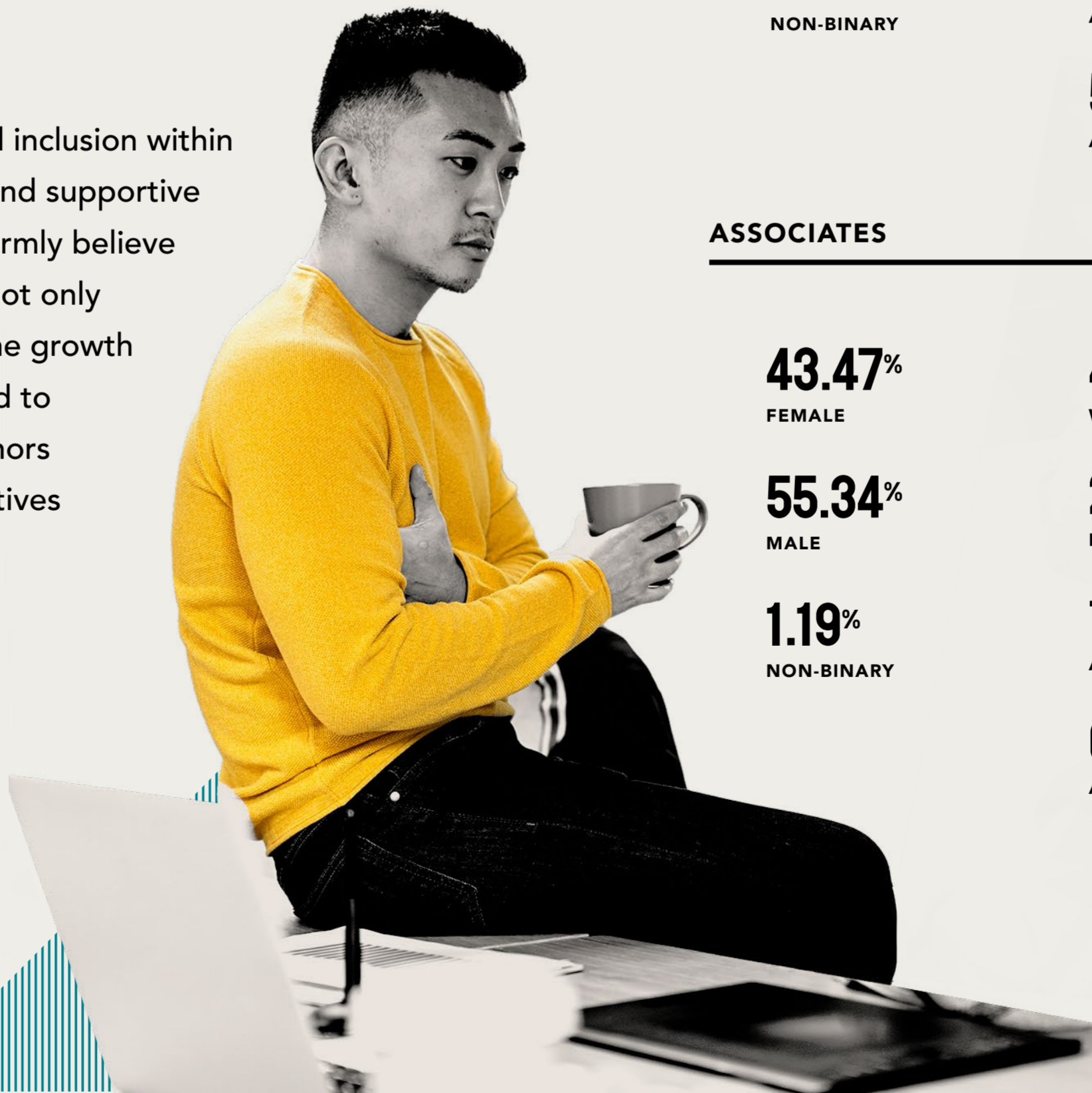


Workforce Diversity & Inclusion

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