

Corporate Social Responsibility Report 2026



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From Our CEO

Dear Stakeholders,

As we reflect on our achievements and progress over the past year, this 2026 Corporate Social Responsibility (CSR) Report shows how sustainability, responsibility and inclusion are embedded in Staples' operations. Across the business, teams supported customers, strengthened our workforce and contributed positively to the communities we serve, keeping our focus on what matters most.

As we continue advancing toward our 2028 sustainability goals, Staples delivered strong progress across our core environmental priorities. We met our waste diversion goal, reflecting sustained operational focus on reducing landfill impact across our facilities, and made meaningful strides in lowering emissions from our direct operations. These outcomes were enabled by improvements in how sustainability is embedded into day-to-day decisions, including stronger waste-diversion visibility and accountability to expanded sustainability education and tools that support our merchant and operations teams.

Our Business Resource Groups (BRGs) continued to advance employee development and well-being through mentoring and engagement programs that connected team members across functions and fostered belonging through cultural and community-focused initiatives, including the BRG Cookbook, which supported our employee emergency charity.

We also extended our longstanding partnership with Junior Achievement™ USA, supporting programs that help equip young people with the skills and confidence they need to succeed as future entrepreneurs and business leaders. And through our Cause for Caring charitable fund, we provided meaningful assistance to Staples team members experiencing unexpected personal hardships.

By applying expert guidance, workplace solutions and world-class reliability to these areas that matter most, we reinforce our ability to be a trusted partner and make it easier for customers and communities to succeed.

In closing, a heartfelt thanks to our team members, customers, partners and stakeholders for your continued dedication and trust. Your contributions helped drive meaningful progress throughout the past year.



Sincerely,

A handwritten signature in black ink that reads "Rachel".

Rachel Huckle
CEO, Staples, Inc.



Company Highlights

In this report, you'll find examples of how we're delivering for our customers and associates by advancing our CSR priorities, including our 2028 sustainability goals. Highlights include:



ECO-ID™ PROGRAM

Promoting our Eco-ID program, designed to help customers easily find and purchase more environmentally responsible products. In FY25, 25% of sales came from items that qualified for Eco-ID.



WASTE MANAGEMENT & RECYCLING

Diverting 90% of waste generated in our fulfillment centers into recycling, meeting our 2028 goal early.



ENERGY & CLIMATE CHANGE

Reducing operational carbon emissions by 34% from our 2021 baseline. 15% of total electricity consumed was from renewable sources.



SUPPORTING OUR EMPLOYEES

Helping associates through unexpected financial hardships via our Cause for Caring charitable fund, which met 100% of qualifying employee needs with \$387K in grants in FY25.



INCLUSION & ENGAGEMENT

Partnership between the Office of Inclusion & Engagement and Business Resource Groups strengthened talent development, connection and well-being through mentoring, data-driven engagement tools, inclusive events and initiatives that provided direct support to associates.



COMMUNITY INVOLVEMENT

Continuing our commitment to community involvement via a multi-year partnership with Junior Achievement to advance work and career readiness initiatives for middle and high school students and young adults in communities across the U.S.



About Staples, Inc.

At Staples, we partner with people and businesses to simplify the workday by providing the expert guidance, workplace solutions and world-class reliability to get every job done.

Our culture puts the customer first, and we continue to transform to ensure that they consistently receive the right expertise, services and products they need.

We provide office essentials, cleaning and janitorial supplies, breakroom products, technology solutions and more to organizations of all sizes. Our thousands of industry and category experts help customers streamline procurement, reduce costs and source more sustainably.

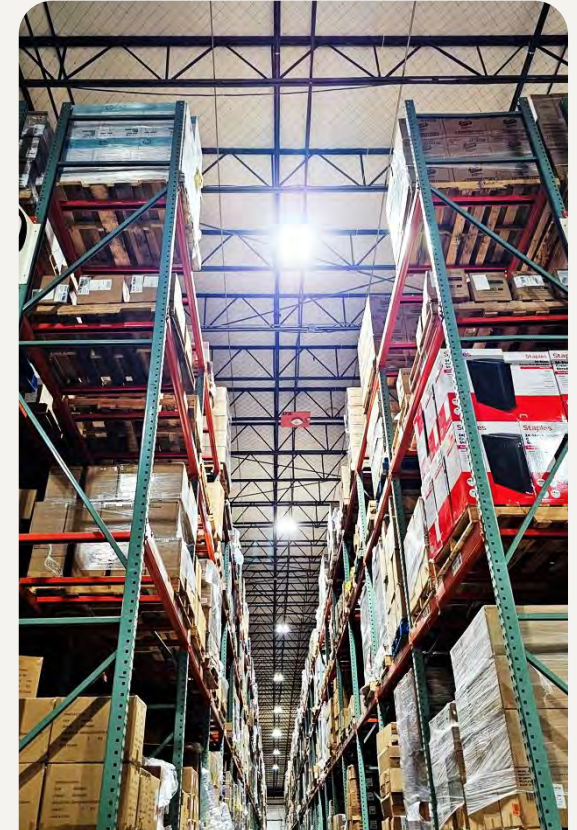
Founded in 1986 as the pioneer of the office products superstore, Staples has continually evolved, from retail origins to a B2B-focused platform built on technology, logistics expertise and deep customer partnerships.

Report Scope

This report covers Staples, Inc. only, one of three separate entities under the Staples® brand (alongside Staples U.S. Retail and Staples Canada).

Geography: Headquartered near Boston, MA. Primarily U.S. operations, with limited presence in Canada, the Netherlands, India and China.

Reporting period: Fiscal year 2025. All data and identified material topics reflect this period. Forward-looking statements are made in good faith and subject to revision as new data becomes available.



CSR Governance

At Staples, Inc., we approach CSR by identifying topics that matter to our stakeholders and our business. How we manage these topics, conduct ourselves and protect customer data makes us a trusted partner for our customers.

Topics covered

 Material Topics

 Values and Ethics

 Governance Structure

 Responsible Use of
Data and Technology



Material Topics

We conduct a materiality assessment to identify the topics we prioritize for management and reporting. This assessment follows industry best practices, evaluating both our potential impacts on the environment and society and the financial risks and opportunities that environmental and social topics pose to our business.

This approach helps us focus where we can drive the greatest positive impact while managing risks effectively. A third party conducted our materiality analysis, incorporating stakeholder interviews, industry research and benchmarking. This report addresses the highest-priority topics that emerged from that process. Stakeholders in the process include customers, suppliers, cross-functional representatives from the business, strategic partners and other NGOs.

CSR GOVERNANCE



Governance Structure



Values and Ethics



Responsible Use of Data
and Technology

SUSTAINABILITY



Products and Solutions



Packaging



Waste Management
and Recycling



Energy and
Climate Change

SOCIAL



Health and Safety



Inclusion and
Engagement



Supplier Diversity



Our
Associates



Community Involvement



Governance Structure

Management of CSR topics are integrated into our business strategy and managed by several departments and their respective reporting lines up to our senior leadership team and even our board.

Board Oversight

Our Chief Legal Officer reviews and works with our board regularly on CSR-related topics including managing for climate change. This ensures direct board oversight of climate-related issues and CSR topics more broadly.

Management Structure

Primary management of any issue is handled by a given department, with escalation through reporting lines as necessary. Departments own issues end to end through established policies and standard operating procedures.

Advisory Groups

Many departments have formed cross-functional advisory groups that shape strategy and ensure decisions are actionable and reflect diverse viewpoints across the business.

For example, the Sustainability Advisory Council, formed in 2021 and chaired by our Chief Legal Officer, brings together representatives from all major parts of the business to guide sustainability strategy. Key accomplishments include establishing new sustainability goals, securing Science Based Targets initiative (SBTi) approval for our carbon-related goals and developing this report.

Board

The board maintains oversight of CSR-related issues.

Senior Leadership

The leadership team defines strategies for managing topical risks and opportunities and integrates these into the overall business strategy.

Departments

Departments provide strategic direction and subject matter expertise while executing a given strategy including day-to-day management of CSR topics.

Advisory Groups

Advisory groups provide input and advice to help shape a department's goals, KPIs and strategic approaches, while also serving as conduits to other parts of the business.

Example: Sustainability Advisory Council

With representatives from across the business including merchandising, marketing and transportation, the council provides input to the sustainability team regarding sustainability strategy and business alignment.



Values and Ethics

At Staples, Inc., our purpose is to continually reimagine work and make it easy. Our company values drive our own individual work as well as that of the company: deliver for our customers, get it done, make it easy and win together.

Code of Conduct

Staples, Inc. is committed to operating at the highest ethical standards. Essential to this commitment is our Associate Handbook, a comprehensive document that contains all our policies that govern the way we expect our associates to conduct themselves and how we manage our business. This handbook serves as a vital tool for maintaining consistent expectations across our organization and is routinely updated to ensure the highest standards are met.

The provisions contained in the handbook are designed to address a wide range of important issues, including the appearance of, and actual conflicts of interest, discrimination and harassment, as well as health and safety. All associates are held to these policies and receive trainings as required.

This training ensures that associates are not only aware of the expectations but are also equipped with the knowledge and tools to act in accordance with them.

Reporting Mechanisms

Staples EthicsLink is our ethics and compliance helpline. It's confidential and available to all Staples associates globally 24/7 in multiple languages. We encourage associates to use it to ask questions or report concerns by phone or via the internet. A third party runs the helpline. The system is designed to promote a high level of confidentiality. Reports received are reviewed, investigated and addressed.

Through these efforts, our company demonstrates its dedication to creating a workplace where ethical behavior is deeply ingrained in every aspect of its operations.

WORK. RE-IMAGINED. MADE EASY.



Deliver for customers.

We strive to deeply understand and create real solutions for customers. We continually innovate, execute and make it easy to choose us.



Make it easy.

We focus on what is most important. We eliminate complexity and are not distracted by things that do not matter.



Get it done.

We give it our all and push ourselves to be our best. We continuously learn and stretch to achieve our goals and believe in accountability.



Win together.

We play as an inclusive and diverse team. We collaborate to break down internal barriers to deliver results. We always play to win.



Responsible Use of Data and Technology

Our commitment to ethics extends to our responsible use of data and technology. Staples, Inc. implements significant safeguards to secure and protect customer data and the privacy of customer transactions.

Our Global Information Security policy is modeled after the National Institute of Standards and Technology (NIST) Cyber Security Framework (CSF), the Payment Card Industry Data Security Standard (PCI DSS) and best practices from active participation in security collaboration organizations such as the Retail & Hospitality Information Sharing and Analysis Center (RH-ISAC). These collective frameworks provide a model for establishing, implementing, operating, monitoring, reviewing, maintaining and improving our enterprise information security management ecosystem.

Policies are managed by the Governance, Risk and Compliance Team working with appropriate levels of management to review and approve all new policies and updates to existing policies

annually, or more often as necessary, to adapt to an ever-changing threat environment. These policies outline the various roles and responsibilities of our data security and information technology personnel. We are committed to maintaining a workforce that is aware of the controls and procedures to securely handle our customer data to ensure the privacy and security of their information within our ecosystem.

Our policies are continuously updated to comply with applicable privacy laws and regulations. The publicly available Privacy Notice is updated at least once a year and describes our handling of personal information in connection with activities at our locations, on our websites and mobile applications, or with the services we provide.



Staples, Inc. has an extensive approach to security, led by our Chief Information Security Officer, including the below areas focused with the protection of our external customer data:

- Endpoint Security
- Security Operations Center
- Firewall and Network Security
- Security and Awareness Training
- Identity Management (internal and external)
- Third-Party Risk Evaluations
- Periodic Risk Assessments
- Security and IT Risk Management
- Privacy By Design Program
- Responsible Artificial Intelligence (AI) Practices
- Physical Security Programs



Responsible Use of Data and Technology



PHYSICAL & ENVIRONMENTAL SECURITY

Our data centers are equipped with redundant HVAC, fire suppression systems, flood detection systems and environmental sensors, plus multiple UPS, backup generators, power feeds and network connections. Their siting takes physical security considerations into account. Security includes remotely monitored building management systems, 24/7 monitoring and guards, scheduled maintenance and maintenance contracts.



ROLES, ACCESS & EDUCATION

Managing the security of roles and access to data is crucial for safeguarding sensitive information. Sensitive role assignments go through regularly scheduled formal reviews to verify active role authorization. Remote access requires Multi-Factor Authentication (MFA). Annual Security and Privacy Awareness training is mandatory and supplemented with events, simulations, signage, videos and cultural programs highlighting data privacy and security best practices across the organization.



BUSINESS CONTINUITY

All Staples, Inc. fulfillment centers maintain an emergency response plan, and our corporate offices have business continuity plans to ensure continued operations should a disaster strike. These plans integrate business risk management, operational risk management and business continuity, and are formally reviewed and updated annually.

Key Components Include:

- Development and testing of well-structured and coherent plans enabling all locations to recover quickly and effectively from an unforeseen disaster or emergency
- Cohesive emergency response and crisis management plans
- Internal communication plans to notify teams, enact the plans, assemble personnel, assess damages and declare a disaster
- Plans to recover and restore our technical infrastructure
- Crisis communication plans to notify customers, associates and all key stakeholders of a disaster and planned response



SECURITY EVENT MONITORING

System and security events are logged and aggregated in a centralized Security Information and Event Management (SIEM). The SIEM platform is monitored by Staples Security Operations Center (SOC) plus a third-party partner providing 24/7 coverage.



CREDIT CARD SECURITY

Staples, Inc. complies with the latest version of the Payment Card Industry's Data Security Standard (PCI DSS). Our applications and networks are scanned, monitored and assessed annually by a third-party Qualified Security Assessor (QSA) as part of Merchant Level 1 requirements.



Sustainability

Staples, Inc. is focused on simplifying customers' ability to achieve their sustainability goals. We are delivering expert guidance and more sustainable products and solutions, all while operating our business responsibly.

Topics Covered

- | | |
|--|---|
|  Products and Solutions |  Energy and Climate Change |
|  Packaging |  Key Sustainability Metrics |
|  Waste Management and Recycling | |



Sustainability Program Overview

Foundational elements of Staples' sustainability programs include our 2028 goals, [key sustainability metrics](#) and several core policies. The sustainability team, in collaboration with other teams across the company, actively manages our efforts to drive enhanced performance relative to material environmental topics.

Progress Towards our 2028 Sustainability Goals:

35%

Reduction in operational carbon emissions by 2028 vs. 2021 baseline.*

34%

Reduction achieved as of end of 2025.

70%

of suppliers with carbon emissions reduction targets by 2028.*

64%

Suppliers on track to date.

90%

Diversion of waste to recycling in our fulfillment centers by 2028.

90%

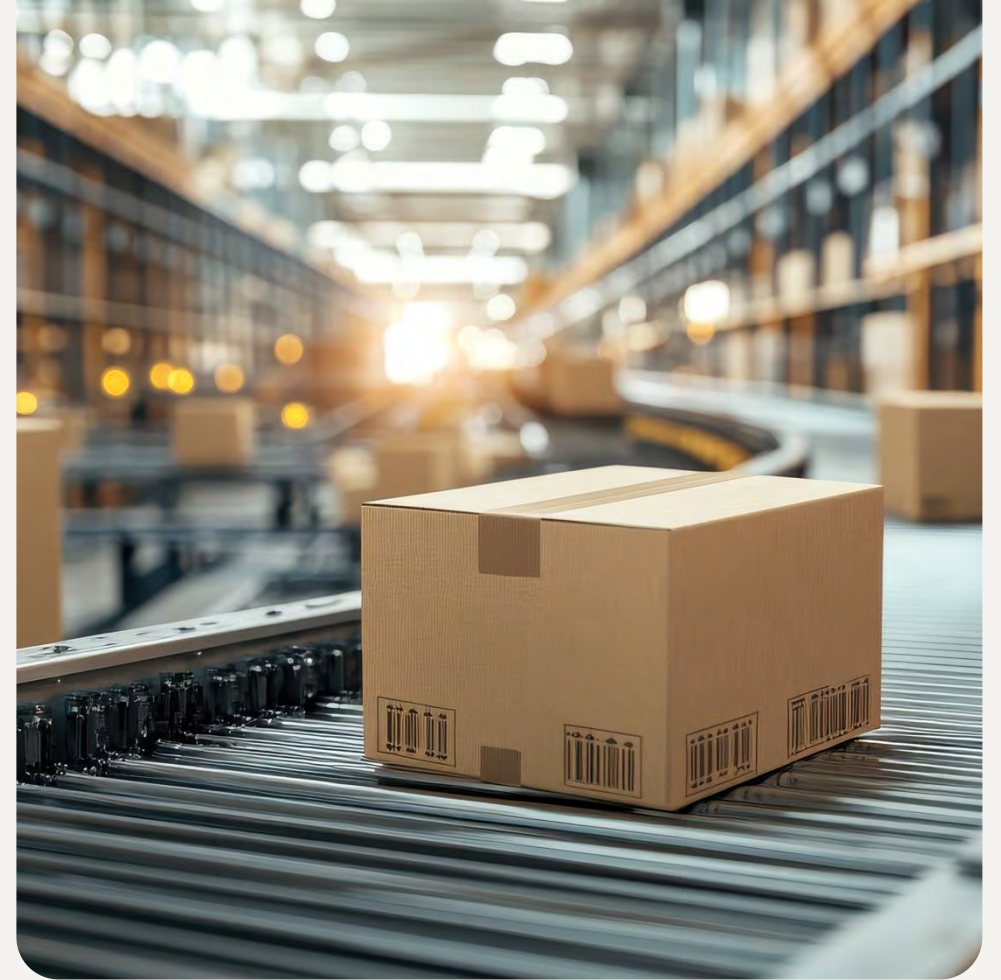


Diversion achieved so far.

*Carbon goals approved by



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Policy Library

- [Sustainability Policy](#)
- [Supplier Code of Conduct](#)
- [Wood and Paper Sourcing Policy](#)
- [Chemicals Policy](#)
- [Priority Chemicals of Concern](#)



Products and Solutions

We make shopping for more sustainable products simple through our [Eco-ID™ program](#), environmental filters and a large assortment of products with environmental features.

Eco Shopping Made Simple:

9.3K+

items we sell with environmental claims qualify for Staples Eco-ID program.

12K+

products with environmental features available on our websites and apps, easily shopped via search and filtering, with claims found in our product specifications.

Key results for 2025:

25%

of our total product-related sales were Eco-ID items.*

36%

of our total product-related sales were with products that had an environmental claim.*



Eco-ID is our primary environmental program indicating a product meets credible environmental performance standards aligned to guidance from independent experts, including the U.S. EPA and the [Sustainable Purchasing Leadership Council \(SPLC\)](#). Whether it's paper, furniture, breakroom, technology or more, customers can simply look for the Eco-ID icon for quick, sustainable shopping.



*Examples of Eco-ID qualifying certifications and features include Green Seal™, Forest Stewardship Council™, ENERGY STAR®, USDA Organic and BPI compostable. Product sales with environmental claims include Eco-ID qualifying products plus additional claims that don't qualify for Eco-ID including products that are refillable, Sustainable Forest Initiative-certified and AP-certified nontoxic. [Learn more about Eco-ID criteria.](#)

Products and Solutions

Wherever you do business with Staples, we have the solutions you need to achieve your sustainability goals, from the right assortment to shopping tools to recycling programs.

Our experts ensure customers can trust that the products they buy are more sustainable than traditional alternatives. This work includes:

- **Product Content:** We capture more than 50 environmental certifications and features across our assortment to support sustainable procurement efforts.
- **Staples Brand Sustainability Guidelines:** The guidelines cover product design, material sourcing and product packaging and include required and preferred practices.
- **Robust Policies:** Several policies guide our operations, as well as those of suppliers, including our [Sustainability Policy](#), [Supplier Code of Conduct](#), [Paper and Wood-Based Product Sourcing Policy](#) and [Chemicals Policy](#).
- **Supplier Engagement:** Annual sustainability assessments sent to 200+ top suppliers evaluate how sustainability is integrated into their business and products.
- **Multi-Stakeholder Engagement:** We collaborate with suppliers and customer groups to learn and advance our efforts; these groups include the [SPLC](#), [Sustainable Packaging Coalition](#) and [Change Chemistry](#), [Corporate Energy Buyers Association](#), [National Retail Federation](#) and [Retail Industry Leaders Association](#).



STAPLES SUSTAINABILITY SOLUTIONS

	Staples Business™	Staples.com®
Sustainable Product and Knowledge Centers Learn about and shop eco-preferable products by category or certifications.	Sustainable Products Center Sustainable Solutions Center Eco-ID Program	Sustainability Center Eco-ID Program Certified Refurbished Tech
Sustainable Procurement Tools How we make shopping for eco-preferable products simple.	• Environmental filters • Eco-ID badging • Environmental reporting tools • Customized website solutions to nudge or direct purchases toward eco-preferable items	• Environmental filters • Eco-ID badging
Product Recycling and Waste Diversion Supporting customers in recycling hard-to-recycle products when they reach end of life.	Recycling programs for ink and toner , electronics , batteries and many other items to support zero waste programs . Facilities experts to implement green cleaning programs, improve recycling, composting and zero waste initiatives.	In-store free and low-fee recycling programs with customer rewards and mail-back programs including technology recycling , tech trade-in for Staples gift cards, batteries and zero waste boxes .

Featured Product: Staples® Desktop Stapler

By integrating sustainable materials into everyday office essentials, our Staples brand is helping customers make more responsible choices without sacrificing performance or value. Desk staplers are a core office tool used across classrooms, homes and offices, making them an important opportunity for material impact at scale.



100% post-consumer recycled plastic

The [Staples Desktop Stapler](#) was redesigned using 100% post-consumer recycled plastic, supporting circular material use while maintaining the durability and functionality customers expect from a Staples product. By incorporating recycled content into a high-volume Staples brand item, we help reduce reliance on virgin plastic and support customers' sustainability goals through familiar product choices.



Packaging

Over the past decade, Staples, Inc. has implemented “right-sized” packaging across our fulfillment center network. This system creates customized packaging for each order, eliminating waste at the source.

This technology has significantly improved delivery per vehicle by:*

20%

Reduction in air space per carton

10%

Reduction of cardboard weight per carton

75%

Reduction of air pillow weight per carton

In 2024, we launched Sustainability Guidelines for our Staples Brands Group which included packaging guidelines. The packaging guidelines ensure we integrate sustainable and healthy materials, support easy recycling and protect products from damage.

We work closely with our national brand vendors and the Staples Brands Group to address packaging issues such as high damage rates. We have communicated best practice guidelines to all vendors for designing liquid packaging that withstands e-commerce delivery and prevents spills at the design stage, rather than relying on excess packaging at distribution. This reduces environmental impact and provides for a better customer experience.

*Metrics are based on cartons fulfilled by Staples.



Waste Management and Recycling

In 2025, we achieved our ambitious goal of a 90% waste diversion rate in our fulfillment centers (FCs) three years early.

We achieved this milestone through process optimization, stronger communications and collaboration with vendor partners and internal teams. Continued efforts across these three areas pushed our FC's diversion rate over 90%, with five of our largest FCs achieving at least 94%. Additionally, 100% of our largest facilities exceeded the 90% threshold. This demonstrates to customers that we have recycling expertise on hand to support their goals. With the goal met, we will continue to focus on these three areas to maintain the 90% threshold and drive to exceed our target.

Key results for 2025:

90%

Waste diversion rate achieved in 2025 (+5% since 2021).

35.8K

Short tons of waste diverted from landfill.

Initiative area	Actions to date	Planned next steps
Process Handling and separating key waste streams at each location.	• Equipment surveys • Facility visits	• Develop additional diversion programs • Review standard operating procedures
Communications Ensuring associates know what can be diverted, how to handle materials and where waste streams go.	• Refined internal reports • Developed consolidated facility scorecard for leadership • Piloting new signage for FCs	• Additional training during onboarding • Refine signage for FCs based on pilot and distribute
Collaboration Leveraging internal and external partners to identify opportunities.	• Priority waste audits • Developed e-commerce packaging guidelines • Piloted innovative shrink wrap recycling program with a key partner	• Analyze potential packaging material changes • Continued waste audits



Energy and Climate Change

Staples, Inc. is an industry leader in addressing climate change and enabling our customers to achieve their supplier-related climate goals.

Staples, Inc. was the first of its major competitors to have climate goals approved by the Science Based Targets initiative, a non-profit entity ensuring corporate climate goals are impactful and based on the latest science. This leadership is reflected in our B rating from CDP for climate management and disclosure and an A- on our Supplier Engagement Assessment. We are also pursuing limited assurance for our entire 2025 carbon inventory (Scopes 1, 2 and 3) and completed our first climate risk assessment.

2028 Goals:

35%

Reduction in operational carbon emissions from a 2021 baseline.*

70%

Suppliers (by spend) with science-aligned carbon reduction targets.*

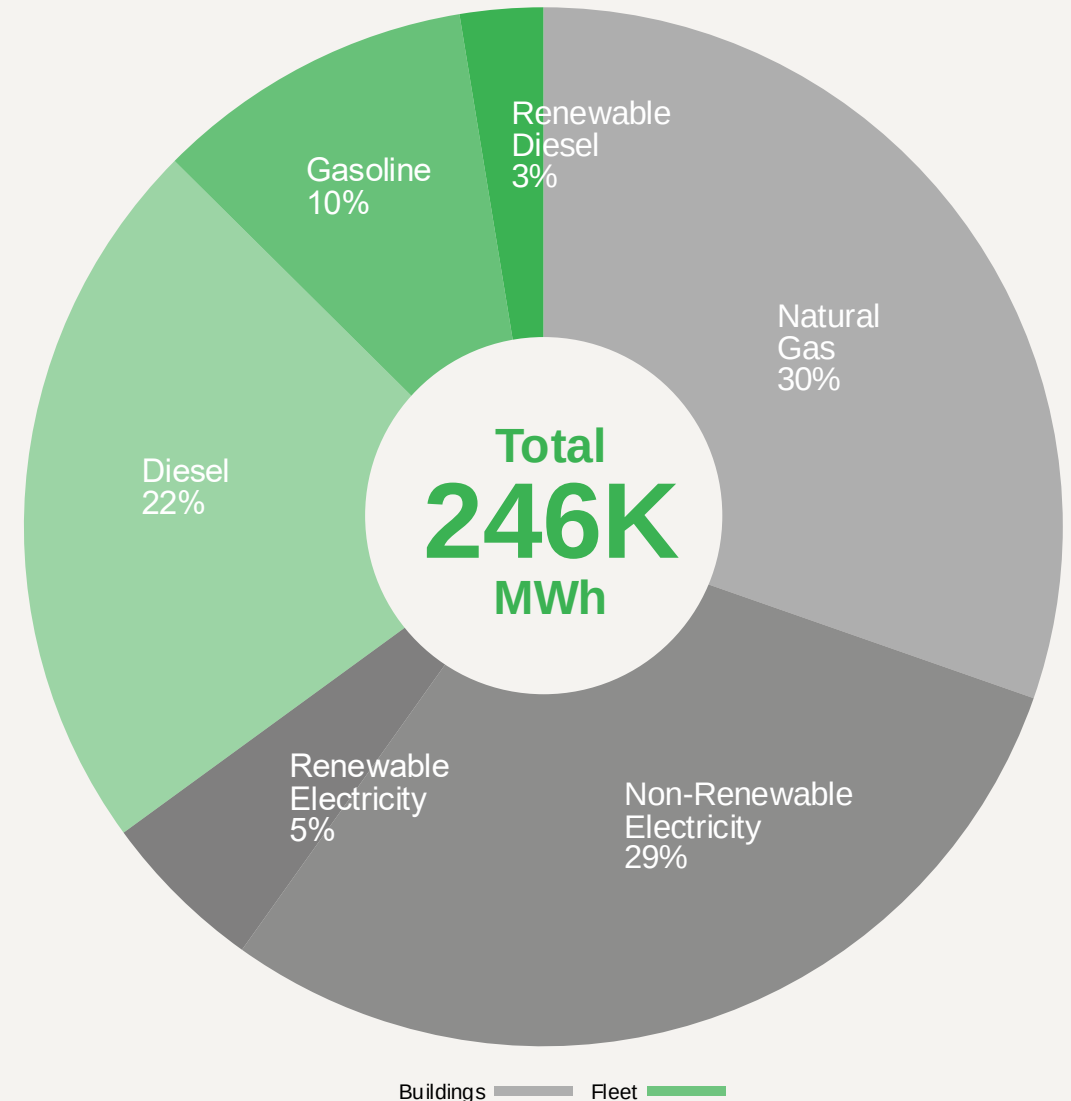
*Carbon goals approved by



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Staples, Inc. FY25 Energy Consumption by Source (MWh)



Energy and Climate Change

We drive operational energy savings and emission reductions by prioritizing efficiency, deploying innovative technologies and supporting renewable energy.

Through these initiatives, we achieved a 34% absolute reduction in our Scope 1 and 2 carbon emissions from our 2021 baseline*. This is the fourth consecutive year of reductions. We are on track to meet our 2028 reduction goal early and will ensure our reductions are sustained.

34%

Reduction in operational carbon footprint in 2025 since 2021.

15%

Electricity from renewable sources.

Initiative area	Actions to date	Planned next steps
Increased Efficiency Reducing consumption for the same activity	• LED retrofits • Fleet telematics and idle reduction • Swapping to lithium-ion battery forklifts	• Additional waves of LED retrofits • Review fleet miles-per-gallon performance
Innovate Shifting to lower-impact energy sources	• Use of renewable diesel in California and Oregon • Piloting several electric vehicle options	• Expand use of electric vehicles where feasible • Explore on-site solar options
Compensate Investing in mechanisms to offset remaining impacts	• Procure Green-e® certified renewable energy credits (RECs) covering 15% of total electricity	• Expand coverage of renewable energy • Continue to explore opportunities to bundle RECs with energy consumption



*Staples, Inc. conducts an annual carbon inventory following the Greenhouse Gas Protocol in which it finalizes its carbon emissions for the past fiscal year. These inventories serve as the basis for our approved science-based targets and carbon reduction claims. Starting with our 2024 inventory, Scope 1 and 2 data undergoes limited assurance with Scope 3 added in 2025. Staples, Inc. does not purchase voluntary carbon offsets at this time.

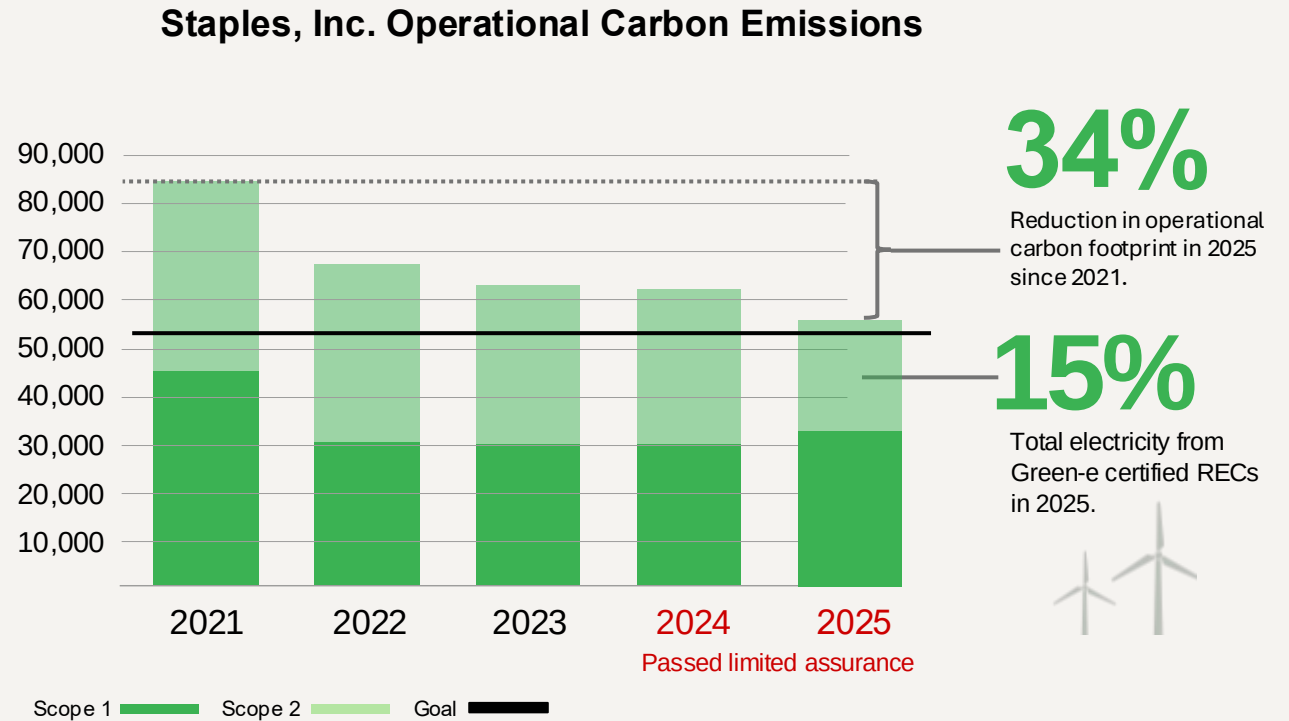
Energy and Climate Change

Staples, Inc. achieved a 34% reduction in our operational footprint in 2025 from a 2021 baseline.

We continue our support of renewable energy by purchasing Green-e® certified renewable energy credits (RECs) covering 15% of our total electricity. This enabled Staples Promotional Products to operate entirely on renewable electricity. With this support, we continue to participate in EPA's Green Power Partnership.



Metric tons
CO₂e*



* CO₂e is a standard unit that normalizes the impact of all greenhouse gasses into a single measure.



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Energy and Climate Change

Over 98% of our emissions occur in our value chain, making supplier engagement the most impactful lever for reducing our total emissions and the reason we set a supplier engagement goal.

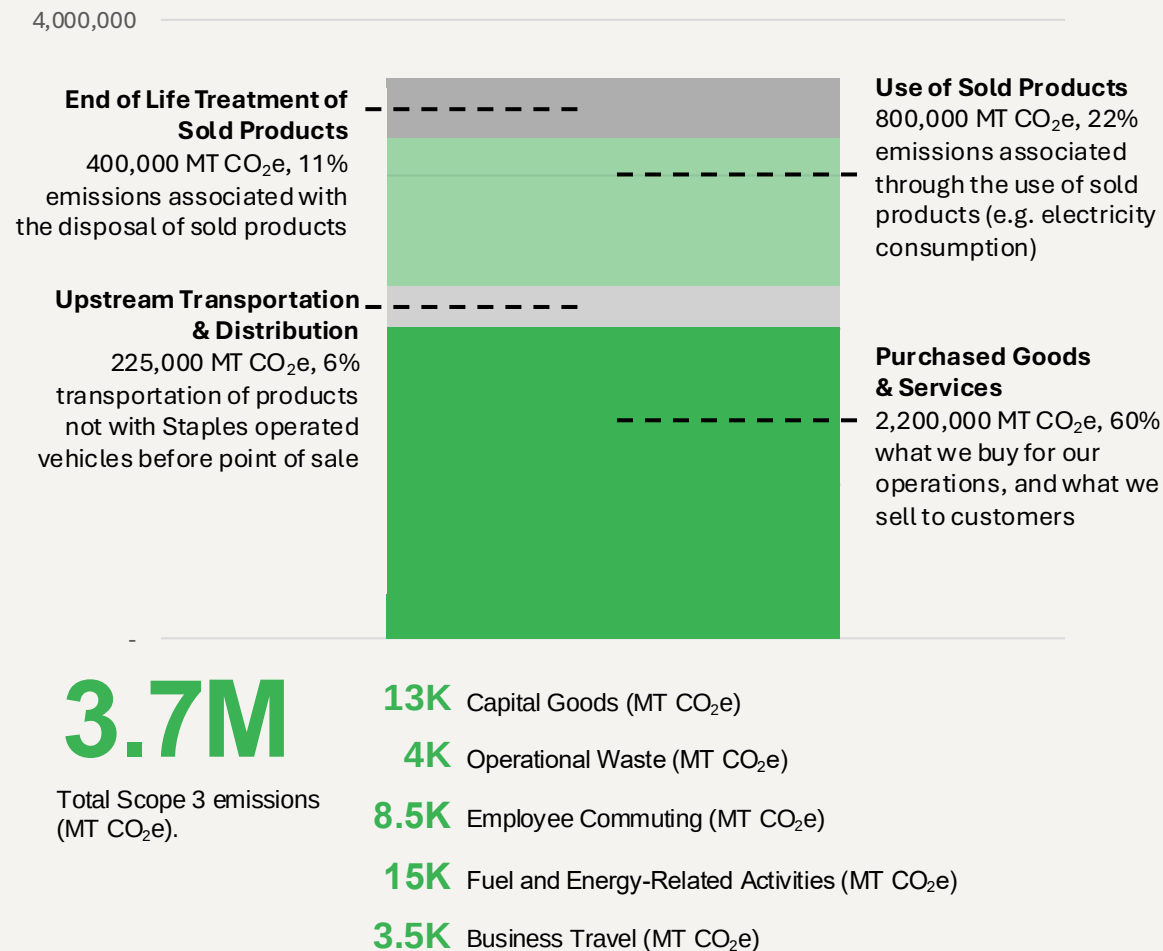
Because Scope 3 emissions fall outside our direct operations, we drive reductions through supplier engagement. Currently, 64% of suppliers by spend are on track to have emission reduction goals, and on track toward our goal. We prioritize engagement with our highest-emitting supplier categories.

Product-related categories, including purchased goods, use of sold products and end-of-life treatment, account for approximately 89% of our Scope 3 footprint. Transportation and distribution represent the next largest segment at approximately 11%.

70%

of suppliers with carbon emissions reduction targets by 2028.*

Staples, Inc. FY25 Value Chain Emissions (MT CO₂e)



Staples, Inc. conducts an annual carbon inventory following the Greenhouse Gas Protocol in which it finalizes its carbon emissions for the past fiscal year. These inventories serve as the basis for our approved science-based targets and carbon reduction claims. Starting with our 2024 inventory, Scope 1 and 2 data undergoes limited assurance with Scope 3 added in 2025. Staples, Inc. does not purchase voluntary carbon offsets at this time.

Emission categories not shown are either non-material or not applicable to Staples, Inc. These categories are Upstream Leased Assets, Processing of Sold Products, Downstream Leased Assets, Franchises and Investments.

Key Sustainability Metrics

Topic	Metric	Units	2021	2022	2023	2024	2025
Eco Sales	Eco-ID Sales	%	21%	22%	23%	25%	25%
	Any Eco Sales	%	35%	35%	36%	36%	36%
Waste Management	Diversion/Recycling Rate	%	85%	85%	88%	89%	90%
	Diverted Materials	Short Tons	34,858	33,240	31,620	35,443	35,923
	Landfilled Materials	Short Tons	5,965	5,701	4,505	4,169	3,980
Energy	Renewable Energy	MWh	0	7,458	17,832	20,549	18,994
	Non-Renewable Energy	MWh	304,602	251,288	236,450	221,823	227,090
	Total Energy	MWh	304,602	258,756	254,282	242,372	246,084
Climate Change	Scope 1 Emissions	MT CO ₂ e	45,340	31,776	31,072	30,335*	33,767*
	Scope 2 (Market Based) Emissions	MT CO ₂ e	39,264	35,827	33,583	32,271*	21,785*
	Scope 2 (Location Based) Emissions	MT CO ₂ e	36,858	39,559	35,388	37,758*	27,123*
	Scope 3 Emissions	MT CO ₂ e	4,890,714	6,187,455	3,925,792	3,679,283	3,694,120**
	Biogenic Emissions	MT CO ₂ e	0	1,035	1,858	1,949	1,561
Water	Water Consumption	kGal	19,194	16,800	16,073	17,678	17,709



*Metrics have passed limited assurance.

**Metric is undergoing limited assurance and subject to change once assurance process is complete

Social

Staples, Inc. supports our customers and associates across multiple dimensions. Our Supply Chain team drives continuous improvements in associate safety, our Office of Inclusion and Engagement partners with Business Resource Groups to enhance the associate experience, and our Community and Charitable Giving team deepens our partnership with Junior Achievement™.

Topics Covered

 Health and Safety

 Inclusion and Engagement

 Supplier Diversity

 Our Associates

 Community and Charitable Giving



Health and Safety

Our environmental health and safety strategy is built on three principles: empowering associates to lead safety improvements, using data-driven insights to prioritize action and delivering measurable results across all fulfillment and distribution operations. All investments target improvement in engagement, risk reduction and regulatory compliance to create a robust Environmental Health and Safety system and improve associate safety.

A three-year strategy is in place to achieve a

40%

reduction in injuries.

Key pillars include:

RISK REDUCTION

Heavy investments in automation, technology and engineering improvements to eliminate significant injuries.

ENGAGEMENT

Associate-led safety campaigns to obtain safety feedback and improve involvement in safety initiatives.

COMPLIANCE

Investments in technology to more effectively manage regulatory compliance and activities.

Improvement in Total Recordable Incident Rate

23%

in 2025 from 2024.

Our fleet-wide telematics investment monitors speeding, following distance, harsh braking and distracted driving in real time. Video-based coaching sessions with drivers have reduced unsafe driving events by 19% year over year. Through these coaching opportunities, we have proactively improved driving skills by reducing unsafe behaviors on the road, protecting the public and our employees.



Inclusion and Engagement

At Staples, Inc. Inclusion and Engagement are integral to our business strategy and to how we attract, develop and retain talent across the enterprise. We are committed to fostering a workplace where team members feel respected, supported and able to contribute their unique perspectives.

This work is embedded across our organization and is advanced through the efforts of the Office of Inclusion and Engagement and our Business Resource Groups (BRGs). Inclusion and Engagement strategically partners with BRGs to extend reach, gather associate insights and translate feedback into action. BRGs are open to all associates and provide ongoing input that helps shape engagement initiatives, development programming and enterprise communications. Through close collaboration with the Office of Inclusion and Engagement and key centers of excellence, BRGs help inform programs, policies and engagement efforts that impact the broader employee population, not just BRG members.



VETERANS



MOSAIC



**PROFESSIONALS
IN MOTION**



**OUT
@ WORK**



**PARENTING
PLUS**



**ALL
ABILITIES**



SPARC



iHOLA!



**WOMEN'S INSPIRATION
NETWORK**



Inclusion and Engagement

Highlights:



In 2025, BRGs continued to support employee development through structured programming. A cross-BRG mentorship pilot, led by Mosaic, Professionals in Motion and SPARC, paired more than 70 mentors and mentees from across functions and levels. The program focused on career development, skill-building and inclusive growth, reinforcing the role BRGs play in supporting engagement and internal talent development.



BRGs contributed to a more data-driven approach to engagement through employee-led innovation. ¡HOLA! spearheaded the development of a centralized BRG Membership Dashboard, using Power BI for increased visibility into membership trends, geographic reach and engagement across Staples. The tool supports informed decision-making by BRG leaders and helps guide outreach and programming efforts.



Throughout the year, BRGs created opportunities for connection and shared experience. Events such as in-person Diwali celebrations, Pride parade participation and Kids @ Work Day brought together team members, families and leaders, supporting cross-team connection and reinforcing an inclusive workplace culture.



BRGs also supported employee well-being through initiatives focused on internal assistance. In 2025, SPARC led the creation of Staples' first BRG Cookbook, featuring contributions from team members and senior leaders. Proceeds benefited Staples employee emergency funds, including Cause for Caring, US Retail Share Fund and Share Fund Canada, providing direct support to employees experiencing unexpected hardship.



Supplier Diversity

Staples recognizes the importance of giving our customers choices. Our Supplier Diversity Program fosters growth by collaborating with diverse small businesses and creating valuable opportunities for our stakeholders.

How We Create Value:

- Strong relationships with diverse suppliers and resellers that provide competitive, high-quality products and services.
- Support our customer's choices through program offerings.
- Encourage innovation, sustainability and community development with diverse small businesses.

Program Tiers

TIER 1: RESELLERS

- Staples, Inc. maintains strategic alliances with certified diverse resellers. These resellers are independently owned and operated, with certification from reputable organizations such as:
 - National Minority Supplier Development Council (NMSDC)
 - Women's Business Enterprise National Council (WBENC)
 - National LGBT Chamber of Commerce (NGLCC)
 - Small Business Administration (SBA)
 - Local/State Government Certification
- Value of Tier One resellers include:
 - Certification that aligns with national standards
 - Established leadership in their respective markets
 - Active investments in the growth and development of their local communities

TIER 2: PRODUCT SUPPLIERS

- Over 4,000 products sourced from diverse suppliers. These suppliers include:
 - Minority Business Enterprises (MBE)
 - Women Business Enterprises (WBE)
 - LGBTQ+ Business Enterprises (LGBTBE)
 - Veteran Business Enterprises (VBE)
 - Small Businesses
- Reporting tools and support are provided to assist customers in managing and tracking their Tier Two diversity program.



Our Associates

We invest in our employees because they invest in us. We offer a wide range of benefits, from flexible PTO to family solutions and lifestyle benefits.

We also invest in our employees' futures through career development opportunities. Individual development plans help employees identify growth goals for their current roles and long-term aspirations. We support those plans through programs at all levels, including iLead, mentorships and professional development. Our goal-setting and performance-management processes help employees track progress against their objectives.

Believe & Achieve! is our recognition program celebrating employees who exemplify our values. Employees recognize one another for living those values, and quarterly winners, chosen by senior leadership, receive a gift and public acknowledgment at company-wide meetings and on our recognition site. At year-end, quarterly winners and their guests are invited to a banquet at our corporate location, with a chance to win a cash prize. This program has been an enormous success and will continue to be the cornerstone of our company culture.



Community Involvement

We're committed to engaging with community partners to drive meaningful impact.

In 2025, Staples, Inc. invested \$500,000 to support Junior Achievement™ (JA) work and career readiness initiatives in several communities, and we proudly sponsored the JA USA Future Bound Summit, JA Inspire in Boston and Orlando, the JA Company Program, JA 3DE Case Study Challenge and JA of Greater Boston's 75th Anniversary Gala. These initiatives are focused on helping middle school students, high school students and young adults gain a better understanding of the connection between what they learn in school and future work and career opportunities. Learn more about the local programs on which Staples' volunteers and Junior Achievement collaborate by visiting our [partnership page](#).



Key results for 2025:

3.7K

Hours volunteered
by Staples, Inc.
employees.

317

Classrooms
impacted across
seven communities.

19.3K

Students engaged
through supported
programs.

2

Alumni placed in a
Staples, Inc.
internship program.



Community Involvement

In addition to taking care of the communities we serve, we're also committed to supporting employees during times of crisis and unexpected hardship via the Staples, Inc. Cause for Caring charitable fund.

Established in 2013 and funded by employee and corporate contributions, Cause for Caring offers emergency relief for employees in severe need of financial assistance. Relief can include financial support for qualifying events such as natural disasters, funerals, domestic abuse, military deployments, a need for housing assistance and other circumstances beyond an employee's control.



Key results for 2025:

100%

of qualifying
employee needs
supported.

141

Staples, Inc.
employees
supported.

\$388K

in grants provided to
Staples, Inc. employees
in need in 2025.

Thanks to donations to the Cause for Caring fund, more than \$7,900,000 in grants have changed the lives of thousands of employees since 2013. To learn more about Cause for Caring, please visit staples.causeforcaring.org/

In addition to helping U.S. Staples, Inc. employees in times of hardship and crisis, Cause for Caring also stepped in to support the communities where our employees live during natural disasters such as hurricanes, wildfires and tornados. Along with relief funds, we also provided in-kind donations of emergency supplies such as face masks, gloves, cleaning supplies and more.



Cause for Caring employee support included grants for:

- Funeral assistance
- Housing assistance
- Illness/injury assistance
- Domestic abuse assistance
- Natural disaster assistance
- Assistance with unexpected unemployment from an employee's second job or a spouse's job



