

# Diversity & Inclusion

We are devoted to fostering an inclusive work environment that values and respects the culture, identities, talents, and contributions of associates from all backgrounds. In 2021, we focused our efforts on driving belonging, engagement, and retention through our programs and promoting a culture where everyone can bring their whole self to work.



## G&T GRAND&TOY<sup>3</sup>

### MANAGEMENT

**34%**  
Female

**66%**  
Male

### ASSOCIATE

**40%**  
Female

**60%**  
Male

<sup>3</sup> Grand & Toy Canada manages and maintains diversity metrics for equality in the workplace as per the **Federal Contractors Program**. The program requires Grand & Toy Canada to ensure that our workforce seeks to be representative of Canada's labour force with respect to the members of the following four designated groups: women, people with disabilities, Aboriginal peoples, and visible minorities. Granular racial/ethnic group data cannot be tracked and are not mandatory by law.

<sup>4</sup> The 2021 U.S. workforce data provided above is from the EEO-1 Reports for Office Depot, LLC and is based on employees' voluntarily self-disclosure of gender and race/ethnicity. The information does not include data from the Federation companies acquired by Office Depot, which continue to operate as separate entities.

## Office DEPOT<sup>4</sup>

### MANAGEMENT

**34.80%**  
Female

**65.20%**  
Male

**00%**  
Non-binary

### ASSOCIATE

**43.51%**  
Female

**55.87%**  
Male

**00.62%**  
Non-binary

**66.04%**  
White

**13.66%**  
Hispanic/Latinx

**10.38%**  
African American

**4.93%**  
Asian

**2.17%**  
Two or more races

**0.38%**  
American Indian or Alaska Native

**0.49%**  
Native Hawaiian or Pacific Islander

**50.74%**  
White

**17.94%**  
Hispanic/Latinx

**18.98%**  
African American

**6.38%**  
Asian

**2.39%**  
Two or more races

**0.72%**  
American Indian or Alaska Native

**0.96%**  
Native Hawaiian or Pacific Islander