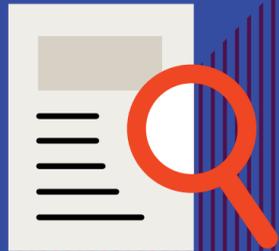


THE
ODP
CORPORATION



2025
SUSTAINABILITY
REPORT

Customer-Focused & Impact-Driven



Office DEPOT. OfficeMax



A Word from Our CEO

At The ODP Corporation, our customers remain at the heart of everything we do. Guided by our 5C Culture—Customer, Commitment, Change, Caring, and Creativity—we are focused on delivering meaningful solutions that meet their evolving needs while fostering innovation, efficiency, and sustainability.

Through our vision for **People**, **Planet**, and **Prosperity**, we are embedding more sustainable practices into our operations, reducing waste, optimizing resources, and unlocking growth opportunities. These efforts drive success by enhancing business value and aligning with our customers' sustainability goals, providing solutions that advance their objectives.

Our associates' dedication and creativity have been key to our remarkable customer satisfaction and central to addressing challenges and delivering tailored solutions for our customers. Their efforts, alongside the collaboration of our partners, have translated our sustainability commitments into measurable actions, which you'll see throughout this report.

This journey of continuous improvement is far from over. We remain steadfast in our resolve to align doing what's right for people and the planet with what's right for business because, together, we can build a more sustainable and prosperous future.

Thank you for joining us on this journey.



We're empowering our customers through impactful choices that drive sustainability forward.

GERRY SMITH
CEO, The ODP Corporation



5C CULTURE



CUSTOMER



COMMITMENT



CHANGE



CARING



CREATIVITY

Highlights



93%

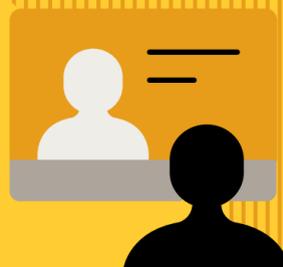
WASTE DIVERSION RATE
across all distribution centers

39%

REDUCTION
in Scope 1 and 2 GHG
emissions since 2019

37%

OF SALES WITH
GREENER ATTRIBUTES



3,400+

AI LEARNING SESSION
PARTICIPANTS

NEARLY

900

SCHOOLS SUPPORTED
through customer donations
collected in-store and online



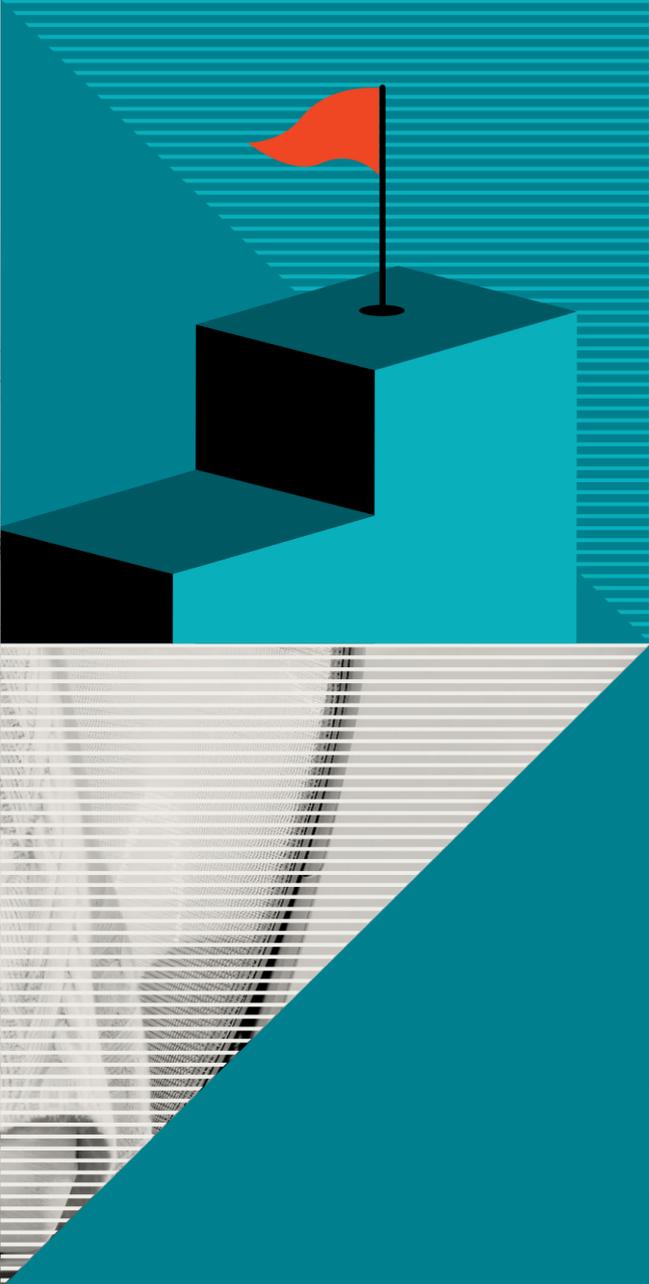
22.8%

PLASTIC REDUCTION
since 2022

70

NET PROMOTER SCORE





INTRO

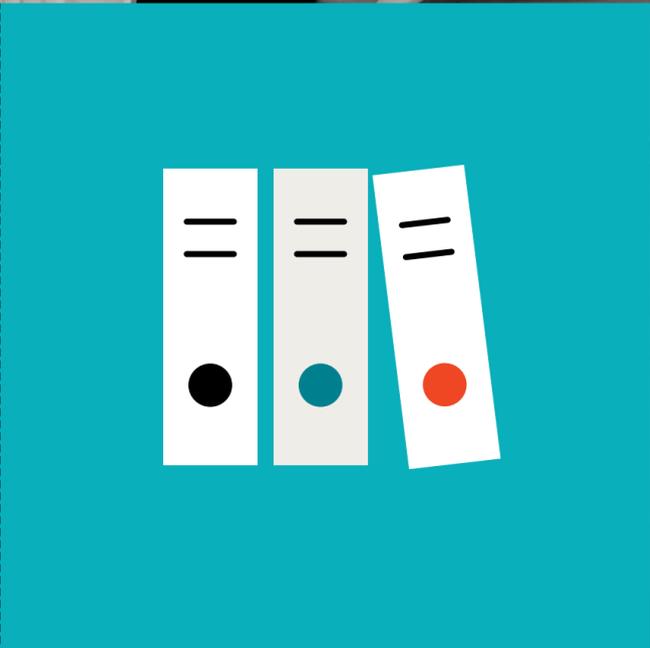
Governance

PLANET

PEOPLE

PROSPERITY

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Governance & Oversight

Our **Board of Directors** provides oversight of management's efforts to effectively integrate sustainability into our operations, products, services, and operations. Board Committees regularly review key sustainability initiatives, including corporate social responsibility, environmental sustainability, disclosures, and talent development, to align with customer expectations and market demands.

Supporting these efforts, our Sustainability Governance Council, composed of representatives from key departments, leads initiatives to achieve our sustainability goals while monitoring progress and driving continuous improvement. The Steering Committee comprises a select group of leaders with a focus on compliance and customer-facing performance metrics.

In addition to its focus on sustainability, the Board of Directors upholds strong governance practices. We are proud to have a Board distinguished by diverse skill sets, perspectives, experiences, and backgrounds.



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

PROGRAM IMPLEMENTATION

Sustainability Governance Council

Steering Committee

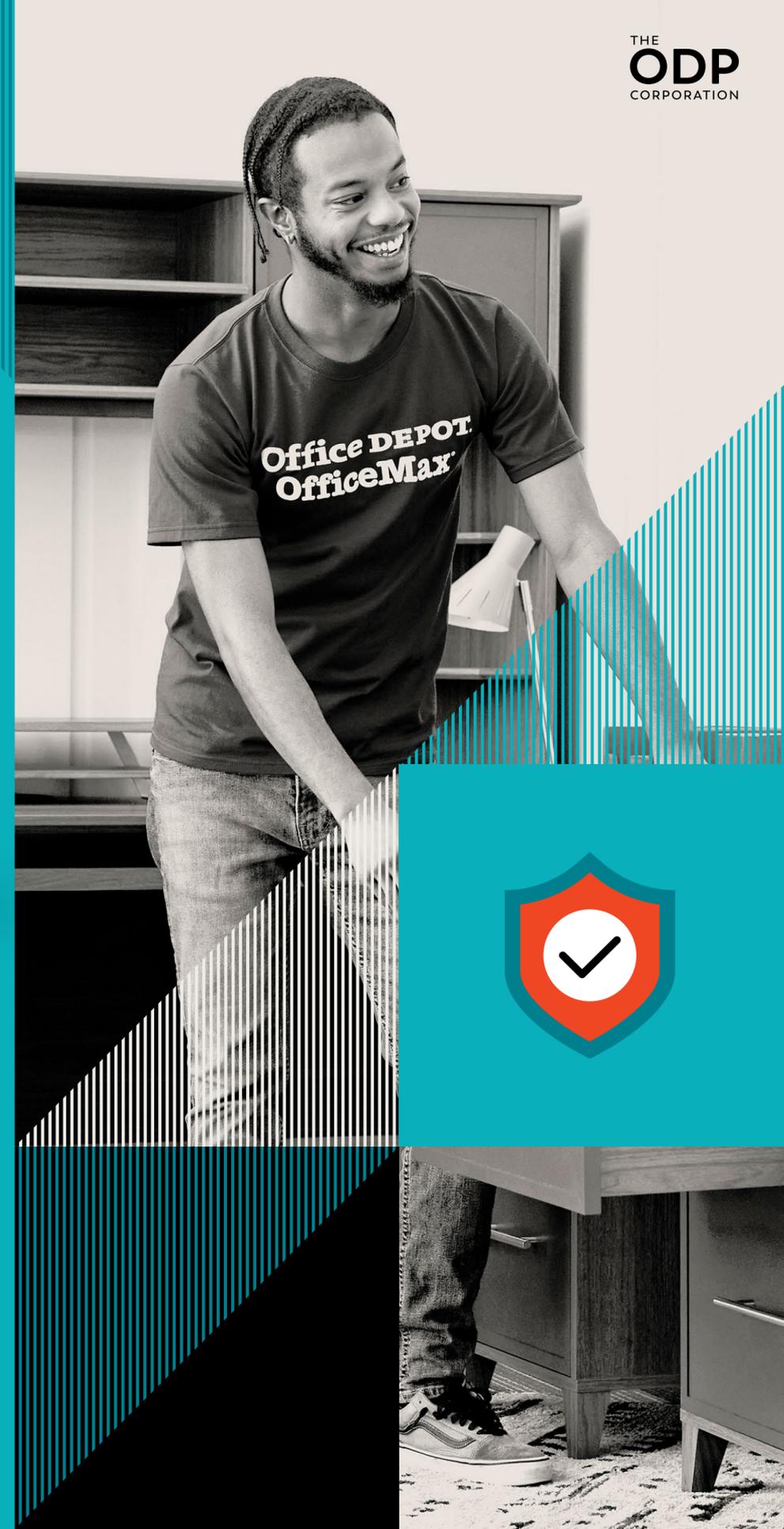
Compliance & Ethics

The ODP Corporation’s Global Compliance Department provides associates worldwide with the education, training, and resources needed to uphold our commitment to ethical business practices and compliance policies.

We are committed to upholding high standards of corporate conduct in all business dealings. All associates are required to comply with our **Code of Ethical Behavior**, which outlines expectations of how we should act toward one another, as well as maintaining compliance with the laws that govern our business. The Code of Ethical Behavior is the foundation upon which our policies, training programs, and ethical decisions are built, and is designed to reinforce a culture of integrity and ethical behavior.



Code of Ethical Behavior



Supply Chain

The ODP Corporation partners with suppliers who uphold internationally recognized standards for safety, equality, fair treatment of employees, environmental awareness, and supply chain security. Through these practices, we are better able to monitor our supply chain partners for alignment with our values while delivering reliable, high-quality products and services that reflect our customers' priorities and desire for sustainability.

Managing a consistent, effective, and robust monitoring system enables us to track and evaluate the effectiveness of our compliance policies and programs. We work closely with our suppliers to improve and enhance our supply chain and proactively address any potential issues. This approach improves operational efficiency while instilling greater confidence in customers about the integrity and sustainability of the products and services they depend on.

Social Compliance and Security Audits

We collaborate with independent, impartial, and accredited third-party audit partners to conduct comprehensive 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. By maintaining Private Brand factory compliance, we also minimize risks to our brand reputation.

In partnership with our suppliers, we provide training and support to implement sustainably responsible practices. We work to identify and address the root causes of any violations uncovered during inspections, fostering continuous improvement and long-term compliance.



Cybersecurity

The ODP Corporation aims for the highest standards of cybersecurity, covering robust protection for our customers' personally identifiable information (PII) and proprietary company data. We have a comprehensive approach to cybersecurity and risk mitigation that is built upon industry-leading standards and specifically aligns with the internationally recognized **ISO/IEC 27001** security framework.

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 cybersecurity risks, vulnerabilities, and to protect the Company's data assets. Through people, process, and technology, The ODP Corporation works to identify risks and apply risk mitigation and treatment to each risk in concert with the Company's policies and procedures.

Our cybersecurity and privacy policies are frequently updated to reflect evolving regulatory requirements,

and current state and federal laws. In addition, we adhere to key industry security standards, including the Payment Card Industry Data Security Standard (PCI DSS), to effectuate compliance in all required areas.

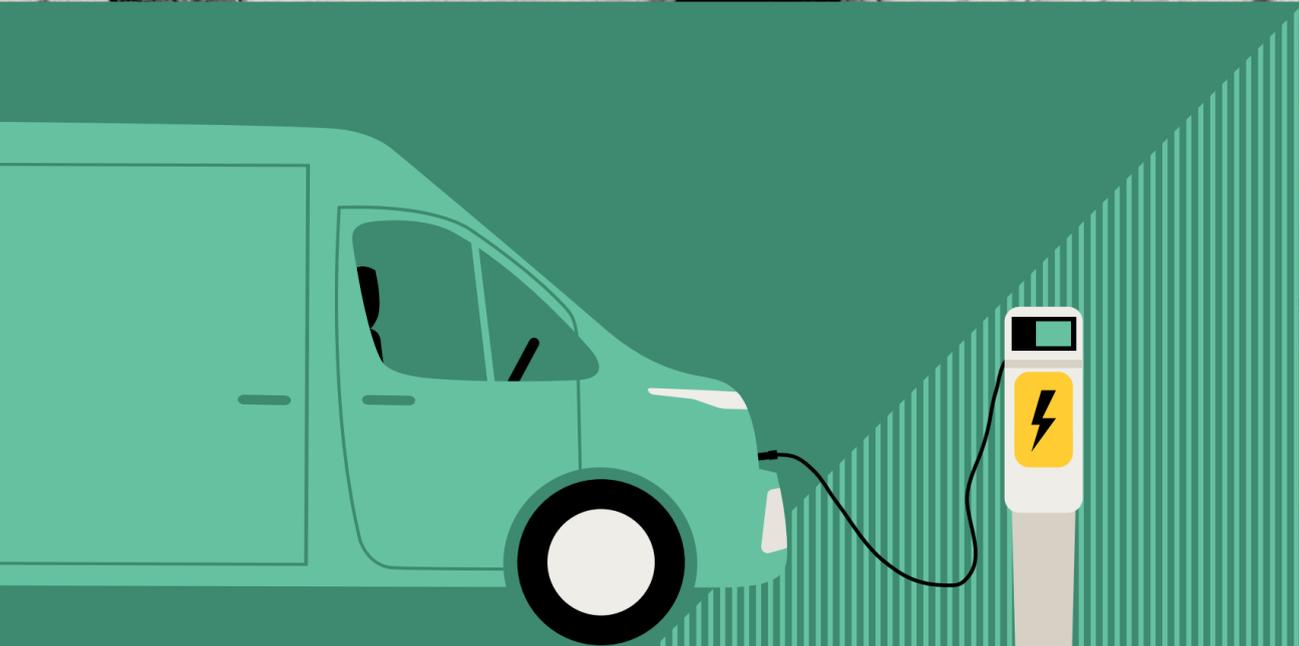
Additional oversight is provided through regular audits of our technology systems and cybersecurity programs to enhance our efforts to meet the vast array of ever-evolving compliance standards in our industry. Our Board of Directors is kept informed regarding our cybersecurity measures, mitigation efforts, and the comprehensive cybersecurity program.

To cultivate a security-aware culture, The ODP Corporation has implemented a comprehensive, global training and cybersecurity awareness program. This initiative empowers our associates with essential cybersecurity knowledge, enabling them to integrate security best practices into their daily tasks and make informed security decisions in a computing environment.



Our approach:

- ✓ Multifactor authentication protocols
- ✓ Antivirus/anti-malware software
- ✓ Security operations center
- ✓ Internal/external penetration tests
- ✓ Periodic risk assessments
- ✓ Phishing simulations/regular training
- ✓ Data encryption
- ✓ Bug bounty program
- ✓ Firewalls
- ✓ Endpoint protection
- ✓ Written policies and standards



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Emissions

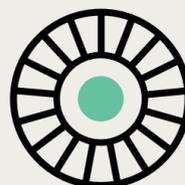
The ODP Corporation monitors emissions against science-based targets to guide reduction efforts and address climate change.

By aligning with the Science Based Targets initiative (SBTi), who validates corporate climate targets to ensure they align with the latest climate science, we are taking meaningful action towards supporting a more sustainable future.

This alignment not only enhances our own operational efficiency but also positions us as a trusted partner in helping our customers achieve their sustainability and supplier engagement goals.

Associated SDGs

- 03 GOOD HEALTH AND WELL-BEING
- 07 AFFORDABLE AND CLEAN ENERGY
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 13 CLIMATE ACTION



Sustainable Development Goals

The 17 United Nations Sustainable Development Goals (SDGs) tackle global challenges like inequality, environmental degradation, and education. The ODP Corporation focuses on areas where we can make the greatest impact.

Science-Based Near-Term Target Progress

SCOPE 1 AND 2 GHG EMISSIONS

2030 TARGET ¹	SINCE 2019	PROGRESS TO DATE
46.2% REDUCTION	39% REDUCTION	84% TO GOAL

SCOPE 3 GHG EMISSIONS

55% REDUCTION*	25% REDUCTION	ABSOLUTE REDUCTION has been achieved but no progress on intensity reduction target to date.
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*per unit² from downstream transportation and use of sold products

SUPPLIER ENGAGEMENT

75% OF SUPPLIERS* will have science-based emissions targets by 2027	N/A	51% OF SUPPLIERS have set or committed to set targets
---	-----	---

*by spend

¹ 2019 base year.
² USD value added.

Energy

Powered by Solar

In 2024, we installed a solar roof at one of our largest distribution centers in Fremont, Calif. By harnessing renewable solar energy, this will significantly reduce our emissions and help advance our environmental goals.

Decarbonizing Our Fleet

In 2024, we marked the beginning of our fleet's decarbonization journey with the arrival of our first electric and alternative fuel vehicles. This milestone represents a pivotal step in reducing emissions and meeting our SBTi targets.



Solar energy cuts energy expenses, and decarbonizing our fleet reduces fuel and maintenance costs, supporting both sustainability and operational efficiency.

99%
GRID ELECTRICITY



1%
FROM RENEWABLE SOURCES



Waste Management

Minimizing waste across our operations, products, and services is a key focus of our sustainability efforts. By prioritizing waste diversion—the process of redirecting waste from landfills through recycling, reuse, or other eco-conscious methods—we drive operational efficiency, reduce costs, and deliver greater value to our customers while also reducing our environmental footprint.

We are proud of the significant progress we’ve made toward our zero-waste goal and the continuous improvement in our waste diversion rate.

Associated SDG

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

³ “Zero waste” focuses on waste prevention through the conservation of resources through responsible production, consumption, reuse, and recovery.

2024 ACHIEVEMENTS

69%

WASTE DIVERSION RATE
across the company

93%

WASTE DIVERSION RATE
across all distribution centers

58+

MILLION LBS. OF WASTE
diverted from landfills across the company

2025 GOAL

30%

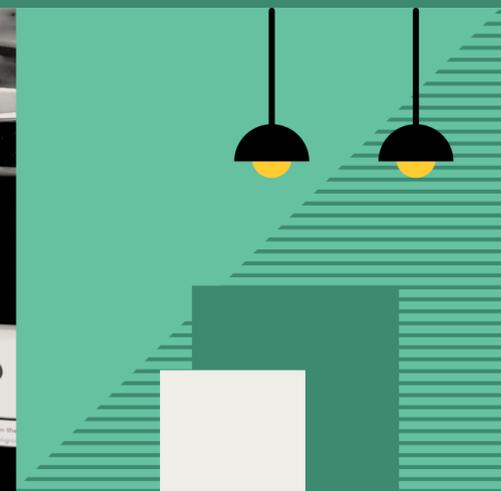
OF DISTRIBUTION CENTERS ACHIEVE ZERO WASTE ³

TECH RECYCLING SERVICE ♻️



SustainABILITY Recycling Event

The SustainABILITY Associate Resource Group (ARG) celebrated America Recycles Day by partnering with Mimosa Elementary School in Roswell, Ga., and their local Office Depot store. The event provided educational information on the benefits of recycling, and parents were able to place acceptable items in the **Tech Recycling Boxes** donated by the SustainABILITY ARG. These items will be responsibly processed and recycled in collaboration with local Office Depot stores.



Products & Packaging

Reducing plastic in our Private Brand packaging and e-commerce shipping is one of the many ways we aim to support our customers' sustainability goals and reduce our environmental impact. By incorporating How2Recycle® labels on Private Brand products, we provide our customers with access to clear, actionable recycling instructions, empowering them to actively take part in waste reduction efforts where available.

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

Plastic Reduction

2024 PROGRESS			OVERALL
16.1%	14.9%	19.4%	22.8%
ACHIEVED toward 2027 reduction goal	REDUCTION in private label packaging	REDUCTION in e-commerce shipping operations	PLASTIC REDUCED since 2022 ⁴

How2Recycle® Label

PROGRESS	
50%	43%
SKUS EVALUATED within our Private Brand assortment	SKUS APPLIED within our Private Brand assortment

⁴ For private label, we divide the total amount of plastic packaging (in metric tons) by the total units received from suppliers.
⁵ Stocked SKUs, actively replenished.

2027 GOAL

20%

REDUCTION
in Private Brand packaging
and e-commerce shipping



2025 GOAL

100%

IMPLEMENTATION
of How2Recycle® label in
Private Brand Products⁵
(where space allows)



Partnering for Increased Impact

We recognize that driving improved sustainability outcomes requires collaboration and shared expertise. Through partnerships with leading organizations, we deliver measurable outcomes that create meaningful change. These collaborations advance environmental progress, optimize operations, and generate long-term value.



Our partners help us understand the industry sustainability trends and work with us to drive practical, actionable, and quantitative results that are not only good for the planet but also good for our business, our customers and our associates.

SHANNON HUNTER
Vice President, Sustainability, VEYER, LLC



SUSTAINABLE PACKAGING COALITION®

Guides our plastic reduction initiatives and compliance with plastic reduction regulations.

ZERO100

A research and intelligence company that helps us drive digital transformation through AI, improve resilience, and support our sustainability journey within a community of like-minded companies.



agendi

Assists with our GHG emissions reduction plan, climate regulation compliance, supplier engagement, and preparation of our TCFD report.

Customer Solutions

Through programs like the **Greener Purchasing Program**, GreenerOffice™ Products and Delivery Service, and **The Green Book®**, our digital catalog, we empower customers to make more sustainable choices in purchasing, transportation, and responsible product disposal. By collaborating with customers who lead robust sustainability initiatives, we drive positive environmental outcomes, demonstrating that sustainability benefits both the planet and business success.

Customer Recycling

ODP Business Solutions and Office Depot OfficeMax customers can take advantage of our e-waste recycling services and ink and toner recycling programs, providing convenient and responsible disposal solutions.

Associated SDG

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Celebrating Sustainability Champions

As part of our Greener Purchasing Program, we also celebrate ODP Business Solutions customers who go above and beyond in their commitment to choosing greener products, showcasing their leadership in sustainability.



2024

22

CUSTOMERS AWARDED



GreenerOffice™ Products and Delivery

To meet our customers' growing demand for eco-conscious solutions, our GreenerOffice™ program provides products and services designed to help reduce environmental impact.

TOTAL SALES

37%

WERE GREENER PRODUCTS⁶

27%

WERE FROM PRODUCTS WITH AN ECOLABEL⁷

\$1.8B+

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

⁶ Products with at least one meaningful greener attribute or ecolabel.

⁷ Products that have been certified by an impartial third party based on environmental leadership criteria.

⁸ Where available.



GreenerOffice™ Web Store

GreenerOffice™ Web Store offers a wide selection of products with green attributes and recognized ecolabels, empowering customers to make informed choices with ease.

The Green Book® 2024

The Green Book® 2024 features products across multiple categories, such as Home Office, Open Spaces, Recycling Solutions, and Breakrooms. It incorporates the ODP Business Solutions GreenerOffice™ Rating System, helping customers select products based on the number of associated green attributes or green eco-labels.



GreenerOffice™ Delivery Service

GreenerOffice™ Delivery Service ships orders in recyclable⁸ paper bags instead of cardboard boxes, significantly reducing packaging waste by minimizing the need for boxes and air pillows.

Environmental Activities

Our associates engage in meaningful environmental activities throughout the year, reinforcing our dedication to protecting the planet.

Sea Dunes Restoration

For six years, The ODP Corporation has partnered with the City of Boca Raton and the Youth Environmental Alliance (YEA) to restore Southern Florida's coastline. Volunteers have planted sea oats and other native species since to stabilize dunes, mitigate erosion, protect against storms, and provide critical nesting habitats for sea turtles.

SINCE 2018

36,148
TOTAL NATIVE SPECIES PLANTED



Earth Month Ecochallenge

For the fourth consecutive year, we participated in the Earth Month Ecochallenge, an initiative that inspires collective action to reduce environmental impact, raise awareness, and educate associates on sustainability practices. In 2024, 41 associates participated in the Ecochallenge, earning The ODP Corporation seventh place out of 260 participating organizations.



20,322
MINUTES SPENT
OUTDOORS



11,862
MINUTES SPENT
LEARNING



3,757
GALLONS OF
WATER SAVED



1,679
PIECES OF LITTER
PICKED UP



1,543
PLASTIC BOTTLES NOT
SENT TO LANDFILL

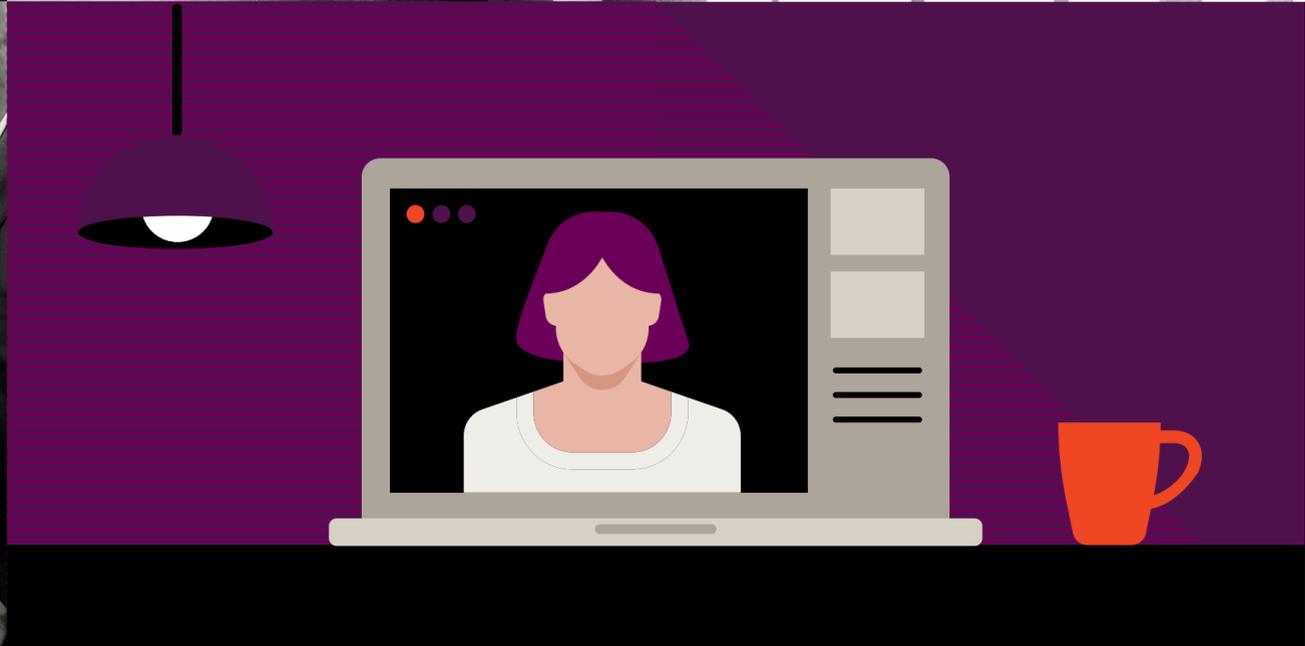
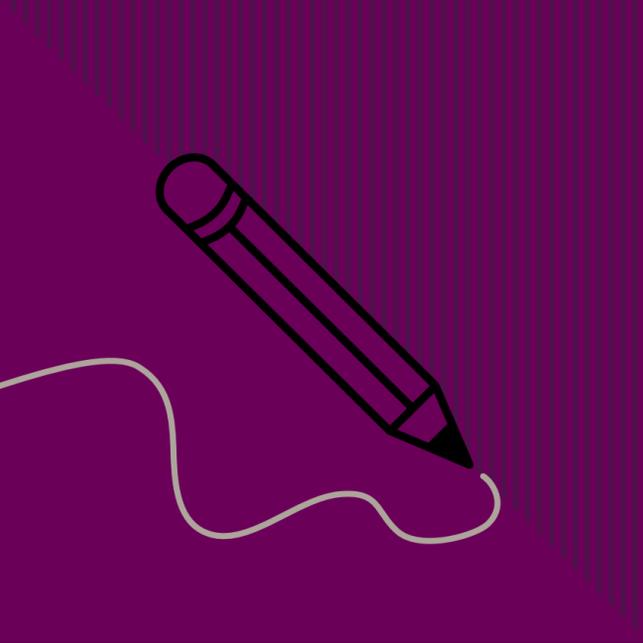


297
MEATLESS OR VEGAN
MEALS CONSUMED



Beach Cleanup

In honor of Earth Day, the SustainABILITY ARG hosted a beach cleanup at South Beach Park in Boca Raton, Fla., making a meaningful impact on marine life by removing and properly disposing of waste.



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Culture & Engagement

The ODP Corporation aims to foster an environment that inspires collaboration, innovation, and personal growth. Through engagement and a commitment to operational strength, we empower every associate to contribute to our collective achievements and deliver value to our customers.

Our initiatives emphasize open communication, shared goals, and a sense of belonging. By connecting associates to The ODP Corporation's mission, we cultivate collaboration, accountability, and empowerment. This focus on culture and engagement aligns associates with our goals, driving innovation, operational excellence, and meaningful contributions to customer success.



Associate Resource Groups

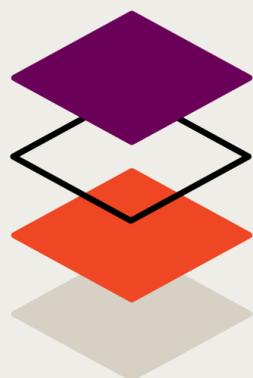
Associate Resource Groups (ARGs) are open for all associates to connect, collaborate and support one another. ARGs support the Company's goals of driving innovation, strengthening workplace culture, and delivering exceptional results for our customers and stakeholders.



Strengthening Our Core

The *Strengthening Our Core* campaign, launched in 2024, connected associates to our corporate strategy while highlighting organizational priorities and business achievements.

Utilizing a reimagined internal newsletter, video updates, articles, internal social media posts, and other communication channels, the campaign re-energized associates by fostering alignment, education, and engagement. It also reinforced our mission and supported the continued growth of our 5C Culture.



4

**KEY CAMPAIGN
FOCUS AREAS**

01

**Building
a Growth
Mindset**



02

**Cultivating
Strong &
Accountable
Leaders**

03

**Driving a
Commitment
to Operational
Excellence**



04

**Generating
Excitement
for The ODP
Corporation's
Future**



Learning & Development

We equip leaders and associates with the tools and resources they need to excel. By combining high expectations with robust support, we enable our workforce to perform with confidence and efficiency.

Programs like the Aspire learning platform, LeaderU, and the ODP Personal Assistant—which leverages Microsoft's Azure and OpenAI's ChatGPT—enable our workforce to perform confidently and efficiently while delivering exceptional customer experiences. By integrating advanced AI technologies and leadership programs, we improve operational efficiency, and provide customers with informed, personalized, and efficient service.

Enhanced Learning with Aspire

In 2024, the Aspire learning platform was made available to all associates, providing flexible, self-

directed access to learning and development resources tailored to their interests. This milestone has expanded opportunities for professional growth and engagement, fostering a culture of continuous development across the organization.

New Manager Resources

LeaderU was introduced as a foundational training program for people managers, alongside a robust suite of resources for new managers.

These tools, including a monthly peer-facilitated course, a New Manager page linked to PeopleHUB, a New Manager course within the Aspire platform, and the Hi-5 monthly manager newsletter, provide essential guidance and ongoing support for leadership growth.



71K+

HOURS SPENT
LEARNING ON ASPIRE



Community Investment

Empowering Education

We are dedicated to empowering education through impactful programs that benefit students, teachers, and schools nationwide. Office Depot partners with nearly 7,500 local schools through a variety of educational initiatives, providing essential support.

Start Proud!®

We helped students and teachers at schools in selected markets kick off the academic year with supplies and resources.

School Supply Drive

More than \$6 million in customer donations, collected in-store and online, supported nearly 900 schools in 2024. The ODP Corporation also hosts shopping events for teachers throughout the year, providing store credit to purchase classroom essentials.



NEARLY

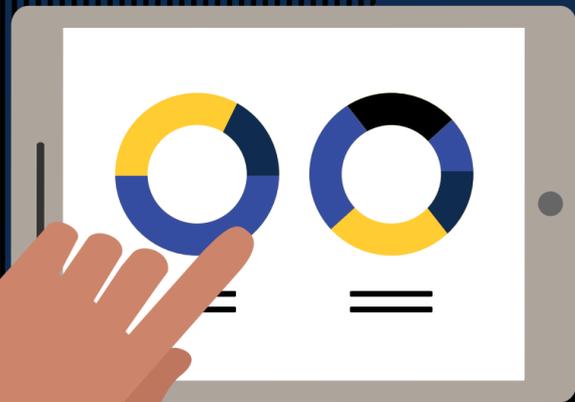
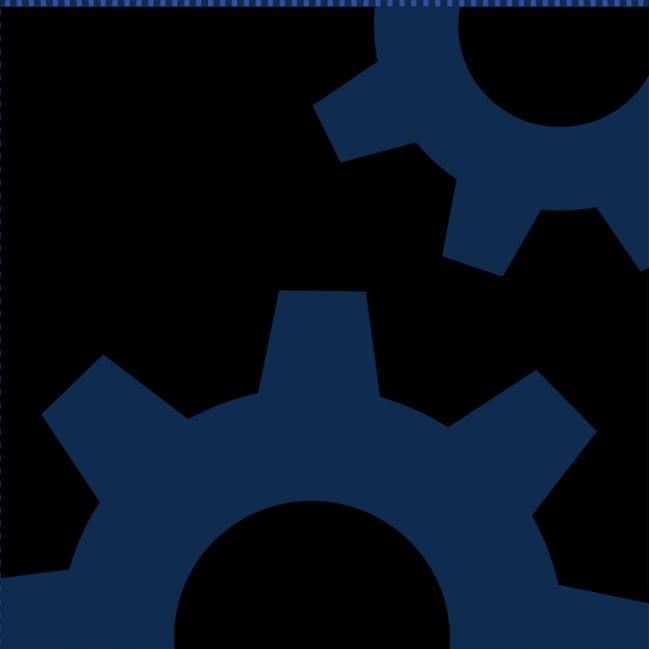
900

SCHOOLS SUPPORTED
through in-store and
online donations



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The ODP Corporation at a Glance

Our Business Model

The ODP Corporation evolved its structure into a dynamic three-business-unit model to better serve the distinct needs of its customer base. This empowers each business unit to focus on delivering tailored solutions and implementing strategies that align with their customers' specific goals and challenges. Our realignment reflects a commitment to meeting customer needs through innovative solutions and exceptional service across all our business units.

\$7B

TOTAL ANNUAL SALES



869

RETAIL LOCATIONS



68

DISTRIBUTION CENTERS AND CROSS DOCKS

01



A trusted B2B provider offering comprehensive workplace and technology solutions, backed by a national footprint, a wide product portfolio, and experienced advisors who help businesses achieve their goals efficiently.



THE
ODP
CORPORATION

02

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.



03

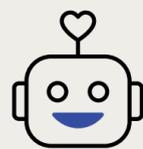
VEYER[®]

A forward-thinking supply chain partner delivering best-in-class logistics services and operational efficiencies to address the complex business challenges of today and prepare for tomorrow.



Advancing AI Literacy

Launched in 2024, the AI Hub and AI Connect sessions enhanced AI literacy across the organization. These initiatives, supported by 40 AI Champions, attracted over 3,400 participants and provided associates with tools for effective prompt engineering and resources to optimize AI's impact on daily workflows.



40

CHAMPIONS supported AI initiatives



3.4K+

PARTICIPATED in AI learning sessions



431%

YOY INCREASE in ODP Personal Assistant AI prompts since 2023



Mark Cuban Foundation AI Bootcamp

We co-hosted the Mark Cuban Foundation AI Bootcamp in South Florida for the second time, introducing high school students to foundational AI concepts and applications, fostering the next generation of innovators.

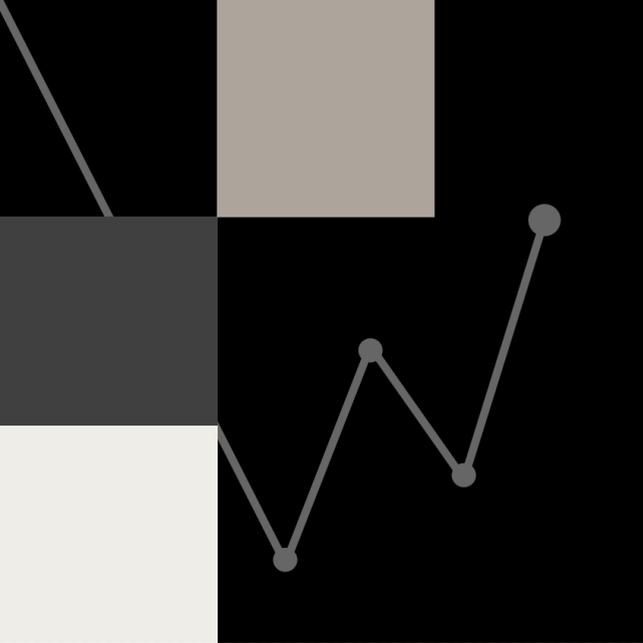
Generative AI in Retail Operations

Generative AI was implemented across Office Depot and OfficeMax stores, enabling associates to perform tasks more efficiently while enhancing customer service.



AI Knowledge Bases

New AI-powered knowledge bases for HR and Sales teams have streamlined processes and reduced administrative tasks, enhancing productivity and allowing associates to focus on high-value activities.



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Sustainability Dashboard

Planet		GHG EMISSIONS ⁹ ¹⁰ (MT CO ₂ e)	
SCOPE		2019	2024
Scope 1		65,060	38,694
Scope 2 (Market-Based / Location-Based)		153,884 / 155,258	94,053/89,351
Scope 3 Total		6,714,971	5,030,614
Scope 3, Category 1: Purchased Goods and Services and		2,327,437	1,081,133
Scope 3, Category 2: Capital Goods			
Scope 3, Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or 2		44,496	21,840
Scope 3, Category 4: Upstream Transportation and Distribution		504,094	297,178
Scope 3, Category 5: Waste Generated in Operations		16,759	11,022
Scope 3, Category 6: Business Travel		8,608	3,112
Scope 3, Category 7: Commuting		69,106	47,972
Scope 3, Category 9: Downstream Transportation and Distribution		1,603,758	965,475
Scope 3, Category 11: Use of Sold Products		1,804,066	2,304,046
Scope 3, Category 12: End-of-Life Treatment of Sold Products		327,252	287,620
Scope 3, Category 15: Investments		9,395	11,217
Total GHG Emissions (Market-Based)		6,933,915	5,163,361

The Scope 1 and 2 figures in this chart have been updated from the May 2025 version for greater accuracy, using the latest data and methodology.

USAGE	
Total Energy Consumed	1,153,792 GJ
<ul style="list-style-type: none"> 99% grid electricity, 1% renewable 	
Total Water Use	113,166M gallons

WASTE MANAGEMENT	
Waste Footprint	38,614 MT
Waste Diverted	26,785 MT
Hazardous Waste	51 MT
Non-hazardous waste	38,563 MT
Non-hazardous waste recycled	69%
Non-hazardous waste landfilled	31%

PRODUCTS	
<ul style="list-style-type: none"> 37% have meaningful eco-attributes \$1.86B from products third-party certified 	

⁹ GHG calculations were made for calendar year 2024, not fiscal year.

¹⁰ 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.

Governance

SUPPLY CHAIN	SOCIAL COMPLIANCE	CTPAT SECURITY
221 active third-party factories 95%* of Direct Import and Private Brand factories have completed the organization's Social Compliance review <ul style="list-style-type: none"> 58% have approved Certification, Collaboration, or Shared audit waivers 37% have been audited by an independent third-party audit provider 	82 Social Compliance Audits conducted	39 CTPAT Security Audits <ul style="list-style-type: none"> 100% satisfactory/subject to improvement

*Actively securing compliance data for the remaining 5%.

People

	MANAGEMENT	ASSOCIATES
Workforce Composition	37.05% Female	43.28% Female
	62.95% Male	55.51% Male
	63.00% White	44.19% White
	16.11% Hispanic/Latinx	23.60% Hispanic/Latinx
	10.92% African American	18.11% African American
	5.46% Asian	6.08% Asian
	2.24% Two or More Races	3.45% Two or More Races
	0.18% American Indian or Alaska Native	0.59% American Indian or Alaska Native
	0.36% Native Hawaiian or Pacific Islander	0.71% Native Hawaiian or Pacific Islander

Prosperity

COMPANY FOOTPRINT		
<ul style="list-style-type: none"> 869 retail locations 68 distribution centers and cross docks 1,787,904 million square feet of retail locations 743,224 million square feet of distribution centers 	<ul style="list-style-type: none"> \$7B net sales (all products and services) \$5,545M COGS (all products and services) \$1,445M gross profit (all products and services) 	

TCFD Index

The Task Force on Climate-Related Financial Disclosures (TCFD) provides a globally recognized framework for companies to disclose climate-related risks and opportunities. It focuses on four key areas: Governance, Risk Management, Strategy, and Metrics and Targets.

GOVERNANCE

RECOMMENDED DISCLOSURE	LOCATION	ODP CORPORATION RESPONSE
Describe the board's oversight of climate-related risks and opportunities.	P. 31	2025 Proxy 
Describe management's role in assessing and managing climate-related risks and opportunities.	C2.1, C2.2.5, C2.2.2	CDP 

RISK MANAGEMENT

RECOMMENDED DISCLOSURE	LOCATION	ODP CORPORATION RESPONSE
Describe the organization's processes for identifying and assessing climate-related risks.	C2.1	CDP 
Describe the organization's processes for managing climate-related risks.	C2.2	CDP 
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		

STRATEGY

RECOMMENDED DISCLOSURE	LOCATION	ODP CORPORATION RESPONSE
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	P. 19, 21, 22, 42	Form 10-K 
	C3.6	CDP 
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	C3.1, C3.6.1	CDP 
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	C3.6.1	CDP 

METRICS AND TARGETS

RECOMMENDED DISCLOSURE	LOCATION	ODP CORPORATION RESPONSE
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	P. 11, 28	2025 CSR 
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.		
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.		

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.

ACTIVITY METRICS

ACCOUNTING METRIC	UOM	CODE	RESPONSE
Number of	Number	CG-MR-000.A	Sustainability Dashboard
1. Retail locations			
2. Distribution centers			
Total areas of	Square meters (m2)	CG-MR-000.B	Sustainability Dashboard
1. Retail locations			
2. Distribution centers			

LABOR PRACTICES

ACCOUNTING METRIC	UOM	CODE	RESPONSE
1. Voluntary and	Rate	CG-MR-310a.2	41.7%
2. Involuntary turnover rate for in-store employees			4.6%

ENERGY MANAGEMENT IN RETAIL & DISTRIBUTION

ACCOUNTING METRIC	UOM	CODE	RESPONSE
1. Total energy consumed	Gigajoules (GJ)	CG-MR-130a.1	Sustainability Dashboard
2. Percentage grid electricity	Percentage (%)		
3. Percentage renewable			

CYBERSECURITY

ACCOUNTING METRIC	UOM	CODE	RESPONSE
Description of approach to identifying and addressing digital security risks	n/a	CG-MR-230a.1	Cybersecurity
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.

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	Customer Solutions
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	●	n/a	CG-MR-410a.2	Commitment to Safer Chemicals Management
Discussion of strategies to reduce the environmental impact of packaging	●	n/a	CG-MR-410a.3	Products & Packaging

WORKFORCE DIVERSITY & INCLUSION

ACCOUNTING METRIC		UOM	CODE	RESPONSE
Percentage of gender and racial/ethnic group representation for		Percentage (%)	CG-MR-330a.1	Sustainability Dashboard
1. Management	●			
2. All other employees	●			

CATEGORY ● Quantitative ● Discussion & Analysis

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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