

GOVERNANCE

We recognize the increasing importance of sustainability and aim to integrate sustainability into our business strategies, products, services, thought leadership and operations. The oversight, management and implementation of the Company's sustainability efforts are structured to allow integration with our governance framework.

In 2020, the Corporate Governance & Nominating Committee formally adopted responsibility for the oversight of The ODP Corporation's sustainability strategy and programs, focusing on conducting business in a way that preserves the environment for future generations and provides a safer and healthier working environment for all associates. Our Compensation and Talent Committee oversees the Company's strategies and policies related

to human capital development matters, including diversity and inclusion, pay equity, recruiting, retention, training and development, and workplace environment and safety consistent with the Company's culture and strategy.

Our Sustainability Governance Council consists of company leaders representing key departments across the organization. The Council implements and supports the company's vision and mission by identifying the sustainability issues most critical to our business and stakeholders, recommending initiatives to advance the Company's public-facing goals and identifying metrics for measuring and reporting progress. This year, the Sustainability Operating Committee was created to further operationalize and execute on these initiatives.

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