

Office DEPOT®

2009 Corporate Citizenship Report



Taking Care of Business, People and the Planet



Message from the Chairman and CEO

"I do not think there is any other quality so essential to success of any kind as the quality of perseverance," said John D. Rockefeller, the legendary business leader and equally renowned philanthropist. "It overcomes almost everything, even nature."

Perseverance was certainly a necessity for anyone in business during 2008. At a time when individuals, governments and even entire nations were struggling, Office Depot continued to persevere while focusing on our vision and our values. With these principles as our guide, we did all we could to weather the storms, to maintain hope and to remain focused on our goals.

It is our belief that corporate citizenship should continue to be important in challenging times. While we're not perfect, our Board of Directors, our management team and our associates around the world are committed to meeting the critical needs of the people and the environment around us.

We are proud of our accomplishments last year. To cite just a few, our Supply Chain Diversity Program remained second-to-none. The Office Depot Foundation continued to grow – not only in stature but also in the impact it makes. Our environmental sustainability initiatives kept us in the forefront of our industry. And there were numerous other reasons for us to look to the year ahead with optimism.

To everyone who has played – and continues to play – a role in Office Depot's robust corporate citizenship endeavors, I offer my gratitude and appreciation.

Sincerely,

Steve Odland

Chairman and Chief Executive Officer

Office Depot Vision:
Delivering Winning
Solutions That Inspire Worklife™

Office Depot Values:

Integrity

Innovation

Inclusion

Customer Focus

Accountability

Introduction

In the difficult economic environment that characterized the year 2008, we all became increasingly aware of the importance of “Taking Care of Business.”

For Office Depot, our customers, our associates and the world at large, Taking Care of Business, by necessity, came to mean doing more with less – making the most out of every dollar, and striving to protect what we already have while still seeking to gain new ground.

Taking Care of Business – with a renewed emphasis on “taking care” – also meant looking out for each other, both locally and globally. And so we continued our efforts to open the doors of opportunity for those who are underrepresented, to make a difference to people who face seemingly insurmountable obstacles, and to increasingly buy green, be green and sell green.

No matter what challenges we faced, we remained steadfast in our commitment to achieving our corporate citizenship goals in 2008. The concepts of Taking Care of Business, Taking Care of People and Taking Care of the Planet resonated throughout Office Depot – and they will continue to do so in the years to come.



Taking Care of Business

Inspired by our Vision and Values, Office Depot is committed to Taking Care of Business in every aspect of our operations. In 2008, we continued our commitment to corporate citizenship by expanding opportunities for our vendors and suppliers, ensuring that the manufacturers who make our products treat their workers fairly and with respect, and operating in an ethical manner at all times.



In Their Own Words

“Office Depot is clearly committed to Supplier Diversity. Their Supply Chain Diversity Team is professional, proactive and truly an advocate for diverse suppliers.”

Wendy H. Steele
Tape Wrangler

Supply Chain Diversity

In 2008, Office Depot’s highly regarded Supply Chain Diversity Program grew even stronger. In fact, with the consolidation of all our industry-leading efforts under the leadership of Robert McCormes-Ballou, Director of Supply Chain Diversity, we might just have reached that new level everyone keeps talking about.

Office Depot’s Supply Chain Diversity Program assists Historically Underutilized Businesses (HUBs; which include Certified, Minority, Women, Disabled, Veteran, and Small [SBA 8(a), SDB, and HUB Zone] enterprises), in building community, business and customer relationships that inspire organizational (profitable) growth and empowerment within every aspect of our business. For another year, we continued to build on the success of our proven, multi-dimensional approach to small business development by promoting and including diverse suppliers, partners and customers throughout our entire supply chain.

We are very proud to offer the most comprehensive Supply Chain Diversity model of its kind in order to give HUBs the best opportunities to grow and prosper. As always, we actively seek out promising HUBs to ensure equal opportunity in our supplier selection process.

The Supply Chain Diversity process encompasses three dimensions – Vendor Diversity, Supplier Diversity and Tier One – that focus their efforts around five essential strategies:

1. Seeking out HUBs through vendor fairs, trade shows and enhanced vendor management process and performance.
2. Offering HUBs an equal opportunity in the vendor selection process.
3. Forming partnerships with diverse businesses and HUB member organizations, including the National Minority Supplier Development Council, the Women’s Business Enterprise National Council (WBENC), the U.S. Small Business Administration and the Minority Business Development Agency of the U.S. Department of Commerce.
4. Marketing HUBs to provide them with national exposure through Office Depot’s national catalogs, websites and various magazines that focus on the business of diversity.
5. Empowering HUBs by raising their capabilities and making them one of the best sources from which to buy.



One highlight of these ongoing efforts was the inaugural Women's Business Development Center (WBDC) of Florida Conference and Business Expo at our Corporate Headquarters. The event brought together America's leading corporations, government agencies, women business owners and affiliate organizations with the goal of enhancing networking and contracting opportunities for women business enterprises.

The more than 140 participants had the opportunity to attend interactive workshops with leading businesswomen and corporations, learn about women-owned businesses across multiple industries, take part in one-on-one matchmaker appointments with participating corporations, meet corporate representatives interested in doing business with their companies and network with product vendors.

On a regional and national scale, we sponsored or participated in a dozen events that enabled us to reach a broad and diverse audience, including:

- Women's Business Development Center of Florida Corporate Close-up
- Women's Business Enterprise National Council Gala

- Canadian Aboriginal and Minority Supplier Council Procurement Fair
- DiversityBusiness.com's 8th Annual Multicultural Business Conference
- Institute for Supply Management's 93rd Annual Conference
- Florida Regional Minority Business Council Expo and FAMBEQ Training
- National Minority Supplier Development Council Dinner Dance
- Women's Business Enterprise National Council Women in Business Expo
- Florida Minority Supplier Development Council Expo
- Diversity Information 13th Annual Best Practices in Supplier Diversity Seminar
- Canadian Aboriginal and Minority Supplier Council Business Awards Dinner
- National Minority Supplier Development Council Expo

We were gratified that our peers acknowledged our efforts once again last year. WBENC named Office Depot to its annual listing of America's Top Corporations for Women's Business Enterprises for the seventh consecutive year. And for the

2008 At A Glance

- **\$500+ million in HUB sales**
- **12 Tier One partners**
- **\$85 million in Tier One partner sales**
- **\$70 million in Internal Procurement HUB spend**



In Their Own Words

“We have used Office Depot’s supplier program as a benchmark in determining the success of other companies’ programs – not just those in the same industry. Even in the toughest of economic times when other companies found a reason to pull back, Office Depot was committed to the fullest as they have always been.”

Paul Lachhu, MBA
DiversityPlus Magazine

eighth year in a row, we were recognized as one of the “Top Organizations for Multicultural Business Opportunities” by DiversityBusiness.com. Office Depot was the highest ranking retailer on the list, dubbed the Div50.

Recognition came to individual members of our Supply Chain Diversity team as well. Shari Francis, Manager of Vendor Development for Office Depot, was chosen by *DiversityPlus Magazine* as one of the Top 25 Women Impacting Diversity, while Robert McCormes-Ballou received the President’s Award from the Florida Minority Supplier Development Council.

For Office Depot’s Supply Chain Diversity Program, our bottom line is not how many awards we receive, but rather our success in changing the face of business. We are proud of our steady progress toward this important goal.

To learn more about Office Depot’s commitment to Supply Chain Diversity, visit: www.officedepot.com/corporatecitizenship.

Private Brand/Supplier Compliance

Office Depot’s private brand assortment continued to expand in 2008, which meant that more suppliers in more countries were introduced to our Company’s Supplier

Factory Inspections 2007 vs. 2008

	2007	2008	Increase	Total since program inception in 2002
Total Audits	387	435	48	1,950
Initial Audits	133	134	1	884
Follow-Up Audits	254	301	47	1,066

Factory Inspections 2008

Grade	Initial Audit	Re-Audit	% Change
Zero Tolerance	1.38%	2.07%	50.00%
Needs Improvement	29.43%	63.45%	115.60%
Satisfactory	0.00%	3.68%	3.68%



Compliance policies and factory inspection programs. This global initiative is designed to help enhance the work environment as well as the quality of life in the countries where our products are manufactured.

Initially limited to China, this program now involves Office Depot suppliers in South Korea, India, Vietnam, Portugal, Mexico, Malaysia, Indonesia and other nations. Our goals focus on the prohibition of forced labor and child labor, and on providing a safe and healthy working environment.

Governance and Ethics

In a continuing effort to engage our associates around the world in understanding our Code of Ethical Behavior and Corporate Compliance Policies and Procedures, Office Depot expanded onsite instructor-led Code of Ethics (COE) training to India, Sweden, the Czech Republic, Poland, Romania, Korea, China, Belgium, Italy, Spain, Israel and Central America. We conducted onsite instructor-led FCPA (Foreign Corrupt Practices Act) training in all of our high-risk markets.

Also in 2008, we introduced our computer-based ethics training and FCPA training programs in the UK, Israel and Korea.

Both the FCPA and COE program were reviewed with four different outside audit and/or ethics compliance vendors to benchmark Office Depot's program to the industry. The program was found to be complete, if not robust, by all who reviewed it.

In a related initiative, we used posters to raise awareness about our Office Depot Hotline in our international markets. The Office Depot Hotline serves as a communication venue for associates to voice concerns about policy violations, fraud, stealing, workplace misconduct and similar issues. The posters serve as a constant reminder that associates always have a voice at Office Depot.

To read the Office Depot Code of Ethical Behavior, visit www.officedepot.com/corporatecitizenship.

Governance & Ethics Training Participation

Country	2008 Completions	
	COE	FCPA
USA	6,441*	530**
UK	227	124
Israel	193	40
Korea	103	47
Total	6,964	741

*In the US, 100% of all active associates required to complete the COE did so.

**In the US, 530 out of 531 associates completed the FCPA; one associate was on active maternity leave and was not able to complete the FCPA during the rollout time period.

Taking Care of People



2008 At A Glance

- **\$20.2 million in financial and in-kind donations made by the Office Depot Foundation**
- **1,689 charities assisted, including 533 with cash donations and 623 through the National Backpack Program**
- **1,780,000 backpacks donated to children since 2001**



The Office Depot Foundation

If you look closely at the logo of the Office Depot Foundation – the independent, non-profit foundation that serves as the primary charitable giving arm of Office Depot – you will see three icons that capture the essence of its mission: “Listen Learn Care.”

The hand depicts the desire to reach out and help others. The globe reflects the commitment to making an impact around the world. And the heart? Without question, it symbolizes the Foundation’s unwavering dedication to caring.

How does “Listen Learn Care” move from concept into action? Knowing that it cannot address all of the world’s challenges, the Foundation has chosen to focus its resources and energies on several key strategic priorities, which include:

- Helping children succeed in school and in life.
- Enabling non-profit organizations to become more efficient and effective.
- Helping people and small businesses prepare for disasters, then recover and rebuild afterwards.

- Strengthening local communities through grants, product donations and volunteerism.
- Encouraging community development through entrepreneurship and economic innovation.

In other words, the Foundation is all about making a difference in the life of a child or a family, helping to improve the quality of life in a community, empowering non-profit organizations to accomplish their missions and instilling confidence that all is not lost in disaster-stricken areas like New Orleans, Cedar Rapids or Galveston.

During 2008, the Office Depot Foundation made significant progress on all these fronts.

To learn more about the Office Depot Foundation, visit www.officedepotfoundation.org.



Taking Care of Kids

When the Foundation began giving away backpacks to deserving children in 2001, we knew it was a good thing to do – but could not have envisioned the impact the National Backpack Program would make. Through the years, the evidence has become more and more compelling.

“One of our teachers noticed that one of her students was falling behind academically,” wrote an elementary school principal in Hillsboro, Oregon. “When looking into the situation, the teacher found out that the student was not completing homework assignments because he did not have a backpack to transport his papers and books and the other kids were teasing him. When given a backpack, the student’s grades came back up...What a difference a simple backpack made in the life of that child!”

The story is repeated again and again. As the number of children who have benefited from the National Backpack Program neared 1.8 million in 2008, a number of significant milestones were reached:

- The number of national non-profit organizations who partnered with the Foundation increased to eight – the National Court Appointed Special

Advocate (CASA) Association, Community Anti-Drug Coalitions of America (CADCA), City Year, Feed The Children, the Kids In Need Foundation, the National Foundation for Women Legislators (NFWL), Nourish America and Teach For America.

- For the first time, women elected officials in all 50 states in the U.S. received backpacks to donate in their communities through the Foundation’s partnership with NFWL. Donations also were made in Mexico, Haiti and China’s Sichuan Province.
- The Foundation also donated backpacks for the first time to children of the Navajo Nation in Arizona and the Rosebud Sioux Tribe in South Dakota – helping to boost students’ chances for success in some of the country’s poorest communities.

In Their Own Words

**“I love my new backpack!
It is so nice to get everything
I need to go back to school.”**

**Devon, age 7
Rainbow Days Inc., Dallas**





In Their Own Words

“Weekend in Boca allowed all sectors of the civil society to interact in a collaborative space and share ideas that will no doubt lead to great efficiencies in offering services in an increasingly resource-strapped environment.”

Sharie Blanton
Regional Vice President
Global Impact

Building Non-Profit Capacity

Safety net. Lifeline. Shelter from the storm. No matter what term we use to describe non-profits (also known as civil society organizations), they play an unmistakably vital role in helping people and communities when they need it the most. The Office Depot Foundation is firmly committed to assisting these groups in building their capacity to operate successfully.

In December 2008, the Foundation's second Weekend in Boca took place in Boca Raton, Florida, in collaboration with the U.S. Chamber of Commerce Business Civic Leadership Center (BCLC). The symposium attracted approximately 90 business, government and civil society leaders to discuss “Community Development, Private Sector Partnerships and Non-profit Capacity Building in a Challenging Economy.”

“The Weekend in Boca has become one of the dates I circle on my calendar each year,” notes Jay F. Hein, President and CEO of the Sagamore Institute for Policy Research and former Director of the White House Office of Faith Based and Community Initiatives. “The Foundation's commitment to strengthening America's non-profit sector is

advanced by convening an impressive roster of national leaders to discuss big ideas and move into action together.” Hein was one of the facilitators along with Stephen Jordan, Senior Vice President and Executive Director of BCLC, and Foundation President Mary Wong.

In another initiative, the Foundation entered into a multi-year alliance with SCORE and the SCORE Foundation to publish its *Business Planning Tools for Non-profit Organizations* workbook and provide resources on its website. “Non-profit organizations are also businesses and need to run as efficiently and effectively as possible in order to remain viable in serving their missions,” notes Mark Dobosz of the SCORE Foundation. “The Foundation's collaborative and financial support has allowed SCORE the opportunity to continue serving this non-traditional small business group.”



Helping Local Communities

The impetus that led to the establishment of the Office Depot Foundation 15 years ago was a storm – Hurricane Andrew, to be precise. Since that time, disasters have been a key element of its mission.

However, in recent years, the Foundation has taken a decidedly longer view. Instead of focusing exclusively on relief efforts (which remain a key priority), the Foundation seeks to make an impact along the entire disaster continuum – from preparation through rebuilding. To this end, its website includes robust disaster preparedness content for individuals and businesses, including resources and links to information from the U.S. Chamber of Commerce Business Civic Leadership Center (BCLC), SCORE, the Humane Society of the United States and other organizations and agencies.

In collaboration with BCLC's Business Disaster Assistance and Recovery Program, the Foundation sponsors the National Disaster Help Desk for Business and its toll-free hotline – 1-888-MY-BIZ-HELP – which has proven to be a critical resource for disaster-stricken communities. Nearly 1,500 inquiries from businesses, chambers of commerce, governments, non-profits and the public were made to the Help Desk in 2008, its first full year of operation.

In 2008, Office Depot also continued the Company's highly successful disaster preparedness for small businesses campaign and surrounding outreach to businesses affected by hurricanes, and/or other disasters. Providing free Wi-Fi, laptop and cell phone charging and complimentary fax services following a hurricane, Office Depot stores helped get professionals ready for a potential disaster and assisted them in getting back on their feet after the storm. Understanding that of those businesses experiencing a disaster and having no emergency plan, 43% will never recover – Office Depot also created an educational brochure at www.officedepot.com/getprepared to meet this exact purpose.

Beyond its strategies for dealing with disasters, the Office Depot Foundation assists hundreds of non-profit organizations in local communities with financial contributions as well as in-kind donations of office products and supplies. And, as 2008 drew to a close, the Foundation prepared to launch the Caring Connection – an exciting new program that would help to strengthen these vital organizations even more by giving them a simple and convenient way to tap into another vital resource: volunteers.

In Their Own Words

“The Office Depot Foundation really came to the rescue of my district and adjoining districts. The need was tremendous. The people were all very grateful and thankful.”

Texas State Rep. Debbie Riddle



In Their Own Words

“With the support and help of Office Depot, the local forests in the Prague area can be used for recreation again with the planting of beeches, limes, spruces and pines.”

Jan Hamernik
Czech Agricultural University
Prague

Community Involvement

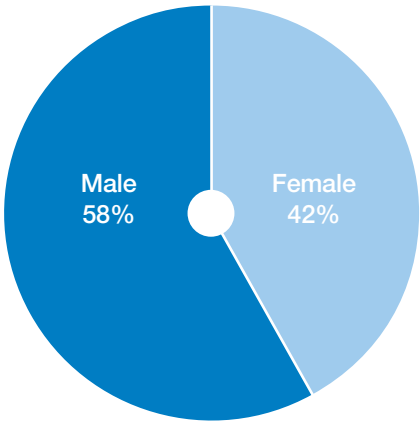
As a global company, Office Depot considers itself to be a citizen of the global community – and our associates take this message to heart. In every corner of the world, the Office Depot family is eager to help – individually and corporately. Whether associates are raising funds for medical research or disaster victims, or the Company is planting trees, the compassionate spirit shines through.

Noteworthy examples of this philosophy in 2008 included:

- In reaction to Cyclone Nargis, which devastated the Rangoon region in Myanmar in May, Office Depot France made a contribution to support EMDH (Enfants du Monde-Droits de l’Homme or Children of the World-Human Rights).
- After the horrific earthquake in China’s Sichuan Province, Office Depot associates in China and Japan raised funds to help the survivors, prefacing an eventual \$100,000 contribution from the Office Depot Foundation to build a school in the region.
- In France, 16 women associates ran under the Office Depot colors during the annual La Parisienne race against breast cancer. They were among 13,000 women who participated.
- Some 18,000 trees were planted on more than three hectares (about seven acres) in the Porici nad Sazavou region of the Czech Republic as part of the Company’s “Trees for Life” program. In 2003, Office Depot began planting a tree for each 50 packages of Papirus or Niceday paper sold. More than 160,000 trees have now been planted since the program’s inception.
- The Office Depot Center for Executive Education at Florida Atlantic University in Boca Raton, Florida, was dedicated late in the year. This 15,500-square-foot facility provides state-of-the-art classrooms, a multi-tiered case study lecture hall and administrative offices. Office Depot contributed \$2.8 million to FAU for the project.



Office Depot Gender Diversity
United States – 2008



Office Depot Associates

Office Depot looks out for its more than 42,000 associates in many ways, but rarely with results as dramatic as this: During a free diabetes and cholesterol screening at one of our locations, a 34-year-old woman with a 7-year-old child was told to contact her doctor immediately. She was hospitalized the next day; according to her doctor, she was hours away from a potentially fatal diabetic shock. Without question, the screenings provided by Office Depot saved her life.

Screenings, free flu shots, health and wellness classes, inclusion of a wellness center in our new Global Headquarters and distribution of a 2009 “Daily Dose of Health” Calendar were just a few of the ways in which our Company showed that we care about our associates’ well-being. We also provided a wide variety of opportunities for training and leadership development. In 2008, we launched the Office Depot Learning Portal to give our associates more ways to expand their skills. We supported associates who moved into management roles with training in such key areas as communication, delegation, coaching, goal setting and conflict management.

We held focus groups to address opportunities and develop long-term strategies arising from a Global Engagement Survey at the end of 2007, and we expanded our Global Innovation Award program to encourage fresh thinking and new ideas. We carefully considered our associates’ physical surroundings, as well. For example, the Company’s new UK headquarters in Leicester was designed to create a best-in-class working environment, with particular attention paid to such features as sound masking and speech privacy.

For the fourth year, Office Depot was honored by the National Association for Female Executives as a “Top company dedicated to the advancement of women.” Among the reasons for the recognition: Three of Office Depot’s eight executive officers are female, while four women sit on the Office Depot Board of Directors. Our Women’s Steering Committee continues to support female associates by involving them in professional development and educational seminars and offering membership discounts to women’s business associations.

At Office Depot, “taking care of our associates” is clearly intertwined with Taking Care of Business.

2008 At A Glance

Office Depot Total US Population 2008

Caucasian	58.0%
African-American	18.1%
Hispanic	15.6%
Asian	6.0%
Pacific	0.7%
Native American	0.5%
Multi Racial	0.9%
Non-Specific	0.2%
	100.0%

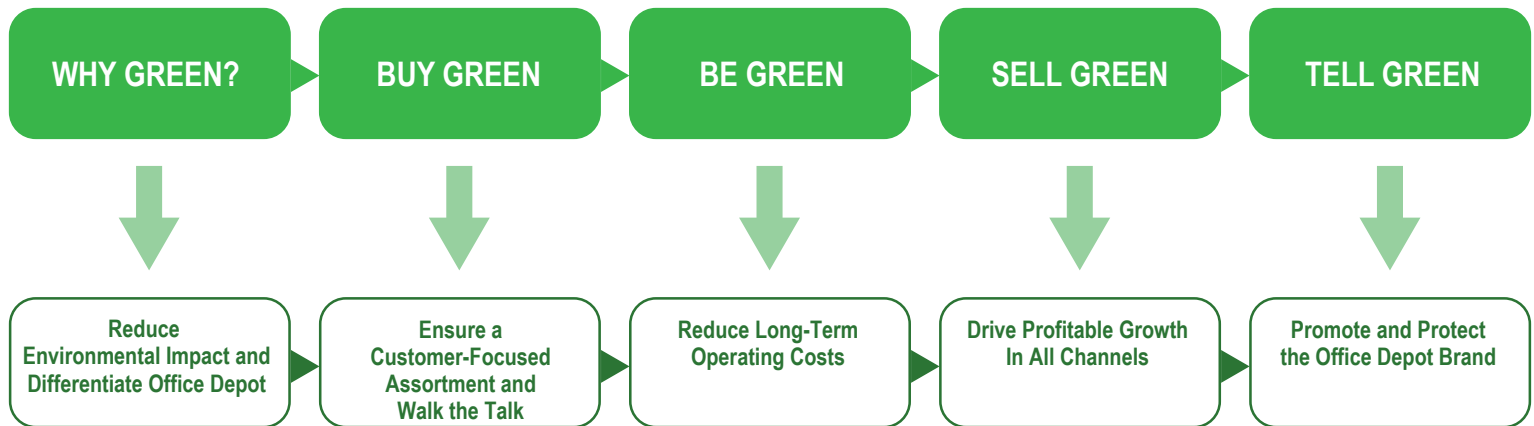


Taking Care of the Planet

Office Depot's environmental strategy can be summed up in a simple statement: we commit to increasingly buy green, be green and sell green. Our trajectory overall is towards a greener future, with a smaller overall footprint.

Why? Because our Company cares about taking care of the planet just as we take care of business. And we know that as we lower our own footprint, and help others lower theirs, everyone (including the planet) will be better off.

Our Environmental Strategy is Simple and Understandable



The following pages provide a short summary of environmental performance and achievements in 2008. To learn more about how we implement our environmental vision to increasingly buy green, be green and sell green, including internationally, please visit www.officedepot.com/environment.

Environmental Dashboard & Key Indicators

We measure all aspects of our environmental strategy with clear indicators to ensure we are on the right track. Please see the final column in this chart: it's mainly green because we did very well in North America in 2008. We're doing more in 2009.

Objective	Initiative	Functional Owners	#	Environmental Key Performance (eKPI): Summary Data	GRI	North American Summary Data				
						2005	2006	2007	2008	07-08 change
Increasingly Buy Green	Source greener office products for resale	Merchandising	1.0	Estimated number of active products with identified green attributes	EN26	2,300	4,000	5,200	6,100	17%
	Buy marketing papers from certified "responsibly managed forests"	Print Production & BSD Marketing	2.0	Percent of marketing papers from certified "responsibly managed forests"	EN14	30%	54%	66%	83%	NA
	Buy greener office products for internal use	Internal Procurement, Exec. Assistants	3.0	Green spend percentage, Global Headquarters	EN26	N/A	46%	38%	35%	NA
Increasingly Be Green	Reduce waste and recycle materials	Supply Chain, Facilities, IT & Store Operations	4.0	Percent of recycled materials vs. landfilled	EN22	41%	37%	49%	53%	8%
	Reduce energy and greenhouse gases from facilities	Construction, Facilities, IT & Supply Chain	5.0	CO ² emissions associated with facilities. Estimated metric tons (Scope 1 & 2) Does not include offset purchased	EN16 EN18	407,300	366,000	378,000	367,000	-3%
	Reduce fuel and greenhouse gases from delivery of goods	Logistics and Transportation	6.0	CO ² emissions associated with customer and store delivery. Estimated metric tons (Scope 1 & 3)	EN16 EN17 EN18 EN29	156,400	138,000	124,000	107,000	-14%
Increasingly Sell Green	Deliver innovative solutions for contract customers	BSD Marketing & Sales	7.0	Estimated total sales of active products with green attributes	EN26	\$1.05 Billion	\$1.34 Billion	\$1.33 Billion	\$1.22[†] Billion	NA
	Deliver innovative solutions for direct customers	Direct Marketing								
	Deliver innovative solutions for retail customers	Retail Marketing and Merchandising								
	Increase average post consumer recycled content of paper products sold	Supplies Merchants	8.0	Average post consumer recycled content of folders, boxes and personal care products sold	EN2	NA	NA	27%	28%	4%
	Increase average post consumer recycled content of cut sheet fed paper sold and printed	Paper Merchants	9.0	Average post consumer recycled content of cut sheet paper sold	EN2	NA	10.5%	10.2%	10.1%	-1%
	Increase sales of cut sheet fed paper from certified "responsibly managed forests"	Paper Merchants	10.0	Percent by weight cut sheet paper sold from certified "responsibly managed forests"	EN14	NA	NA	95%	97%	2%

Note: For detailed data, definitions, explanations and our European environmental dashboards, please visit www.officedepot.com/environment and click Environmental Policy & Performance. NA: Not Applicable because calculation methodologies changed from 2007 to 2008.



83%

Marketing papers from
certified “responsibly
managed forests”

52%

FSC certified

14%

Reduction in absolute
carbon footprint in 2008
from North American
transportation[†]

\$1.22 Billion

Sales of active products with green attributes[‡]

[†]Includes scope 1 and part of scope 3 carbon dioxide emissions, as defined by the WRI/WBCSD GHG Protocol guidelines.

[‡]Does not include “light green” attributes, such as 10%-29% post consumer recycled products, refillable pens, etc.



How We Strive to Increasingly Buy Green

When we buy products, we give serious consideration to reducing environmental impact. We may not always buy green, or select the greenest option, but we are doing more than many other companies. For example, over 50% of our marketing papers in the US were from FSC-certified forests in 2008. That's high for our industry. We also ended 2008 with 6,100+ active products with green attributes in our assortment for resale in North America, including 80+ items in our new brand Office Depot Green™.

Also, since there is no standard definition for "green," we're active in multi-stakeholder efforts to bring clarity to this question. In the interim, we have created a comprehensive set of green attributes and icons to clarify "what is green." Four out of 14 of these are shown below, and others can be seen by visiting www.officedepot.com/environment and clicking Buying Green. We accept that these icons are imperfect in their simplicity. But we think that's better than the imperfect complexity that defines green purchasing today.



Recycled

Contains post-consumer and/or preconsumer recycled content



Remanufactured

Made of quality components of previously used products



Reduced Harsh Chemicals

Products made with substances that result in less human exposure to potentially harsh chemicals



Energy Efficient/ Helps Conserve Energy

Office technology or lighting that helps reduce energy use and energy costs during use

How We Strive to Increasingly Be Green

In 2008, we built the world's first LEED Volume-Certified retail store prototype. We're proud to say we achieved LEED Gold certification and won the *Chain Store Age* Store of the Year 2008 in the Environmental Category. This and other efforts to build green, improve efficiency and reduce waste helped us save money and reduce operational impacts, and inspired Office Depot associates to feel even better about working at our Company. Comparing 2005 and 2008, we have reduced the absolute carbon footprint of our North American facilities by 10%, and transportation emissions by 32%. Combined that's a total reduction of nearly 16% in four years. We think this reflects real leadership in carbon reduction. While establishing this leadership we've avoided millions of dollars in energy costs. We have much more to do – but we know being green is smart and cost-efficient.

We also know that reducing waste makes good business sense. For the first time since we started tracking, we recycled over 50% of our waste stream and reduced our costs to landfill by 9%.

To learn more about our carbon and waste reduction efforts please visit www.officedepot.com/environment and click Being Green.

Office Depot's green store in Austin, Texas, reduces our consumption of resources, energy, water and harsh chemicals through a wide range of earth-friendly strategies. Specifically, we installed:

- T5 Energy-Efficient Lighting throughout the store
- Over 50 Ciralight SunTracker active skylights that adjust with the path of the sun, providing natural light for approximately 90% of the store
- Solar panels providing 10% of the electricity within the store
- A highly-reflective membrane on the roof so that heat from the sun is not absorbed by the roof. This keeps the inside of the store cool – requiring less energy for air conditioning.

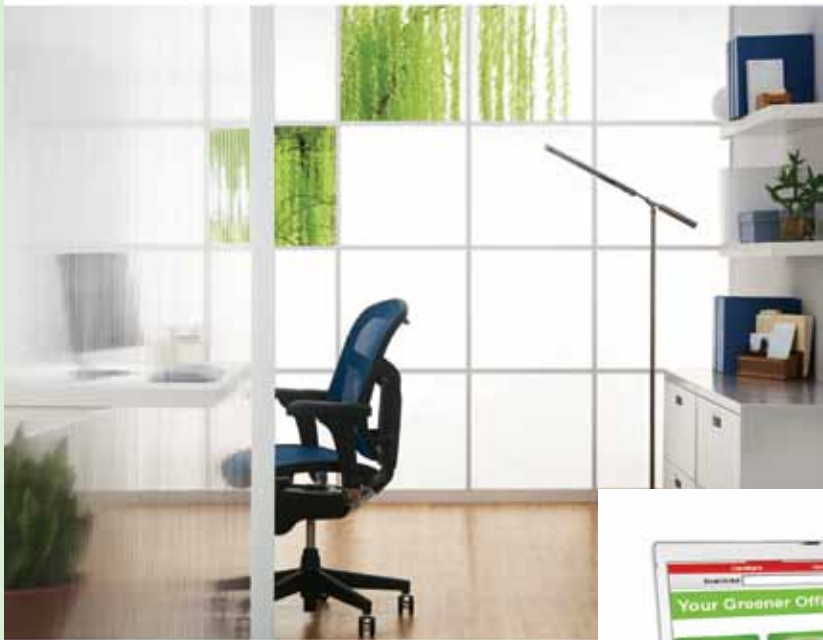
In addition, the store:

- Uses all low-emitting materials – including the carpet, paint and adhesives within the store
- Recycled approximately 80% of the construction's demolition waste, thus diverting it from the landfill
- Provides an "Alternative Transportation Education Board" outside the store, informing customers and associates of alternative transportation options available within Austin
- Offers an in-store recycling center – a designated recycling services area for cellular phone and rechargeable batteries, ink and toner cartridges, paper and technology



Office DEPOT.

December 2008 – June 2009



THE GREEN BOOK

Business Solutions Division (USA)



How We Strive to Increasingly Sell Green

In 2008, we released our fifth annual Green Book catalog; our respective competitors released their firsts. We like the fact that we're leading our industry in this and other aspects of selling green. Our greener office website (www.officedepot.com/yourgreeneroffice) continues to evolve and attract a growing following, and our retail

Tech Recycling Service helped customers divert over 1.4 million pounds of e-waste from landfills. In 2009, we're spending much energy on green spend reporting. By doing so, we're "selling green" by innovatively disclosing information that encourages large customers to understand their habits, and buy greener.



How We Strive to Increasingly Tell Green

In Their Own Words

“(Office Depot) has invested time, money, blood, sweat and tears into an (environmental) program that not only makes it best in class, but arguably deserves wider recognition for being one of the world’s finest programs.”

Stephen White
Editor
Office Products International

We strongly believe the path to environmental progress lies in focusing on what is being done, not on what is not being done. We like to celebrate all wins and showcase success. We feel there is too much green muting in large companies for fear that some environmental groups will accuse them of green-washing. In our opinion, that thinking is outdated because it discourages improvement and reinforces negativity. We are proud to focus on what we are doing, and telling our story while fully recognizing we have more to do.

By telling our environmental story we engage our associates and stakeholders, and encourage them to learn from our experience. We have also been asked to speak at some of the most high-profile green conferences in the world. Among those who know about the big office supply companies' environmental efforts, there is one clear leader: Office Depot.

To learn more about our environmental media efforts, please visit <http://mediarelations.officedepot.cc/environment>.



Accolades

Office Depot was pleased to receive a number of honors for the Company's commitment to Taking Care of Business, People and the Planet in 2008. The entire Office Depot family takes pride in these accomplishments.

Supply Chain Diversity

- **Top 50 of America's Corporations for Women and Minority Business Enterprises**
DiversityBusiness.com (2000 to 2008)
- **"America's Top Corporations for Women's Business Enterprises"**
Women's Business Enterprise National Council (2001 to 2008)
- **Top Corporation for Minorities**
Hispanic Network Magazine
- **Women of Power Impacting Diversity and Champion of Diversity**
Diversity Plus
- **Corporation of the Year**
Florida Minority Supplier Development Council (2007, 2008)
- **CEO of the Year**
Florida Minority Supplier Development Council
- **President's Award**
Florida Minority Supplier Development Council

Corporate Governance and Human Resources

- **100 Best Corporate Citizens**
The Corporate Responsibility Officer
- **Companies that Care Honor Roll**
(fifth year)
- **"Top Company Dedicated to the Advancement of Women"**
National Association for Female Executives (fourth year)

Philanthropy

- **Outstanding Philanthropic Foundation: The Office Depot Foundation**
Palm Beach County Chapter of the Association of Fundraising Professionals
- **Best External Publication: The Office Depot Foundation 2007 Report to the Community, "A World of Possibility"**
2008 PR News NonProfit PR Awards

Environmental Sustainability

- **"Outstanding Environmental Leadership" Award**
Office Products International
- **"Responsible Purchaser of the Year"**
Responsible Purchasing Network
- **International Green Apple Award**
(2007, 2008)
- **Environment Award**
BOSS (British Office Supplies and Services) Federation Industry Awards
(2007, 2008)

About Office Depot

Every day, Office Depot is Taking Care of Business for millions of customers around the globe. For the local corner store as well as Fortune 500 companies, Office Depot provides products and services to its customers through 1,593 worldwide retail stores, a dedicated sales force, top-rated catalogs and a \$4.3 billion e-commerce operation. Office Depot has annual sales of approximately \$14.5 billion, and employs about 42,000 associates around the world. The Company provides more office products and services to more customers in more countries than any other company, and currently sells to customers directly or through affiliates in 47 countries.

Office Depot's common stock is listed on the New York Stock Exchange under the symbol ODP and is included in the S&P 500 Index.

This Corporate Citizenship Report is printed on environmentally preferable paper sourced in accordance with Office Depot's® Environmental Paper Purchasing Policy & Vision Statement. The body and cover are printed on New Leaf Imagination (an FSC-certified paper), made with 100% post-consumer fiber, processed chlorine-free, and manufactured with electricity that is offset with Green-e certified renewable energy certificates. The chain of custody for this paper has been tracked in accordance with FSC standards and certified by SmartWood (SW-COC-001401).



NEW LEAF PAPER® ENVIRONMENTAL BENEFITS STATEMENT <i>of using post-consumer waste fiber vs. virgin fiber</i>				
Office Depot saved the following resources by using New Leaf Imagination, made with 100% recycled fiber and 100% post-consumer waste, processed chlorine free, and manufactured with electricity that is offset with Green-e® certified renewable energy certificates.				
trees	water	energy	solid waste	greenhouse gases
28 fully grown	11,767 gallons	20 million Btu	1,302 pounds	2,571 pounds
Calculations based on research by Environmental Defense Fund and other members of the Paper Task Force.				
www.newleafpaper.com				
 