBERSECURITY**

ACCOUNTING METRIC		UOM	CODE	RESPONSE
Description of approach to identifying and addressing digital security risks	●	n/a	CG-MR-230a.1	<u>Cybersecurity</u>
1. Number of data breaches	●	Number, Percentage (%)	CG-MR-230a.2	
2. Percentage involving personally identifiable information (PII)	●			
3. Number of customers affected	●			

In the event of an incident involving any suspected or confirmed breach of customer information, The ODP Corporation is committed to taking immediate action and initiating appropriate remedial measures to protect the confidentiality and integrity of the information. We maintain security incident response, disaster recovery, and business continuity plans. In the event of such a breach, The ODP Corporation requires documentation of all responsive steps in accordance with its security incident response procedures. The ODP Corporation also requires a post-incident review of the events and any actions taken to change business practices for PII and confidential information.

**ACTIVITY METRICS**

ACCOUNTING METRIC		UOM	CODE	RESPONSE
Number of			CG-MR-000.A	<u>Prosperity</u>
1. Retail locations	●	Number		
2. Distribution centers	●			
Total areas of		Square meters (m2)	CG-MR-000.B	<u>Prosperity</u>
1. Retail locations	●			
2. Distribution centers	●			

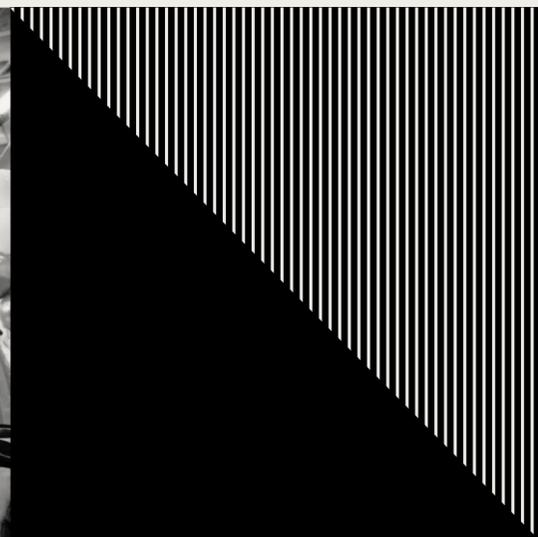
CATEGORY ● Quantitative ● Discussion & Analysis

**PRODUCT SOURCING, PACKAGING & MARKETING**

ACCOUNTING METRIC		UOM	CODE	RESPONSE
Revenue from products third-party certified to environmental and/or social sustainability standards	●	Reporting currency	CG-MR-410a.1	<u>Greener Products</u>
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	●	n/a	CG-MR-410a.2	<u>Commitment to Safer Chemicals Management</u>
Discussion of strategies to reduce the environmental impact of packaging	●	n/a	CG-MR-410a.3	<u>Products &amp; Packaging</u>

**WORKFORCE DIVERSITY & INCLUSION**

ACCOUNTING METRIC		UOM	CODE	RESPONSE
Percentage of gender and racial/ethnic group representation for		Percentage (%)	CG-MR-330a.1	<u>Diversity &amp; Inclusion</u>
1. Management	●			
2. All other employees	●			



# About This Report

This report may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These statements or disclosures may discuss goals, intentions and expectations as to our ESG and sustainability commitments, strategies and initiatives, our business plans and strategy, our products and our stakeholder engagement efforts, or state other information relating to, among other things, The ODP Corporation, based on current beliefs and assumptions made by, and information currently available to, management. Forward-looking statements generally will be accompanied by words such as “anticipate,” “believe,” “plan,” “could,” “estimate,” “expect,” “forecast,” “guidance,” “expectations”, “outlook,” “intend,” “may,” “possible,” “potential,” “predict,” “project,” “propose” or other similar words, phrases or expressions, or other variations of such words.

These forward-looking statements are subject to various risks and uncertainties, many of which are outside of our control. There can be no assurances that we will realize these expectations or that these beliefs will prove correct, and therefore stakeholders should not place undue reliance on such statements and should carefully consider the risks and uncertainties described in our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q, and Current Reports on Form 8-K filed with the U.S. Securities and Exchange Commission. We do not assume any obligation to update or revise any forward-looking statements.

Certain environmental metrics in this report include activities conducted by our Federation entities, which are over 20 regional office supply distribution businesses acquired by us as part of our transformation to expand our reach and distribution network into geographic areas that were previously underserved, and which continue to operate under their own brand names.



# Thank you

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CORPORATION

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SOLUTIONS

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 **VEYER**

**VARIS**