

Delivering impact

through empowered partnerships

Te whakaputa hua pai mā ngā pātuinga whai mana

OFFICEMAX NEW ZEALAND

Sustainability Report

2025



ABOUT THIS REPORT

Welcome to OfficeMax New Zealand's eighth annual sustainability report, which seeks to communicate the economic, social, and environmental impacts of our operations, and progress against our Sustainability Strategy to our stakeholders. The report covers the operations of OfficeMax New Zealand Limited, for the period January 1, to December 31, 2025. All information included within this report references this period unless otherwise stated. The organisational boundaries of this report include the organisation's domestic operations in New Zealand and supply chain. OfficeMax's business model, business relationships, or operations have not significantly changed since the previous reporting period.

This report was published on 5 May 2026.



ABOUT OFFICEMAX NEW ZEALAND

OfficeMax New Zealand Limited is owned by Platinum Equity, a private equity firm with a global portfolio of companies across diverse industries.

OfficeMax traces its roots back to 1871 with the establishment of Coulls Somerville Wilkie, a printing and publishing company. Through various changes of ownership, mergers and acquisitions, the company has honed its business and educational focus and grown its national network.

OfficeMax's primary headquarters is located in Auckland, distribution centres in Auckland and Christchurch, showrooms in Auckland, Wellington, and Christchurch, and sales team members located across the country.

OfficeMax is a provider of workplace solutions and services, with a product range of over 38,000 products. Sold products are sourced from 428 local and offshore suppliers.

We serve over 32,000 customers and consumers across Aotearoa every day. Our dedicated customer account managers and product specialists support businesses, government agencies and schools throughout the year. Orders are taken online, via direct integration with larger customers, by phone or email. We are an e-commerce business and do not have any physical retail stores. OfficeMax works with our transport partners to provide highly reliable delivery services locally and to the Pacific Islands.

We are members of the Sustainable Business Council, Packaging Council of New Zealand, Retail NZ, Business East Tāmaki, Amotai*, and the Marketing Association.

** As of January 2026, OfficeMax is no longer an Amotai Buyer.*

A MESSAGE FROM OUR MD

Kia ora and welcome

I am excited to be stepping into this new role and sharing the progress made over the last year at OfficeMax.

OfficeMax's long-standing commitment to sustainability, guided by Kevin Obern's leadership, has established a strong foundation. Our progress reflects a deep and sustained dedication to responsible practice across the organisation.

As I step into the role, I am proud to join a company with such a strong and well-embedded sustainability mindset. This legacy provides a solid base from which we can continue to build, and I look forward to working together to advance our ambitions and deliver meaningful outcomes in the year ahead.

This year's Sustainability Report outlines the progress made against OfficeMax's 2021 - 2025 Sustainability Strategy.

Being able to continue delivering price competitive products from an ethical supply chain for our customers within a challenging economic climate has been a focus in 2025.

We are proud that in continuing to be

solutions focused for our customers, sustainability has remained front of mind in how we operate and the products we range. We understand that the greatest impact we can have in reducing our impact on the environment and socially is by enabling our customers to adopt more sustainable business practices through their procurement purchasing habits.

This year I am most proud of the following achievements in sustainability:

- Joining the Hidden Disabilities Sunflower initiative to support a more inclusive workplace
- 98% of product suppliers aligned with our Responsible Supplier Code
- Publishing our Sustainable Product and Packaging Guidelines
- Achieving an 88% waste diversion rate across the business and a year on year 40% reduction in waste volume
- Achieving Scope 1 and 2 emissions reduction of 33% against 2022 levels.

This is the last year of reporting progress against our 2025 Sustainability



Strategy, providing us an opportunity to reflect on how we have performed over the last five years. We have shared a snapshot of our most significant achievements on the next page.

In 2026, we begin our new 2026 - 2030 Sustainability Strategy. Focus for the year will include furthering progress in our modern slavery risk management, assessing solar

expansion opportunities, becoming Toitū Enviromark Diamond certified and establishing a community investment framework.

Adrian Blake

Adrian Blake
Managing Director

2021 TO 2025 SNAPSHOT

Unless specified, figures provided are for the total cumulative or average impact OfficeMax has had from 2021 to 2025 inclusive under each strategic pillar.

STRATEGIC PILLAR:

Foster a safe, healthy and inclusive society

- 120 team members completed cultural competency training
- 1.4% gender pay equity gap
- 64% employee engagement score
- 980 hours of training completed by DC team members through Project Ikuna
- Established a Diversity, Equity, Inclusion and Belonging (DEIB) programme
- \$489,000+ Max e-Grants donations
- 64,000+ contacts between tamariki and rangatahi and Barnardos What's Up line
- 262,000+ kg of charitable donations
- \$7.5M community investment

STRATEGIC PILLAR:

Provide solutions for a rapidly changing world

- 98% of product suppliers aligned with our Responsible Supplier Code
- Sustainable Product and Packaging Guidelines published
- 500+ Toitū carbon compatible freight reports sent to customers
- Introduced te reo schoolbook range
- EcoMax criteria revised
- 2,800+ products in EcoMax range
- Three interactive customer experience showrooms opened
- 89% of suppliers are New Zealand based

STRATEGIC PILLAR:

Drive a low carbon, circular economy

- 33% absolute reduction in Scope 1 and 2 GHG emissions since 2022
- Set 50% Scope 1 and 2 GHG emissions reduction target from 2022 by 2030
- 100 petrol and diesel vehicles transitioned to a mix of hybrid and electric
- 15 LPG forklifts transitioned to electric
- 20% of our Auckland site's electricity is solar generated annually
- 84% waste diversion rate achieved
- 30% reduction in waste volume since 2022
- Climate risks and opportunities disclosed
- Maintained FSC®, PEFC and ISO 14001 certifications



2025 SUSTAINABILITY STRATEGY

This report has been developed in line with OfficeMax's 2025 Sustainability Strategy which includes three strategic pillars to support our vision to empower sustainable and successful workplaces.

The Sustainability Strategy is aligned to 10 of the 17 United Nations Sustainable Development Goals, the urgent call for action by all countries to address global issues and achieve sustainable development.

SUSTAINABILITY GOVERNANCE

Our sustainability governance structure sets out the roles and responsibilities for managing our current Sustainability Strategy and our sustainability impacts.

We regularly monitor and track our performance against this strategy to ensure we are meeting the goals we have set annually.

The Executive Leadership Team monthly reports include key performance indicators related to GHG emissions, fuel use, power consumption, business travel, waste, and landfill diversion.

Our owners, Platinum Equity, are also informed monthly on our environmental, social and governance progress against plan.

SECRETARIAT

The Secretariat (Senior Sustainability Advisor) organises and facilitates the Sustainability Governance Group, establishes the strategic direction, and overall monitoring and reporting back to the Sustainability Strategy Sponsor, Executive Leadership Team, and OfficeMax owners.

STRATEGIC OVERSIGHT

OfficeMax's owners have **strategic oversight** of the Sustainability Strategy, endorsing its direction and goals.

SUSTAINABILITY STRATEGY SPONSOR

The Sustainability Strategy Sponsor (Director of Marketing and Customer) is accountable and responsible for the Sustainability Strategy, ratifying the annual work plan and delivery.

SUSTAINABILITY GOVERNANCE GROUP

The Sustainability Governance Group is made up of twelve internal subject area experts who are responsible for managing the delivery of sustainability initiatives for their strategic work streams.

SUSTAINABILITY KAITIAKI

The Sustainability Kaitiaki is a group of passionate team members who assist with the implementation of tactical small-scale sustainability initiatives across the business.

STRATEGIC PILLAR

Foster a safe, healthy, and inclusive society

OUR GOALS

- Support health, safety and resilience
- Promote inclusivity and equal opportunity

HIGHLY MATERIAL TOPICS

- Customer experience
- Ethical supply chain
- Credibility and trust
- Health, safety and wellbeing

SDGS

PEOPLE

Sunflower Hidden Disabilities

We joined the Hidden Disabilities Sunflower initiative, reinforcing our commitment to creating a welcoming and supportive workplace. The Sunflower is an internationally recognised symbol that allows individuals with hidden disabilities to discreetly indicate they may need additional support, understanding, or time.



Nearly a quarter of New Zealanders live with non-apparent disabilities, which can include neurological, cognitive, neurodevelopmental, sensory, or chronic health conditions. By adopting the Sunflower, we aim to foster understanding and inclusion for all.

To support this, we introduced resources including a short learning module, plus Sunflower lanyards and badges. The training explains hidden disabilities, the purpose of the Sunflower, and how to offer support with confidence. Team members with hidden disabilities can use badges or lanyards to signal they may need assistance, while supporters can display badges to show empathy and readiness to help.

Through this initiative, we are creating a more inclusive workplace where awareness, kindness, and understanding make a meaningful difference.

Celebrating Neurodiversity

Neurodiversity Celebration Week highlights the strengths and talents that come from thinking and perceiving the world differently. More than 15 per cent of people are neurodiverse.

To support inclusivity, we shared information about the Hidden Disabilities Sunflower initiative and provided a neurodiversity toolkit covering ADHD, Autism, Dyslexia, and Tourette Syndrome. Team members shared personal stories, including experiences with ADHD, dyslexia, and anxiety, demonstrating how embracing neurodiversity strengthens understanding and support for all.



Building trust through cultural understanding

As part of our Diversity, Equity, Inclusion, and Belonging (DEIB) programme, team members attended a day-long workshop to strengthen frontline excellence through cultural awareness and inclusive engagement.

The 'Building Trust Through Cultural Understanding' workshop combined hands-on first aid practice with a better understanding of Māori culture and practices.

Participants wrote and practiced their own pepeha, joined in opening/closing karakia and came together as a group through waiata. By practicing our te reo Māori, team members were able to practice whanaungatanga, the building and nurturing of relationships with each other. Team members also gained insight into the Treaty of Waitangi principles of partnership, participation, and protection.

The session closed with teachings on how to recognise strokes, manage injuries, and perform CPR, reinforcing that being a kaitiaki (guardian) involves caring for others' body, mind, and spirit. The workshop provided a meaningful, hands-on experience, leaving participants culturally enriched.

PEOPLE

Building skills for work and life

Our distribution centre team members completed Education Unlimited's six-week courses: Confidence & Assertiveness and Preparing for Retirement. The first course focused on developing assertive communication skills, while the second supported confident planning for retirement.

These courses are part of twelve funded by the Ministry of Business, Innovation & Employment (MBIE) and delivered by Auckland Council in partnership with Education Unlimited and other education providers. They aim to upskill Māori and Pasifika workers in Auckland, equipping participants with practical skills for employment and personal growth.

Participants received a micro-credential from Otago Polytechnic on completion. This training, supported through Auckland Council's Project Ikuna, reflects our ongoing commitment to developing the skills and capabilities of our team members.



Breakfast Club and Fruit Club

At our key locations, team members can enjoy a nourishing breakfast including cereal and toast with a delivery of fresh fruit every Monday. This initiative is part of our focus on team wellbeing, encouraging healthy habits and providing small, everyday ways to support physical and mental health.



Behind the Boxes - Distribution Centre (DC) Open Day

Over 400 team members and their families joined us for our very first Behind the Boxes Open Day at the Distribution Centre (DC) in Auckland.

The event offered a unique opportunity to step behind the scenes, see how our DC keeps everything moving, and enjoy a day of connection and discovery with loved ones.

Guided tours ran every 15 minutes, giving visitors an up-close look at the operations that keep our business running smoothly. Showroom tours showcased our latest products, while distribution centre tours highlighted our box making machines and picking lines.

Families enjoyed a free sausage sizzle, ice blocks, and drinks, while kids bounced on the castle and got creative at the face-painting station.

Visitors left impressed by the scale of the DC, the variety of products, and the incredible teamwork behind the scenes. Behind the Boxes not only showcased our operations but brought people, families, and our workplace closer together laying the foundation for future events and celebrating the heart of our community.



PEOPLE

Don't Panic: The OfficeMax guide to getting through an emergency

Emergencies can strike anytime - fires, medical incidents, natural disasters, or other unexpected events. We launched Don't Panic: The OfficeMax guide to getting through an emergency to help everyone stay ready at work and home and show why preparation matters.

Following recent Civil Defence campaigns and natural disasters in New Zealand, the guide provides practical steps to respond confidently to any emergency. It covers common emergencies, workplace hazards,

and natural events, including rare occurrences like volcanic eruptions, and outlines how to prepare, what to do during, and steps afterward, drawing on first-hand experience and New Zealand's unique risks.

We distributed the guide to all team members, along with a small first aid kit. By familiarising themselves with the procedures and keeping the kit handy, we aim to ensure everyone is better prepared and able to stay safe in any situation.



Sustainability Kaitiaki

OfficeMax is fortunate to have a group of passionate individuals form the sustainability kaitiaki (short for "kaitiakitanga") group driving small scale sustainability initiatives across the business. This group currently has five members from varying roles and

departments representing head office and our Tauranga regional office. As their initiatives are staff-led, the focus is on delivering outcomes based on what is important to the everyday worker at OfficeMax.

This year, this group has:



- Recycled 23 kg of batteries through newly established collection points in each showroom (Auckland, Wellington and Christchurch)
- Recycled 10 mobile phones through Swapkit, proceeds from recycling these phones went to Sustainable Coastlines
- Handed out 180 drink bottles in the Auckland and Christchurch distribution centres to reduce single use cups used at our water stations
- Eliminated single-use coffee cups at our on-site cafeteria at our head office
- Helped run our first litter clean up event in Auckland and Wellington.

While these initiatives may seem small, they contribute to a more inclusive environment at OfficeMax allowing all our people to feel like they can positively contribute to our business's sustainability goals.

COMMUNITY

Community investment

OfficeMax believes we all have a responsibility to do our part to better ourselves, our communities, and the natural environment. Our community investment approach focuses on fostering an equal and inclusive community by creating social impact across our value chain.

IN 2025, OFFICEMAX'S COMMUNITY INVESTMENT

TOTALLED

\$1,458,378

REPRESENTING >1%

GROSS PROFIT

OfficeMax has a strong focus in supporting our local communities, particularly Kiwi kids doing it tough. We believe that supporting and educating children is critical to reducing poverty, developing positive self-esteem, and achieving long-term success.

Barnardos What's Up

Barnardos' counselling service What's Up, established in 2001, is the only helpline and online chat service in Aotearoa for tamariki and rangatahi aged 5 to 19 years old.

What's Up is a safe place for tamariki and rangatahi to talk confidentially about anything. Counsellors are available to chat 7 days a week, 365 days a year. The service plays a pivotal role in nurturing emotional resilience among young New Zealanders. Over 1.6 million contacts have been received since 2001. OfficeMax is proud to be official supporters of the service since 2014.

This year, What's Up counsellors answered 12,164 calls and chats. With an average chat time of over 23 minutes compared to 5 minutes for calls, chat allows for deeper engagement, confidentiality and support compared to a traditional phone call.

Barnardos dedication to safeguarding tamariki is reflected in the 174 referrals to emergency services made due to immediate safety concerns of the caller/chatter. The primary reasons children and young people reached out to What's Up were issues related to emotional distress, family relationships and suicide.



School Rewards

Schools Rewards are OfficeMax's way of showing appreciation to the schools involved in our MySchool programme and serve as a recognition for the work they do to promote back to school solutions for their community. When back to school supplies are purchased by those in the school community, schools can earn rewards on these purchases.

We know schools invest their rewards back into their own school, often using them to grow their technology and digital capabilities, and for furniture and other teaching resources.



OFFICEMAX PROVIDED

\$792,828

WORTH OF REWARDS TO
NEW ZEALAND SCHOOLS
THIS YEAR

COMMUNITY

Max e-Grants

Max e-Grants is our longstanding grants programme, jointly delivered by OfficeMax and Barnardos Aotearoa, that provides small grants of up to \$5,000 to schools in New Zealand to support children aged 5 to 18 years old who are facing challenges.

This year a total of \$71,266 of Max e-Grants were allocated through 50 grants. These grants have supported children to access stationery, uniforms, equipment, classroom support, and school excursions and camps.

Our Max e-Grants programme is supported by our suppliers and since 2011 OfficeMax has distributed more than \$1.71 million to 17,925 children who experience social or economic disadvantage.

TOGETHER WE
HAVE DONATED

\$1.71 million

HELPING

17,925

KIWI KIDS



GOLD SPONSOR



SILVER SPONSORS



BRONZE SPONSORS



Types of activities
Max e-Grants has
supported over the
past 5 years



17%
Equipment and
resources

33%
Excursions and
camps



9%
Extracurricular
school activities

32%
Teacher support
and tutoring



9%
School and sports
uniforms

COMMUNITY

D/srupt

OfficeMax fully funded 24 small and medium sized enterprise (SME) owners to go through a nationwide programme to help them grow faster and compete more effectively. This initiative was in partnership with D/srupt, a software firm focused on growth navigation. Their programme combines practical workshops with AI tools to help business owners refine strategy, boost performance, and unlock growth. Winners received a hands-on strategy session plus 12 months of access to D/srupt's strategy platform with tools to plan, challenge ideas, and build a growth plan they can trust. 17 businesses attended workshops in 2025 and 7 are scheduled to attend D/srupt's online programmes in 2026.

The initiative aimed to support New Zealand businesses and foster an ongoing relationship between SME's and OfficeMax.



Keep NZ Beautiful clean up event

OfficeMax team members rolled up their sleeves for the first time to take part in the country's largest clean-up week organised by Keep NZ Beautiful. This initiative aims to raise awareness to the litter problem we have in New Zealand and to support more Kiwis to make a real difference in their communities.

A total of 30 volunteers from both Wellington and Auckland, including office and DC team members, participated in local clean-up efforts. The Auckland team collected rubbish at Mayfield Park, Otara, and around our own car parks, while the Wellington team cleaned up areas near their Jarden Mile office in Ngauranga.

Together, our volunteers collected 27 large black bags of rubbish. This event supports OfficeMax's sustainability strategy to reduce our environmental impact and to support our local communities.



COMMUNITY**Product donations**

OfficeMax is committed to enabling positive social value by donating obsolete, expired, damaged, returned or unsaleable stock to several of our charitable partners or other one-off donations to smaller community groups.

<u>CHARITY</u>	<u>TOTAL WEIGHT</u>	<u>TYPE OF STOCK</u>	<u>DONATED TO</u>
	42,660 kg	Damaged (non-repairable) and obsolete stock	Community groups, schools and All Heart NZ stores
	490 kg	Unsaleable food items such as dented coffee tins, hot chocolate and biscuits	Families visiting and staying at Ronald McDonald house
	195 kg	Unsaleable food items such as dented coffee tins, tea bags, sugar, hot chocolate and biscuits	Families visiting and staying at Mercy Hospice
	150 kg	Cartons, tape and paper	Recycle A Device (RAD) club operations
Other	24,822 kg	Obsolete stock	Pacific Islands, NZ schools, local community groups
Total	68,317 kg		



COMMUNITY

Recycle A Device (RAD)

OfficeMax's partnerships reflect a commitment to helping kiwi kids reach their potential therefore the decision to partner with Recycle A Device (RAD) was an easy one.

RAD provides a solution that helps our customers on their sustainability journey by reducing their e-waste and supporting a more inclusive society. How? Students in RAD clubs refurbish donated corporate devices, which are then redistributed into the community to students going without, to support their educational journey.

OfficeMax has supported RAD through 150 kilograms of product donations to help with their day-to-day operations. We will also be donating our own corporate laptops to the cause in 2026 while continuing to promote their services through our extensive customer network.

The greatest impact OfficeMax can have on the environment and in our community is through our customers, enabling them to do the right thing. By showcasing RAD, we provide an end-of-life product solution to our customers and create a positive impact for the next generation.



RAD club team members refurbishing donated devices.



All Heart NZ regifted surplus spray bottles to Mediclean.

All Heart NZ

OfficeMax has been donating to All Heart NZ as an Impact partner since 2020. This means we donate damaged (non-repairable) and obsolete stock for All Heart NZ to then sell these products in their stores at a reduced and accessible price for community members. By selling these products, All Heart NZ raises funds to pay their workers, expand their business and continue to provide a positive value impact. All Heart NZ may choose to donate our products to schools and other charities at their own discretion.

When OfficeMax complete furniture fit-outs we identify with our customers if they have furniture for disposal and connect them with All Heart NZ. They then arrange to collect and redistribute these products for no more than it would cost the customer to dispose of the items in landfill.

In December, OfficeMax donated over 9,000 surplus empty spray bottles to All Heart NZ who were able to share this donation with Mediclean. Mediclean were able to fill these bottles with their own medical cleaning products and donated them to not for profit and local community groups. This is an example of OfficeMax's commitment to finding circular solutions for our surplus product that can support our local communities at a low cost.

OfficeMax are proud of this partnership with All Heart NZ. Since 2020 the total impact of product donations has been over 262,000 kilograms.

SUMMARY**Our results**

MEASURE	2025	2024	2023	2022
COMMUNITY INVESTMENT				
Max e-Grants donations (\$)	\$71,266	\$141,878**	\$112,818	\$130,702
Number of children helped through Barnardos What's Up	12,164	12,724	11,562	12,991
School Rewards provided (\$)	\$792,828	\$629,923	\$698,975	\$661,017
Number of school associations supported	16	9	8	9
Total community investment (\$)	\$1,458,378	\$1,212,485**	\$1,208,722	\$1,270,064
PEOPLE				
Number of employees	437	466	501	511
Employee engagement score	63%	71%	66%	59%
ELT gender diversity	Female: 12% Male: 88%	Female: 12% Male: 88%	Female: 12% Male: 88%	Female: 12% Male: 88%
Gender diversity of employees	Female: 57% Male: 43%	Female: 59% Male: 41%	Female: 59% Male: 41%	Female: 59% Male: 41%
Gender pay equity gap*	1%	1.2%	1%	2%
HEALTH AND SAFETY				
TRIFR	6.5	6.3	6.86	8.45
TALENT DEVELOPMENT				
Average hours of training per employee	22	16	20	18.5
% of employees who received regular performance and career development reviews	95%	99%	90%	70%
Turnover rate	15%	17%	21%	35.2%

** Re-stated in 2025 following audit by Barnardos Aotearoa of historical Max e-Grants donations

* Difference of overall remuneration positioning of males to females (like for like roles/levels) in the organisation.

STRATEGIC PILLAR

Provide solutions for a rapidly changing world

OUR GOALS

- Provide flexible product and service solutions
- Empower the future of work

HIGHLY MATERIAL TOPICS

- Customer experience
- Credibility and trust
- Product stewardship
- Digital and technology capability

SDGS

ETHICAL SOURCING

OfficeMax acknowledges the role we play in procuring over 38,000 products on behalf of our customers from an ethical, transparent, and resilient supply chain. The following relates to our 'product suppliers' - suppliers responsible for sourcing and/or manufacturing the products we sell to our customers.

Responsible Supplier Code

In 2023 OfficeMax developed our Responsible Supplier Code ("the Code") with the expectation that all product suppliers of OfficeMax would attest to this Code by December 2025. This Code outlines the minimum requirements of doing business with OfficeMax that aligns with the expectations of our customers. The topics covered within the Code include, but are not limited to, modern slavery, ethical business practices, conflict minerals, environmental management, and product stewardship.



In 2025 we achieved:

- 90% of all product suppliers (local and offshore) attesting to our Code, a significant increase in attestation from 50% at 31 December 2024
- 8% of product suppliers were able to demonstrate alignment with our Code. By 'alignment' this means that whilst the supplier is not able to sign our Code they were able to share the relevant policies and procedures they have in place that align with the Code's expectations
- 2% were not able to attest or demonstrate alignment. These suppliers have been identified as small New Zealand owned businesses who do not have the resources to document policies and procedures in line with OfficeMax's expectations. OfficeMax will work with these businesses in providing tools and templates to elevate their ethical sourcing maturity.

98%

**OF ALL PRODUCT SUPPLIERS
ATTESTED OR ARE ALIGNED WITH
OUR CODE**

Modern Slavery

To support our Responsible Supplier Code, the next step in OfficeMax's ethical sourcing journey was developing a formal Modern Slavery Risk Management Framework that outlines our approach in addressing these risks. Our Modern Slavery Policy will be published in 2026.

A Modern Slavery Bill was introduced to the New Zealand Parliament in February 2026. If enacted, it may introduce mandatory reporting requirements relevant to OfficeMax's operations and supply chain disclosures. In the meantime, we have sought to align our practices with the current Australian legislative reporting requirements and global modern slavery risk management expectations as much as possible.

OfficeMax is taking a tiered approach in addressing modern slavery within our supply chain, tackling offshore and local product suppliers differently based on risk. For OfficeMax's suppliers approximately 90% of the products we sell to customers are sourced from New Zealand based suppliers and 10% from offshore suppliers (based on spend). Offshore suppliers are based in 12 countries, predominantly in Asia. The details of this tiered approach will be included within our Policy.



SUPPLIER SOCIAL COMPLIANCE

At OfficeMax we have taken a tiered approach for our supplier risk assessment based on inherent (country of manufacture, product type, industry) and company risk (own brand products and spend). Risk variability for product is low so primary risk factors come from the country of manufacture and own brand products which has informed the following actions.

Local suppliers

OfficeMax has completed an initial risk assessment of our local suppliers based on inherent and company risk. Local suppliers identified as high-risk will receive a self-assessment questionnaire in 2026 and will be required to provide details of how they are managing modern slavery risks in their operations and supply chain. The results of this self-assessment questionnaire will inform our actual versus perceived modern slavery risks within New Zealand.

Offshore suppliers

OfficeMax works directly with offshore supplier factories to manufacture, assemble or distribute our own brand and white label products.

It has been identified that these products and their



factories have a higher risk for potential instances of modern slavery based on geography and company risk. Therefore, greater due diligence has been prioritised for these factories in the first instance.

All offshore factories are expected to complete factory audits to an international social compliance standard* by an APSCA certified auditor annually. There are 3 ways in which a factory can demonstrate compliance for OfficeMax:

- **Recognised certification:** The factory holds a current internally recognised certificate or are completing social compliance audits to an international standard independently.
- **OfficeMax audit:** OfficeMax organises a social compliance audit at the factory completed by UL solutions.
- **Shared audit:** An independent audit is completed by another reputable international retailer (Office Depot Inc or Staples Inc).

* SA8000 certification; Business Social Compliance Initiative (Good, A, B or C Grading Level); Sedex Members Ethical Trade Audit.

FACTORY AUDITS BY TYPE	2025
Recognised certification	45
OfficeMax audit	4
Shared audit	32
Total factories audited	81

Measure of effectiveness

Two social compliance reports triggered an internally led investigation and one supplier was suspended due to a critical corrective action not being resolved. These cases were managed in line with our risk management framework. In all cases, the supplier was able to provide sufficient evidence to close these corrective actions and continue supply relationship.

Verisio Optimus

OfficeMax has onboarded Verisio as our modern slavery risk management service provider. Verisio provides the Optimus platform but also third-party expertise in escalating corrective actions raised in the social compliance audit reports we are receiving. They utilise global standards in defining the appropriate risk rating and due diligence actions required for non-conformances assisting our sourcing team at OfficeMax manage these risks effectively.

Over time we will be expanding the scope of which suppliers we capture through Verisio in line with our Modern Slavery Policy.



PRODUCT STEWARDSHIP

Sustainable Product and Packaging Guidelines

In 2025 OfficeMax launched our Sustainable Product and Packaging Guidelines (SPPG).

The purpose of these guidelines is to support the development of sustainable products and packaging for OfficeMax's own brands by maximising the quality of materials and eliminating or minimising end-of-life waste. The SPPG challenges the design of these products to integrate elements that are more sustainable than alternative products in the market.

What are our commitments?

- All own brand products will be reviewed and aim to have 100% recyclable and/or sustainably sourced packaging by 2028
- From 1 January 2025, all new products developed will be designed using the SPPG criteria
- From 1 July 2025, all existing products, on their biennial review, will be assessed against the SPPG to identify opportunities for improvement
- All suppliers to provide composition data relating to each product and its packaging to OfficeMax by 31 December 2026.

These measurable targets have been created for our product development team to be held accountable against. Progress against these targets is reported quarterly to our Sustainability Governance Group.

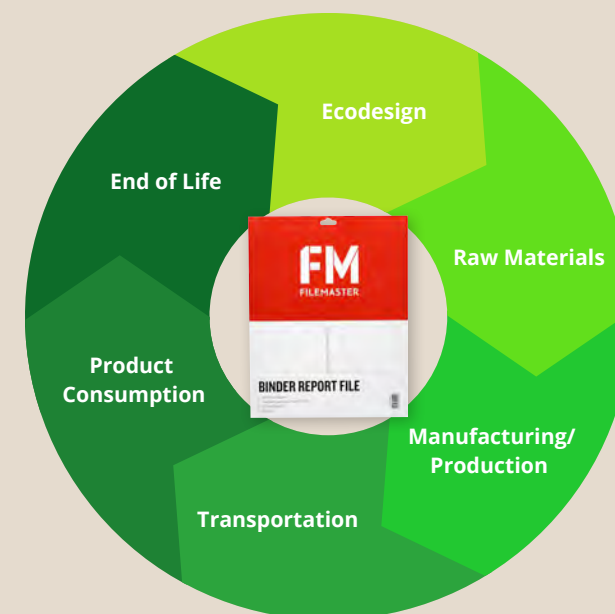
These guidelines have been shared directly with our own brand product suppliers to advise them of OfficeMax's product design direction as well as being made public for others to adopt.

Ecodesign is an important principle of these guidelines as it looks to consider all aspects of the product and opportunities to improve the environmental impact of each component. Ecodesign criteria OfficeMax has documented in the guidelines include:

- **Dematerialisation:** reducing the weight, size and number of different materials used in a product. This will reduce freight emissions and moving to mono-material products increases the chance of a product being recyclable.
- **Disassembly:** the product can be easily taken apart to allow for components to be recycled, repaired, or replaced.
- **Recyclability:** choosing materials that can be easily recycled through kerbside collection.
- **Sustainably sourced materials:** choosing materials that are Forest Stewardship Council® (FSC®) certified, Programme for the Endorsement of Forestry Certification (PEFC) certified or made of recycled content to reduce the demand on virgin and/or unsustainable material production.
- **Hazardous materials:** ensuring we are not introducing products or packaging that will cause harm to the end consumer or environment.

- **Recyclability communication:** is the product material information available for the customer to make an informed decision on how to dispose of it at the end of its life. We look to have this information available on the product page on our website as products undergo review or are developed.

We applied our SPPG during the FileMaster range review. This resulted in new binder pockets being developed, and the packaging of the product was assessed. It was determined that the shrink wrap packaging option provided to us was not the most efficient material to use. To reduce waste, the packaging was redesigned as a pocket envelope made from card material that can be recycled.



SUPPLIER EXPO

OfficeMax's most anticipated event of the year, our Supplier Expo was hosted at Hamilton's Claudelands Events Centre. The event brought together 450 OfficeMax team members and suppliers from across the country to celebrate innovation, sustainability, and business excellence.

At this event, suppliers get an opportunity to sit down with our sales, merchandise, marketing and executive leadership team to discuss who they are and any new product solutions they have brought on that year.

By more intimately understanding our suppliers and the products they range, we can share their story and solutions better to our customers.

Accent Group was named the 2025 Sustainability Leader as they had made significant strides towards more sustainable business practices, product development and end-of-life product solutions.



Left to right: Will Killinger - UPM, Simon Delany - BJ Ball, Sharon Wright - Integrated Packaging, Mark Stevens - Essity Australasia, Rick Jansen - Dove Electronics, Ronnie Holt - Accent Group

"As a family-owned New Zealand manufacturer, we were genuinely humbled and excited to be recognised alongside much larger multinational companies by winning OfficeMax's 2025 Supplier Sustainability Award. This award

is a meaningful acknowledgement of our team's daily efforts to do good and operate sustainably, and we couldn't be happier to see their commitment recognised."

Ronnie Holt,
General Manager at Accent Group

The newly established He Tohu Auaha award for innovation and growth went to BJ Ball and UPM. This award recognises their contribution to OfficeMax's business growth through innovative initiatives, such as their paper-based strap - an exclusive sustainable solution for our carton packaging.

Supplier of the Year award went to Essity, and the Everyday Operational Excellence award went to Integrated Packaging NZ.

PURPOSE-LED PURCHASING

Supplier and partnership programmes

At OfficeMax we are proud of the supplier and partnership relationships we have built that align with our values in transitioning to a low-carbon circular economy. It is important for us to not only acknowledge our suppliers and partners that provide end of life product solutions but also make it easier for our customers to find them. OfficeMax has created a page on our website that highlights these programmes.

These circular solutions currently include options for products like desks, coffee capsules, laptops, printers, batteries, and soft plastics.

By connecting our customers with the right suppliers, we enable them to confidently divert products at the end of their life from landfill.



EcoMax – trusted sustainable alternatives

The largest impact that OfficeMax can have in sustainability is enabling customers to purchase products with a lower environmental impact or that has a positive social impact. Through EcoMax, our customers are able to shop for products that align with their sustainability goals by using our EcoMax filter.

A complete review of the criteria that qualifies a product as EcoMax was completed this year.

Our new EcoMax criteria:

- 20%+ Recycled Product Content
- Sustainably Sourced Product Packaging
- Recyclable Product
- Recyclable Product Packaging
- Compostable Product
- Product Carbon Certification
- Product Environmental Certification
- Social Good

As of December 2025, there are over 2,800 products that have at least one of the criteria noted on the left and been marked on our website as 'EcoMax approved'.

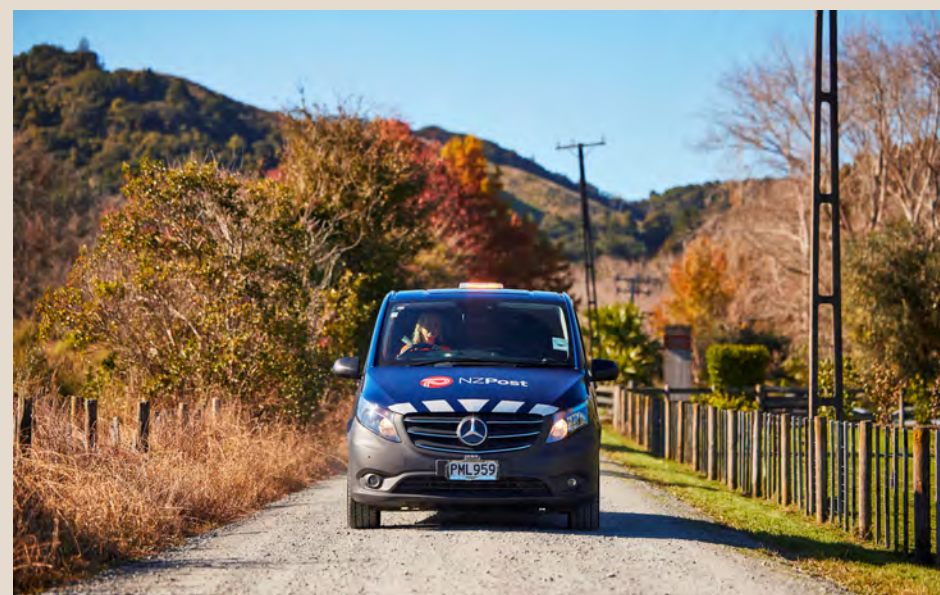
We have a high standard for what qualifies a product as EcoMax and know that each attribute allocated to a product can be substantiated with evidence provided by our suppliers.



Freight emissions customer reporting

OfficeMax continues to provide Toitū certified carbon compatible freight reports to our customers upon request. These reports enable customers to understand the GHG emissions associated with the freighting of the products they purchase from us. This information can be used in the customers own greenhouse gas emissions inventory.

Since 2020, OfficeMax has shared over 500 freight emissions reports with customers.



PURPOSE-LED PURCHASING

Chain of Custody Standards

OfficeMax is certified to the Forest Stewardship Council® (FSC®) and Programme for the Endorsement of Forest Certification (PEFC) chain of custody standards. Being certified means that OfficeMax can label, promote, and sell our own brand products as FSC® and PEFC certified. A minimum requirement for our own brand wood-based products is that they must be certified to either of these globally recognised standards.

This year, OfficeMax was fortunate enough to be invited to FSC®'s first New Zealand based forest walk. This event was hosted by forest managers Manulife Investment Management and Matariki Forests, together with landowners Ngā Maunga Whakahii o Kaipara at the Woodhill Forest.

This event highlighted how the FSC® Forest Management certification safeguards biodiversity, upholds Māori land rights and cultural values, supporting local workers and communities. Seeing responsible forestry in practice reaffirmed the importance of holding these certifications at OfficeMax.



OfficeMax attending FSC®'s first New Zealand based forest walk

Fairtrade

OfficeMax celebrated Fairtrade fortnight this year as part of our ongoing commitment to ethical sourcing and responsible business practices. Fairtrade fortnight is an annual campaign to raise awareness and encourage consumers to support Fairtrade certified products.

By supporting Fairtrade certified farmers we ensure fair wages, safer working conditions, and education opportunities for workers. Money generated through sales is then re-invested back into their families and communities.



Gabriela Driver from Fairtrade ANZ leading a fairtrade session with OfficeMax sales team members

We were fortunate enough to have representatives from Fairtrade ANZ join us to celebrate Fairtrade fortnight. They presented to our sales team on what Fairtrade is, how to become a Fairtrade supporting workplace and how best we can share their story. By raising awareness with our sales team, we can then enable our customers to make more ethical purchasing decisions.

This is OfficeMax's second year in being a Fairtrade Supporting Workplace. In 2025 we purchased 516 kilograms of coffee and 8,500 tea bags supporting farmers in Ethiopia and Papua New Guinea. We would encourage any business looking to make a simple but impactful change to make the switch to Fairtrade.

SUMMARY

Our results

MEASURE	2025	2024	2023	2022	2021
CUSTOMERS					
Number of customers	32,000+	32,000+	34,000+	34,000	33,000+
Net Promoter Score (NPS)	56	60	57	50	50
Customer retention	93%	89%	94%	94%	90%
PRODUCTS					
Number of product choices	38,000+	39,000+	37,000+	33,996	34,841
Number of OfficeMax brand products	3,036	3,026	2,697	3,006	3,461
SUPPLIERS					
Number of suppliers	428	510	531	610	586

STRATEGIC PILLAR

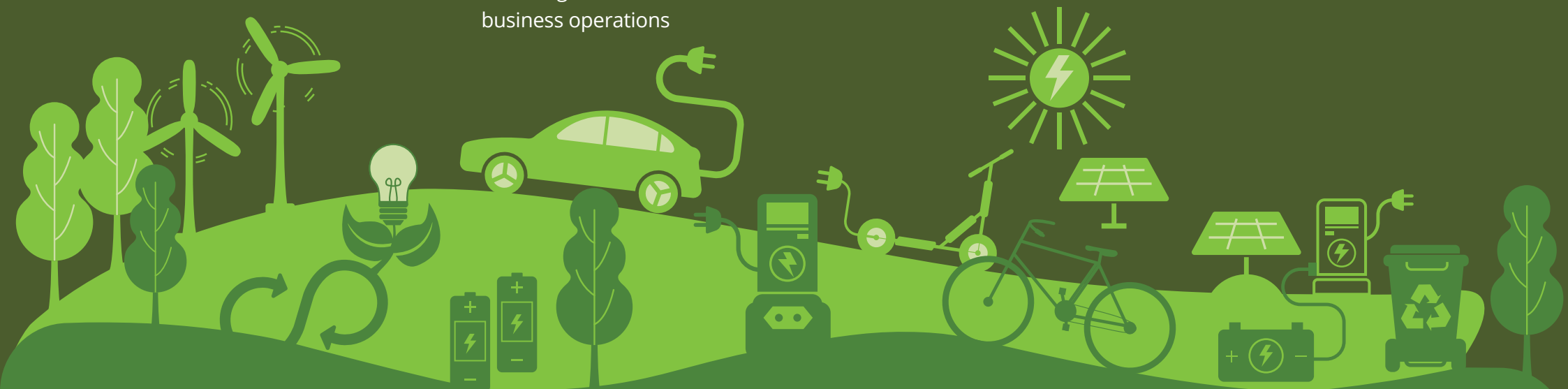
Drive a low carbon, circular economy

OUR GOALS

- Improve the environment through our value chain
- Support local solutions

HIGHLY MATERIAL TOPICS

- Customer experience
- Ethical supply chain
- Credibility and trust
- Reducing emissions from business operations

SDGS

GREENHOUSE GAS EMISSIONS

The following table details OfficeMax's Scope 1, 2, 3 greenhouse gas (GHG) emissions inventory for the period 1 January 2025 – 31 December 2025. This inventory has been prepared in accordance with ISO 14064-1:2018 and The Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

All figures are presented as gross tonnes of carbon dioxide equivalent (tCO₂e). Scope 2 GHG emissions are reported as location-based only.

GHG emissions are presented as Scopes 1, 2, and 3, and as Categories as per ISO 14064-1:2018 in the following table. For ease of comprehension for readers of this report, we have chosen to reference Scopes throughout.

This GHG emissions inventory has been independently verified by Toitū Envirocare in accordance with ISO 14064-3:2019. Reasonable assurance has been provided over Scope 1 and 2 and limited assurance provided over Scope 3. The GHG emissions from 2022, 2023 and 2024 have also been independently verified with the same assurance.

Emission source exclusions

The following emission sources have been omitted from the inventory due to an inability to source complete and accurate activity data.

- Purchased goods and services
- End of life treatment of sold products
- Use of sold products
- Upstream freight (not controlled by OfficeMax).

Boundaries

OfficeMax applies an operational control consolidation approach in the preparation of its GHG inventory. Within the organisational boundary of OfficeMax New Zealand Limited no business units have been excluded.

Calculations

OfficeMax utilises ESP Bravegen to calculate its GHG emissions. The calculation methodology used for quantifying GHG emissions is:

GHG emissions = activity x emission factor.

In some instances, supplier specific emissions data has been used and an emission factor has not been applied. Emission factors used in calculating GHG emissions were sourced from the New Zealand Ministry for the Environment Measuring Emissions Guide 2025 and the United Kingdom's Government Greenhouse gas reporting: conversion factors 2025.

All activity data is reliant upon supplier invoices and reporting being accurate and complete. Activity data calculations have varying degrees of uncertainty. Water and wastewater emission sources only include activity relating to OfficeMax's head office.



GREENHOUSE GAS EMISSIONS

Measure

GHG emissions (tCO₂e) by scope, category and emission source from 2022 (base year) to 2025.

SCOPE	ISO CATEGORY	EMISSION SOURCES	GHG EMISSIONS (tCO ₂ e)			
			2025	2024	2023	2022
Scope 1	Category 1 - Direct GHG emissions and removals	Fuel combustion from company vehicles	206	218	325	380
		Natural gas	4	4	4	4
		Diesel stationary combustion	<1	2	N/A	<1
		Refrigerant top ups	0	0	0	0
Scope 2	Category 2 - Indirect GHG emissions from imported energy	Purchased electricity	137	107	116	170
		Electricity leased sites	1	2	2	3
		Electric vehicle charging	3	1	<1	N/A
TOTAL SCOPE 1 + 2			350	334	447	557
Scope 3	Category 3 - Indirect GHG emissions from transportation	Accommodation nights	10	9	11	7
		Rental cars	4	4	4	4
		Taxis and uber	<1	<1	<1	N/A
		Air travel	135	128	218	153
		Employee commuting	414	438	536	536
		Employees working from home	13	9	14	14
		Downstream freight	1,196	1,317	1,330	1,424
		Upstream freight (controlled by OfficeMax)	542	687	596	717
	Category 4 - Indirect GHG emissions from products an organisation uses	Transmission and distribution losses - Natural gas	<1	<1	<1	<1
		Transmission and distribution losses - Electricity	10	8	13	16
		Fuel well-to-tank	50	53	77	89
		Composted waste	4	3	3	3
		Recycled waste	2	3	12	11
		Waste to landfill	17	33	29	25
		Waste wood	<1	<1	<1	<1
		Wastewater	1	1	<1	<1
		Water use	<1	<1	<1	<1
TOTAL SCOPE 3			2,400	2,696	2,845	3,000
TOTAL SCOPE 1, 2 & 3			2,750	3,030	3,292	3,558

^{*}N/A: Not measured in reporting year.

^{*}Figures may not add up due to rounding.

GREENHOUSE GAS EMISSIONS

Performance

Our measured Scope 1 and 2 GHG emissions were 350 tCO₂e in 2025. This is a reduction of 33% against our 2022 base year and an increase of 5% against last year.

Our measured Scope 3 GHG emissions were 2,400 tCO₂e in 2025. This is a reduction of 20% against our 2022 base year and 11% reduction against last year.

Significant fleet and forklift transition to lower emissions alternatives and solar panel installations at the Auckland site have allowed for emissions reductions in Scope 1 and 2 to date.

REDUCTION IN OUR ABSOLUTE SCOPE 1 & 2 GHG EMISSIONS

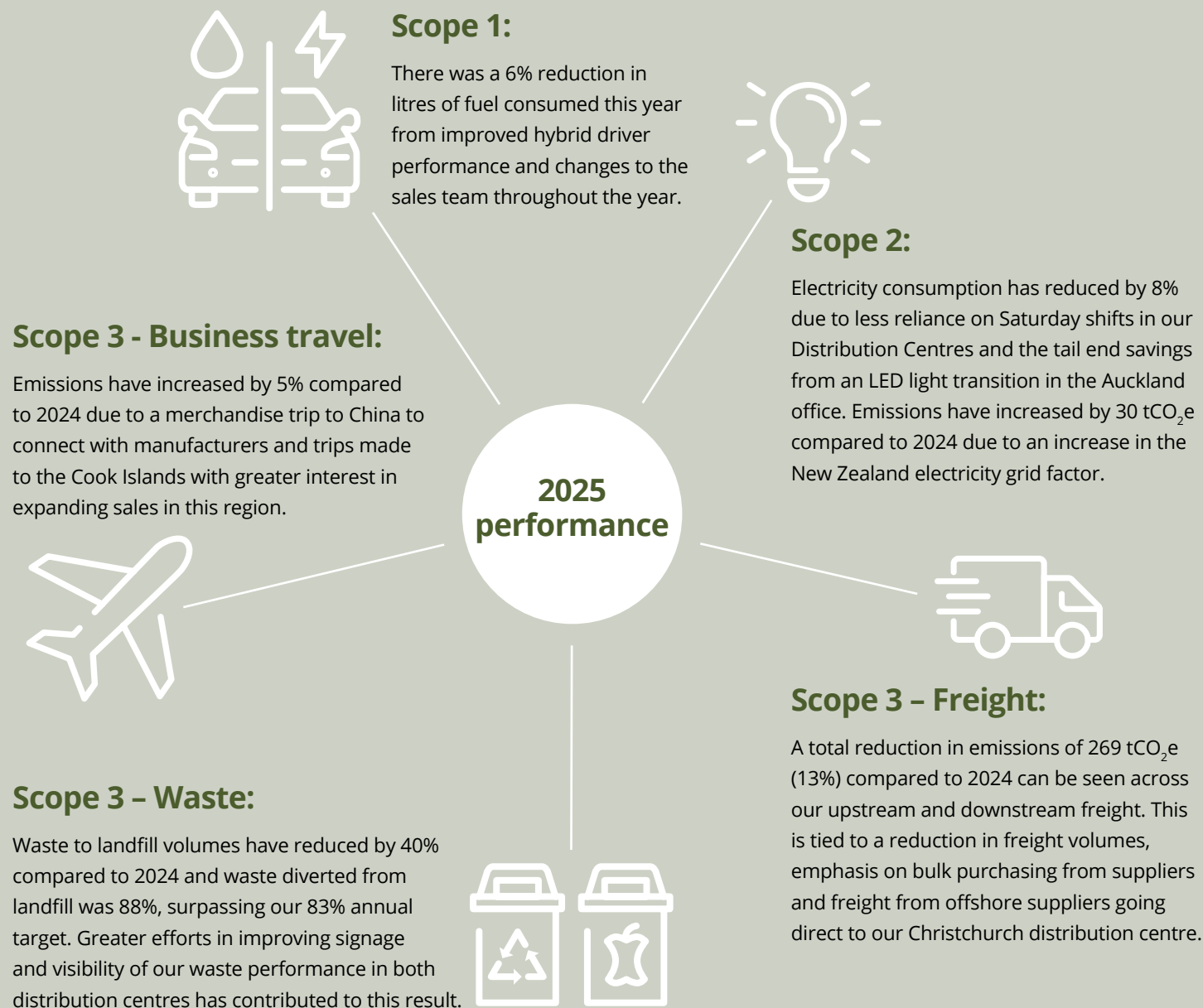
33%

(2025 vs 2022)

REDUCTION IN OUR MEASURED SCOPE 3 GHG EMISSIONS

20%

(2025 vs 2022)



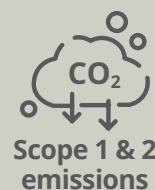
GREENHOUSE GAS EMISSIONS

Emissions reduction plan

OfficeMax is committed to our target of a 50% reduction in Scope 1 and 2 GHG emissions by 2030 against our 2022 base year. This will equate to a 75% reduction in Scope 1 and 2 GHG emissions since 2019 (OfficeMax's historical base year).

To support the reduction in Scope 3 GHG emissions, we have set the following activity-based targets:

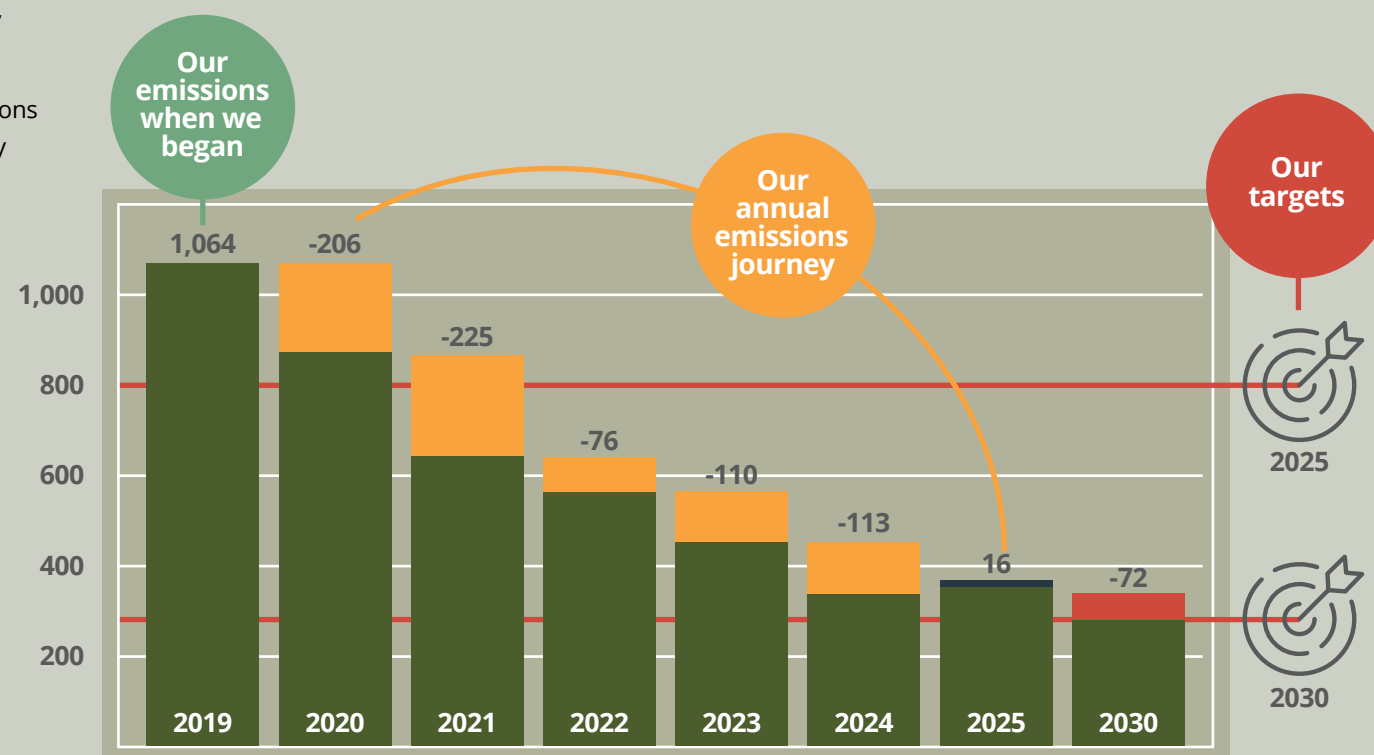
- Achieve a waste diversion rate of 83% annually
- Reduce air travel kilometres travelled by 20% by 2030 against 2022 levels
- Achieve a 5% increase in adoption of low emissions modes of transport for employee commuting by 2030 against base year
- Engage freight suppliers to commit to a GHG emissions reduction target in-line with a 1.5 degree of warming pathway.



**OUR COMMITMENT: TO REDUCE OUR
ABSOLUTE SCOPE 1 & 2 GHG EMISSIONS**

50%
by 2030
(on a 2022 base year*)

**OfficeMax's target has been informed by and set using the Science Based Targets initiative (SBTi) near-term cross-sector absolute reduction methodology and is consistent with a reduction pathway that contributes to limiting warming to below 1.5 degrees Celsius. While the target has been developed in-line with the SBTi's Corporate Near-Term Criteria, the target has not been submitted to, or validated by the SBTi.*



Emissions reduction journey since 2019 to present (2025) and remaining emissions reductions required to achieve 2030 target.

CLIMATE CHANGE

Climate-related risks and opportunities

OfficeMax used scenario analysis to identify and assess our climate-related risks and opportunities. OfficeMax is not a climate reporting entity (CRE) in New Zealand but have chosen to voluntarily disclose our climate-related risks and opportunities. The process used has been informed by the Aotearoa New Zealand Climate Standards but is not compliant with these standards.

Scenarios

OfficeMax analysed three climate change scenarios sourced from 'The futures of retail' report as part of this process - orderly, disorderly and hot house world. These scenarios were developed by KPMG in collaboration with selected businesses in the New Zealand retail sector.

Process

Risks and opportunities identified by key internal stakeholders were rated on a consequence and likelihood basis, under each scenario.



Consequence: The anticipated physical, financial, or social impacts on the business, our people and/or our value chain.

Likelihood: The very short (1 year), short (2-6 years), medium (7-16 years), long (17-26 years), and very long (27-76 years) time horizons in which the risk or opportunity is reasonably expected to occur.

Opportunities: The transition to a low-emissions economy presents OfficeMax with opportunities such as, but not limited to self-generated energy efficiency; operational efficiency; partnerships with decarbonising

freight providers; competitive marketability if we are able to keep up with customer preferences; enabling customers to make more informed product selections; and confidence in the quality of operations within OfficeMax's supply chain.

Risks

Our climate-related risks have been included within OfficeMax's enterprise risk catalogue which is assessed each year as part of our environmental management system (ISO 14001) certification.

Orderly

An ambitious and coordinated transition to a low-emissions, climate resilient future. Stringent climate policies, innovation, ambitious investment, and medium to high deployment of carbon removal solutions limit global warming to 1.6°C in 2050 and 1.4°C in 2100.

Disorderly

Ambitious action is delayed to 2030, followed by sudden and uncoordinated economic transformation. Extensive, stringent, and punitive but late government intervention, in combination with some deployment of carbon removal solutions, limits global warming to 1.7°C in 2050 and 1.67°C by 2100.

Hot House World

Current emissions reduction policies are implemented. Current socio-economic trends continue, resulting in 2°C global warming by 2050 and more than 3°C by 2100.

CLIMATE CHANGE

RISK	TIME HORIZON AND RELEVANT SCENARIO	RISK MITIGATION ACTION TAKEN IN 2025
Disruptions to business continuity due to damage of OfficeMax's sites and national transport network	Very short/ Short (orderly, disorderly, and hot house)	Annual review of our environmental aspects and impacts register and enterprise risk catalogue is completed to identify and assess the likelihood of crisis or emergency situations that could impact business continuity.
Disruptions to factories and suppliers, due to climate change impacts	Very short (orderly, disorderly, and hot house)	OfficeMax has suppliers across various geographical locations. It is possible to source the same product from another supplier if required.
Carbon taxes, carbon pricing, or carbon border adjustment mechanisms	Short/ Medium (orderly and disorderly)	OfficeMax's emissions reduction plan sets out actions and targets to reduce our reliance on highly emissions intensive activities. Emissions reductions to date support this plan.
Legislative requirement to report on product composition, including circular economy and end of life information	Short/ Medium (orderly and disorderly)	OfficeMax's newly published Sustainable Product and Packaging Guidelines embeds ecodesign and circular principles into our own brand products. In reviewing these products we develop a greater understanding of product material information to then be able to share with customers and reporting bodies when required.
Failing to evolve with best-practice sustainability expectations	Short/ Medium (orderly and disorderly)	As members of the Sustainable Business Council, we are connected to businesses that are also tackling these evolving benchmarks. We have engaged our stakeholders in the development of our 2026 - 2030 Sustainability Strategy so it can reflect their expectations.

CLIMATE CHANGE

RISK	TIME HORIZON AND RELEVANT SCENARIO	RISK MITIGATION ACTION TAKEN IN 2025
Greenwashing accusations associated with the claims we are making on our website through EcoMax	Very short/ Short (orderly and disorderly)	Internal checks and record management processes have been established to support all sustainability related product claims.
Customers changing their preferences toward more sustainable products	Short/ Medium (orderly and disorderly)	Our 2030 Sustainability Strategy product pillar has specific targets on the development and ranging of more sustainable products.
Inability to influence practices of offshore suppliers	Short/ Medium (orderly and disorderly)	There has been an increased focus in ensuring our suppliers adhere to our Responsible Supplier Code that has environmental and climate requirements. In 2026, self-assessment questionnaires will be sent to suppliers to check their actions, commitments and alignment with OfficeMax's expectations.

Environmental Management System

OfficeMax's environmental management system has been ISO 14001 certified since 2012. The audit this year marks the first time OfficeMax has not received any corrective actions. This reflects the years of dedication and hard work that has gone into embedding

sustainability into the day-to-day operations of our business. Our environmental management system is reflected in our people training, customer engagement, product offerings, waste diversion, hazardous substance management, health, safety and wellbeing.

This system ensures that our environmental management processes are aligned with best practice approaches to prevent and mitigate adverse environmental impacts and to improve our overall performance.



SUMMARY

Our results

MEASURE	2025	2024	2023	2022	2021
GHG EMISSIONS					
Scope 1	209	224	329	384	460
Scope 2	141	110	118	173	173
Scope 3	2,400	2,696	2,845	3,000	123
ENERGY					
Average % of OfficeMax's Auckland site electricity (kWh) generated by solar array	24%*	22%	19%	21%	18%
WASTE					
Recycled waste (kg)	530,365	608,014	569,740	508,826	-
Composted waste (kg)	22,027	18,459	14,980	19,427	-
Waste to landfill (kg)	85,902	142,422	125,227	121,853	-
Furniture & unsaleable stock diverted from landfill (kg)	42,660	33,771	32,741	47,461	88,000
% of waste diverted from landfill	88%	82%	83%	83%	-
LOCAL SOLUTIONS					
% of products sourced from New Zealand-based suppliers	92%	89%	92%	91%	92%

*Export metre readings were impacted in 2025. Assumption that majority of solar generated on site was used in 2025 based on previous year exports.

2026 - 2030 SUSTAINABILITY STRATEGY

OfficeMax has engaged our key internal and external stakeholders this year to inform the material topics and pillars of our 2026 - 2030 Sustainability Strategy. This engagement exercise has validated the work currently underway, solidifying our strategic direction for the next five years.

Making workplaces work better

STRATEGIC PILLAR: PEOPLE

Outcomes:

Supporting positive social outcomes for all people at OfficeMax and in our community

Highly Material Topics:

Health, safety and wellbeing

Diversity, equity, inclusion and belonging

Community investment

UN SDG'S:



STRATEGIC PILLAR: PRODUCT

Outcomes:

Upholding ethical supply chain practices and enabling our customers access to sustainable product alternatives

Highly Material Topics:

Upholding human rights and supporting ethical supply chain practices

Sustainable product development

Credible product sustainability information

Availability of sustainable, social enterprise and local products

UN SDG'S:



STRATEGIC PILLAR: PLANET

Outcomes:

Reducing the environmental impact of our business operations

Highly Material Topics:

Reducing our Scope 1, 2 and 3 emissions

Operational waste diversion

UN SDG'S:



We will share the progress we have made against our new strategy in the 2026 Sustainability Report.



We encourage feedback on this Sustainability Report.

Please share your thoughts with us at sustainabilityreport@officemax.co.nz

OfficeMax®